Know Your Rights in the Workplace

**WEINGARTEN RIGHTS**

The US Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. These are called WEINGARTEN RIGHTS.

An investigatory interview occurs if 1) management questions you to obtain information; and 2) your have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

Please contact Local 80 office if in need of representation.

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**Floor Election**

February 2, 2020

At the February 2, General Membership Meeting there will be a Floor Election to fill the vacancy at the Sergeant-at-Arms Position. Members in good standing can run for the office and vote.

**Sargent At Arms**

**Duties**

Attend General Membership meetings and all other special meetings that are called
Ensure the meeting hall is open and set up
Keep the Attendance Book
Ensure all Attendees are members in good standing
If necessary count votes in instances of division
Help the Chair to keep the decorum of the meeting
Calendar

February 2, 10:00 am: General Membership Meeting.
February 9, 9:00 am: Executive Board Meeting.
February 17: President’s Day Holiday. Offices Closed.

March 1, 10:00 am: General Membership Meeting.
March 22, 9:00 am: Executive Board Meeting.
April 5, 10:00 am: General Membership Meeting.

2nd Quarter Dues are Due March 31
Calendar of General Membership Meeting of Sunday, February 2, 2020

Call to Order: 10:00 a.m.
Flag Salute
Moment of Silence
Roll call of Officers
Nominations
Floor Election

Reading of the Minutes of previous meetings:
   General Membership Meeting of November 24, 2019
   Executive Board Meeting of January 12, 2020
   Motions passed (unless otherwise noted)

Secretary - Treasurer’s Report
Business Representative’s Report
Committee Reports
Communications
Unfinished Business
New Business
Good and Welfare

Adjournment: not later than 12:30 PM
The Stand Up, Fight Back campaign is a way for the IATSE to stand up to attacks on our members from anti-worker politicians. The mission of the Stand Up, Fight Back campaign is to increase IATSE-PAC contributions so that the IATSE can support those politicians who fight for working people and stand behind the policies important to our membership, while fighting politicians and policies that do not benefit our members.

The IATSE, along with every other union and guild across the country, has come under attack. Everywhere from Wisconsin to Washington, DC, anti-worker politicians are trying to silence the voices of American workers by taking away their collective bargaining rights, stripping their healthcare coverage, and doing away with defined pension plans.

Help Support Candidates Who Stand With Us!

For our collective voice to be heard, IATSE's members must become more involved in shaping the federal legislative and administrative agenda. Our concerns and interests must be heard and considered by federal lawmakers. But labor unions (like corporations) cannot contribute to the campaigns of candidates for federal office. Most prominent labor organizations have established PAC's which may make voluntary campaign contributions to federal candidates and seek contributions to the PAC from union members. To give you a voice in Washington, the IATSE has its own PAC, the IATSE Political Action Committee (“IATSE-PAC”), a federal political action committee designed to support candidates for federal office who promote the interests of working men and women.

Join The Stand Up, Fight Back Campaign!

I hereby authorize the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States Political Action Committee, hereinafter called the IATSE-PAC to initiate a deduction from my credit card.

This authorization is to remain in full force and effect until the IATSE-PAC has received written notification from me of its termination in such time and in such manner as the parties a reasonable opportunity to act on it.

Check one: ☐ President’s Club ($40.00/month) ☐ Leader’s Club ($20.00/month) ☐ Activist’s Club ($10.00/month)

Choose one: ☐ Or authorize a monthly contribution of $_______ ☐ Mastercard ☐ Discover

☐ Authorize a one-time contribution of $_______ ($10.00 minimum) ☐ VISA ☐ American Express

Expiration Date (MM/YY): / Card Security Code: ______

Employee Signature_________ Date_________ Card Holder’s Name_________

Print Name_____________ Email_________________________ Phone Number_________

Home Address________________________ City_________________________ State/Zip Code_________ Local Number________________________

Billing Address________________________ City_________________________ State/Zip Code_________ Occupation/Employer________________________

RETURN TO: IATSE PAC—c/o 100 Centennial Street, #2186, LaPlata, MD 20646

the eightynews Issue 285 January 2020  Iatselocal80.org
LA County is Modernizing the Voting Experience by 2020

LA County’s current voting experience is outdated and in critical need of modernization. Voters should be able to vote when, where and how they want. The new voting system under Voting Solutions for All People is an important step to accomplishing these goals.

CURREN VS. FUTURE

**Limited Voting Experience**
- Any Voter Can Use
- Any Voter Can Use
- 11 Days to Vote
- Vote Centers

**Only 1 Day to Vote**
- Inka Vote
- Voting equipment is outdated and inaccessible to many voters; limited to 1 device per location
- Paper rosters are printed in advance and often require supplemental printing

**Polling Places**
- Early voting only available at a limited number of locations in the County
- Voters can only vote at 1 location on 1 day between 7:00am and 8:00pm
- Vote by Mail is difficult to use for many with no drop-off locations available

**CURRENT VS. FUTURE**

- Inka Vote
- Voting equipment is outdated and inaccessible to many voters; limited to 1 device per location
- Paper rosters are printed in advance and often require supplemental printing

**Any Voter Can Use**
- Any Voter Can Use
- Any Voter Can Use
- 11 Days to Vote
- Vote Centers

**11 Days to Vote**
- Fully accessible voting equipment available at every vote center
- Voting available for 11 days at vote centers throughout the County
- Vote by Mail is accessible and easier to use with over 150 drop-offs available across the County

*The new voting model will move us away from reliance on pre-printed paper rosters and in its place provide real time access to the full voter database at all voting locations that makes same-day voter registration easier.

For more information, visit VSAP.lavote.net
NEW! STAKE-BED SHELVING SYSTEM

- Saves time with loading and unloading
- Reduces footprint on location
- Maximizes space
- Helps protect equipment
- Helps secure equipment while travelling
- Rain cover
- Flexible system
- Free install and removal
- Weekly or seasonal rentals

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(310) 369-4747 | grip@fox.com | www.foxstudios.com/grip | www.foxcanvasroom.com
@foxgripendepartment | yelp Fox Studios Grip & Canvas
NOTICE OF DUES INCREASES FOR 2020

Full dues will be $241.00 commencing with the first quarter of 2020.
Minimum dues will be $121.00 commencing with the first quarter of 2020.
In compliance with Article 19 Section 14 of the IATSE Constitution and Bylaws, Hardship dues for Active members will be $62.00 per quarter commencing with the first quarter of 2020.
Dues for Plan #3 Retirees will be $62.00 per quarter commencing with the first quarter of 2020.

RETIREE PRESCRIPTION CO-PAYMENT REIMBURSEMENT REMINDER

Local 80 strongly recommends that retirees mail their prescription co-payment receipts to Local 80 as soon as possible after the end of each calendar quarter; receipts that are received after the following deadlines cannot be reimbursed:

January, February and March receipts must be received no later than May 1st
April, May and June receipts must be received no later than August 1st
July, August and September receipts must be received no later than November 1st
October, November and December receipts must be received no later than February 1st

Submissions should be addressed to:
RX CO-PAY
IATSE LOCAL 80
2520 W OLIVE AVE STE 200
BURBANK CA 91505-4529

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SNAPGRID® Egg Crates are an effective, patented and advanced directional lighting solution that “snap” open into the required size and shape. The built-in stainless steel frame allows for fast setup without sagging, and the SNAPGRID® is always tight. Visit our website, email or call for more information.

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SNAPGRID® for Kino Flo® Fixtures
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Fast to set up - Digital - Repeatable - Soft Stops - Wireless

SL POD
2-Axis Remote Head

“Balance in Motion”

A small lightweight 2-Axis remote head. The SL Pod boasts a rigid, adjustable frame and powerful motors. Accommodates mini camera packages to full studio packages.

*Call for our Seasonal Pricing!

- Simple
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- Compact

SPECs:
Small Upright/Underslung: 15” X 15” X 7”
Fully Extended: 22.5” X 15” X 7”
Weight: 20 lbs.
Payload: 60 lbs.

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geofilm.com
877-GEO-FILM

the eightynews Issue 285 January 2020 iatselocal80.org
2020 Scholarship Applications Available

Applications for Local 80 Scholarships are currently available.

Local 80 will accept scholarship applications from high school seniors or students currently enrolled in their first four years of continued education at an accredited school, college or university, who are a child, step-child, adopted child or grandchild under the continued care and supervision of a Local 80 member in good standing, and who have never received a Local 80 scholarship.

Local 80's Secretary-Treasurer will mail application forms and information to the address of record of the custodial member upon request.

Application forms and ancillary documents must be received by Local 80 by June 30, 2020.

Application Deadline: June 30 2020

COMING TO A THEATER NEAR YOU!!
VOLUNTARY PERSONAL DISABILITY INSURANCE PROGRAM

As a valued member of Local 80, we are pleased to offer you the opportunity to purchase low cost personal disability coverage through Lloyd’s of London/coverholder Hanleigh.

Guarantee Standard Issue
No Medical Exams

You can insure up to $100,000 of your annual earned income with no medical exam required. (For those who earn in excess of $100,000 annually, additional benefits may be purchased with proof of insurability – medical questions and possibly a brief medical exam.) Whether on or off the job you are considered disabled if you are unable to perform the main duties of your occupation due to an accident or illness and you are under the care of a personal physician. Benefits are payable following 90 days of disability. Benefits may be payable for a maximum of 36 months.

More information is coming

Early next year there will be an enrollment period to apply for coverage. Members will go to a website, fill out a questionnaire and choose your benefits. Premium will be billed directly.

No Sales Person Will Contact You

Start the New Year Off Right
Breathworks Class

Every Wednesday
Night @ 7:00 pm

IATSE Local 80
Soundstage
PROPOSED CONSTITUTIONAL AMENDMENT

This proposed amendment was read at the December 1, 2019 General Membership meeting. It will be read at the February meeting without discussion. At the 3rd meeting, March 1, 2020 it will be read, discussed, and voted on:

Summary of Recommended Constitutional Changes:

Change title of “Business Representative” to “Business Manager”

An Assistant to the Business Manager shall not become, or remain, an elected officer, other than delegate.

If an elected or appointed officer of the local is hired as an assistant to the Business Manager, that officer must resign from that elected or appointed office. (Other than delegate.)

The Secretary-Treasurer shall have full voice BUT NO VOTE on all matters that come before the Executive Board. He will retain full voice and vote at all other meetings.

The Business Manager shall have full voice BUT NO VOTE on all matters that come before the Executive Board. He will retain full voice and vote at all other meetings.

The number of delegates representing Local 80 in attendance at local and International Conventions shall be determined by the Executive Board.

The delegation to the convention of the International or its District shall consist of at least one (1) member from each of the Crafts represented by this local who number not less than two hundred members in said Craft. (Currently, GRIP/MEDICS/CRAFTS SERVICE.)

SECTIONs BELOW IN BOLD/ITALIC ARE THE WORDING OF THE PROPOSED CHANGES:

ARTICLE VI
BUSINESS MANAGER

Section I Salary
There shall be one Business Manager elected. She/he shall receive not less than that department head salary as per current contract with the Producer.

Section III Insurance of Auto
Local Eighty shall carry the necessary insurance on the Business Manager’s automobile as prescribed by the Trustees and approved by the Executive Board and membership.

Section VIII Removal of Delinquent Members from Payroll

The Business Manager shall notify the employer of any delinquent member of Local Eighty in the employment of the Producer. If, after three (3) days, such member is still delinquent, the Business Manager shall then proceed to the next step in demanding removal of such delinquent member from the employer's payroll.

Section XI Attendance at Meetings, Voice and Vote (after 1985)

The Business Manager is required to attend all meetings of the Executive Board and shall have full voice, but no vote, on all matters brought before the Executive Board. The Business Manager shall have full voice and vote at all other meetings of the Local.

Section XII Jurisdiction & Allowance for Travel

The Business Manager shall not go out of his/her Local's geographic jurisdiction unless deemed necessary to the discharge of his/her duties. The Business Manager shall receive transportation and per diem allowance as decided by the Executive Board, when sent out of town on Local business.

Section XIII Delegate to Conventions

The Business Manager by virtue of his/her office shall be a delegate to the International Alliance convention and shall attend such other conventions or labor meetings as the Executive Board authorizes.

Section XV Assistant Business Reps

a) Local 80 may have at least one (1) Assistant to the Business Manager. At no time shall the Business Manager of Local 80 have more assistants than approved by the Executive Board of Local 80.

b) The Assistant to the Business Manager shall be hired by the Business Manager and must be confirmed by the Executive Board.

c) The Business Manager shall have the right to dismiss any Assistant to the Business Manager at which time all payments shall cease, except for those services already rendered.

d) The Assistant to the Business Manager shall have the power to file, pursue, settle or adjust any claims on...
behalf of Local 80 with the approval of the Business Manager of Local 80.
e) The Assistant to the Business Manager shall report directly to and be under the supervision of the Business Manager of Local 80.
f) The Assistant to the Business Manager shall receive as compensation no less than Second Company Grip fifty-four (54) hour scale as provided in Local 80’s basic agreement with the A.M.P.T.P.
g) An Assistant to the Business Manager shall not become, or remain an Elected Officer, other than Delegate, of this Local; In the event an Assistant to the Business Manager is elected or appointed as an Officer of this Local, said Assistant to the Business Manager shall resign from their position as Assistant to the Business Manager no later than the last day of the month in which they assumed office.
h) In the event an elected or appointed officer is hired as an Assistant to the Business Manager, said officer shall resign from the elected or appointed office no later that the day preceding the next meeting of the Executive Board or meeting of the General Assembly, whichever comes first.

ARTICLE VII
SECRETARY-TREASURER
Section III Attendance at Meetings, Voice and Vote (from 1985)

The Secretary-Treasurer shall attend all meetings of the Executive Board for the purpose of recording the minutes of the meetings and shall have full voice but no vote on all matters that come before the Executive Board. The Secretary Treasurer shall have full voice and vote at all other meetings of the Local.

ARTICLE VIII
CALL STEWARD

ARTICLE IX
EXECUTIVE BOARD
Section I Members and Quorum (from 1985)

The Executive Board shall consist of: Vice President and 10 Members elected from the membership. Six (6) of the ten (10) Executive Board members must be present to constitute a quorum of the Board.

ARTICLE XIII
DELEGATES
Section I Selection

There may be elected to any Central, State, International, Labor Body or International Alliance Convention the proper number of delegates to which this Local is entitled or as recommended by the Executive Board.

Section 1a

The number of delegates representing the Local at any Convention of the International, District, Central or State Labor Council or any other body for which the Local is entitled to be represented by delegates, shall be determined by the Executive Board of this Local.

Section 1b

The delegation to the convention of the International or its District shall consist of at least one (1) member from each of the Crafts represented by this Local who number not less than two hundred members in said Craft. For delegations to conventions of the International or its District the member from each Craft receiving the highest number of votes shall be the first to be selected. The remaining delegates shall be selected but those who receive the highest number of votes in descending order.

ARTICLE XVI
GENERAL ELECTION OF OFFICERS AND DELEGATES
Section IV Nominations Requirement (from 1985)

Every member of this union in good standing as of the date of the nominations meeting shall be eligible to nominate a candidate of his/her choice. Additionally, every member of this union in good standing shall be eligible to nominate and be nominated for the position of delegate. For the purposes of this section, a member in Good Standing shall be defined as a member who is current in all their financial obligations to Local Eighty, and the International.
**Classified Ads**

**ROOM FOR RENT:** Private entrance in Sherman Oaks. Ask for Pablo. 818-635-2215. $750.00 a month.

**FOR SALE:** Layout board stock. 4x7 sheets, top coat board. Coated so it doesn’t disintegrate, doesn’t create airborne particles or leave dust. $3.50 a sheet when you buy a 300 sheet pallet. Total $1050.00 out the door. I have a forklift o load you up. Email: tlc@thelayoutcompany.com or call 818-813-8310.

**FOR SALE:** 48’ Grip Trailer. 1996 Pine trailer, 102”. $27,500.00. Contact Bob Leitelt, 310-863-8165, mbgrip@roadrunner.com.

**FOR SALE:** 2’, 3’, and 4’ Modern Camera Sliders. All in excellent condition! Priced to sell. Purchase all 3 for $6,000, or will negotiate individual sale. Call Bob at 310-386-9865.

**FOR RENT:** House, approx. 1/2 hour from Valencia Studios. Considered a cabin in Los Angeles Forest. Rustic/shabby chic, 20 min. from Santa Clarita. Nature setting, practically off the grid, very quiet, year round creek, & bridge access. 2 bedrooms, 1.5 bath. Upstairs loft like attic. Full kitchen with antique appliances includes cutlery. Livingroom & bedrooms furnished. Laundry facilities.. Air cond, fire place. Propane hot water & furnace. Satellite internet. Plenty of parking. Contact: Lou at 213-283-7881 & leave a message, email loupizzazz@gmail.com for more info & pictures. Available immediately & on a month to month basis. No smoking. Up to 2 people. Refundable deposit required. $1800.00 per month.

**FOR SALE:** Precision Dolly Track, 96’ of the best track ever made! There’s 8-10’, 1-8’, 1-5’, 1-3’. 90% of the track has the protective tips. Track is in great shape, it’s very straight. This a great deal, asking $4900. Call 626-676-9263 Please leave a message.

**FOR SALE:** Grip Gear: Max Menace Arm, w/ weights & handtruck-$4,500.00; Studio carts 7 crate w/ 3 drawers-$1,100.00; 2 Modern cheese plate sliders w/ brackets & case-$1,000.00; 3’ black, Modern camera slider with case-$3,000.00; 6 American baby & 2 junior trombones-$400.00. If interested contact, Michael, 310-678-6638.

**FOR RENT:** Secure storage avail Located in SF valley. Close to 5, 405, & 118 freeways. 24 hour, secure keypad entrance, 20’x8’ locked storage. Containers avail. Boat, trailer, truck parking avail. 110 volt avail. in some spaces. Waste dump access. Call Andy @818-231-3359 for rates and info.

**FOR SALE:** Help me support Vets. I am selling my gear and 100% goes to help me keep my veteran studio open. As a Vietnam veteran myself, I built a recording studio so that vets can have a place to record and learn to record. I am selling all gear grip and electric to let me buy new guitars, strings, cables etc. Also, a 5-ton grip truck (full or empty). Please give me a call and lets get rid of some stuff. Check out my site, www.rawwoodstudios.com. Rick Tucker 661-510-7168.

**FOR SALE:** John Black (JB) 24” camera slider w/ case $2200. Call or text George 310-383-3344.

**FOR SALE:** Stage/Dance Floor/Dolly Track cart, $800.00 818-968-8756.

**FOR SALE:** Loaded 4x4 cart, rigging cart, stands, frames, sand bag cart, shot bags, Cheese plates and leveling heads along with lots of rags. Just too much to list, email me at rudedogolive.com for complete list or call Mark at 310-567-8218.

**FOR SALE:** 8 Sail Boats with extensions, irrigation pipes & couplers. Collapsible for easy loading $250 each. Ted, 661-857-3336.

**FOR SALE:** Giraffe classic camera crane, with 84 feet of track. Includes 14 foot Trailer. 818-601-0125.

**FOR SALE:** Black Track 4’1 beam. 94’ plus Starter. Comes with heavy duty cart. $7,900 or best offer. Steve Redondo @ 213-999-2323.

**FOR RENT:** Health Approved Crafts Service truck and trailer. Trailer available for rent. Truck avail. for sale or rent to own. Both fully loaded. sandwich bar, soda fridge, freezer, cappuccino and coffee, coffee bean grinder, slushy, walk-in fridge, Bart air conditioner 2 ton will cool off a house, and a 20k generator. Call immediately 323-387-2487. If I don’t answer please leave me a text message. Pricing negotiable. Let’s make a deal.

**FOR RENT:** 24’ Crafts Service Trailer with a health permit, large refrigerator, sandwich bar, carts and other equipment available also. Laura Bagano 818-472-2864. laurabagano@me.com.

**FOR RENT:** Crafts Service Truck, lift gate, all stainless, triple sink, hand sink, triple trouson stand up, triple deli bar w/triple fridge below, cable ready, surround sound, t.v., air conditioning, plenty of counter, storage, jockey boxes, mop closet, windows, and sun roof. Available for long term, 818-437-6956.

**FOR RENT:** 3, 5, and 10-Ton Grip packages. 3’ Camera Slider, dolly track & skate wheels. Specialty camera rig & car mounts. Call USA Grips for custom key grip package pricing. www.usagrips.com Jason Rupe 760-809-6742.

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Classified Ads can be placed by sending ad information to:
Local 80
attn: Kent, theeightynews
2520 W. Olive Ave., Suite 200
Burbank, CA 91505
email: mail@iatselocal80.org

All ads must be accompanied by a telephone number of the person who is placing the ad and $5.00, theeightynews reserves the right to edit ads. Any problem with an ad, please call Kent Jorgensen at 818-526-0700, so future problems can be avoided. Local 80 is not responsible for advertisers’ claims.
Free In Office Teeth Whitening
with your first paid dental examination, x-rays and cleaning for each member and their families. Valued at $500.00. This is a great way to get acquainted.

50% Discount For Almost All Dental Treatment
for all members of the IATSE union and their families that have lost their dental insurance.

Free Exam and X-rays
for those members without insurance.

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1075 East Pacific Coast Highway, Unit D
Long Beach, CA 90806
(562) 912-2223

Burbank
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Burbank, CA 91505
(818) 779-0299

Beverly Hills
50 N. La Cienega Boulevard, Suite 217
Beverly Hills, CA 90211
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Floor Election
February 2, 2020

At the February 2, General Membership Meeting there will be a Floor Election to fill the vacancy at the Sergeant-at-Arms position. Members in good standing can run for the office and vote.
General Membership Meeting in February 2

2nd Quarter Dues are Due March 31

<table>
<thead>
<tr>
<th>Calendar</th>
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<tbody>
<tr>
<td><strong>February</strong></td>
</tr>
<tr>
<td>♦ 2, 10:00 am: General Membership Meeting</td>
</tr>
<tr>
<td>♦ 9, 9:00 am: Executive Board Meeting</td>
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</tbody>
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