



# Agenda

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## **Santa Fe Film and Digital Media Commission**

September 4, 2018

10:00 – 11:45 AM

Santa Fe Convention Center, Peralta Room, ground floor

Call to order, Deborah Potter	10:00
Roll Call	10:01
Approval of Minutes and Agenda	10:02
Introduction of visitors	10:03
Update from Randy Randall	10:04
Update from Eric Witt re productions	10:10
Update from Fabian Trujillo re Tele-communications	10:20
Update, Midtown Campus, Jim Gollin, Fabian Trujillo	10:25
Report on Emerging Media Alliance, Chris Jonas	10:40
Update, Santa Fe Network and Above-the-Line, Lee Zlotoff	10:53
What do you do and how we can help series: IATSE, Doug Acton	11:00
Goals for next meeting	11:25
Any other business or announcements	11:28
Questions from visitors	11:30
Adjourn	11:45

Next meeting: Tuesday, October 2, 10:00 – 11:45 AM, **City Council Chambers**

**RECEIVED AT THE CITY CLERK'S OFFICE**

**DATE:** 08/28/2018

**TIME:** 9:17 AM

**SUMMARY OF ACTION  
SANTA FE FILM AND DIGITAL MEDIA COMMISSION  
SANTA FE CONVENTION CENTER, PERALTA ROOM  
TUESDAY, SEPTEMBER, 4, 2018, 10:00 AM**

<b><u>ITEM</u></b>	<b><u>ACTION</u></b>	<b><u>PAGE</u></b>
CALL TO ORDER		1
ROLL CALL	QUORUM	1
APPROVAL OF AGENDA	APPROVED	1-2
APPROVAL OF MINUTES	APPROVED	2
INTRODUCTION OF VISITORS	NONE	2
UPDATE FROM RANDY RANDALL	INFORMATION/DISCUSSION	2
UPDATE FROM ERIC WITT	INFORMATION/DISCUSSION	3
UPDATE FROM FABIAN TRUJILLO TELECOMMUNICATIONS	INFORMATION/DISCUSSION	3
UPDATE ON MIDTOWN CAMPUS	INFORMATION/DISCUSSION	3-4
UPDATE SANTA FE NETWORK AND ABOVE-THE-LINE	INFORMATION/DISCUSSION	4
WHAT DO YOU DO AND HOW WE CAN HELP SERIES-IATSE, DOUG ACTION	INFORMATION/DISCUSSION	4-10
GOALS FOR THE NEXT MEETING	INFORMATION/DISCUSSION	10
ANY OTHER BUSINESS OR ANNOUNCEMENTS	NONE	10
QUESTIONS FROM VISITORS	NONE	10-11
NEXT MEETING	OCTOBER 2, 2018	11
ADJOURN	ADJOURNED	11

**SANTA FE FILM AND DIGITAL MEDIA COMMISSION  
SANTA FE CONVENTION CENTER, PERALTA ROOM  
TUESDAY, SEPTEMBER, 4, 2018, 10:00 AM**

**1. CALL TO ORDER**

The meeting of the Santa Fe Film and Digital Media Commission was called to order by James Lujan, Vice Chair, at 10:08 am on Tuesday, September 4, 2018, at the Santa Fe Community Center, Peralta Room, Santa Fe, New Mexico.

**2. ROLL CALL**

**MEMBERS PRESENT**

James Lujan, Vice Chair  
Nani Rivera  
Doug Acton  
Jim Gollin  
Michael Becker  
David Aubrey  
Adam Shaening-Pokrasso  
Chris Jonas  
Elias Gallegos  
Frank Ragano  
Pamela Pierce  
Anna Darrah, Alternate Commissioner  
Jilann Spitzmiller, Alternate Commissioner

**MEMBERS ABSENT**

Deborah Potter, Chair, Excused  
Lee Zlotoff, Excused  
Jacques Paisner, Excused  
Andrea Meditch, Excused  
David Manzanares, Excused  
Kirk Ellis, Excused

**OTHERS PRESENT**

Fabian Trujillo, Economic Development  
Jennifer La Bar, Santa Fe Film Office  
Randy Randall, Tourism Director  
Elizabeth Martin, Stenographer

**3. APPROVAL OF AGENDA**

**MOTION** A motion was made by Commissioner Jonas, seconded by Commissioner Pierce, to approve the agenda as presented.

**VOTE** The motion passed unanimously by voice vote.

#### **4. APPROVAL OF MINUTES**

**MOTION** A motion was made by Commissioner Gollin, seconded by Commissioner Becker, to approve the minutes as presented.

**VOTE** The motion passed unanimously by voice vote.

#### **5. INTRODUCTION OF VISITORS**

None.

#### **6. UPDATE FROM RANDY RANDALL**

Mr. Randall reported that the Airport Alliance is going dormant for a bit while we have a new 3<sup>rd</sup> party consultant build the economic model for expansion into one or more cities so we can go in equipped to an airline to say this flight would be economically feasible and a minimal amount of revenue guarantees would be needed. Southern California is what we are looking at primarily. The back up is Chicago or Houston.

Commissioner Shaening-Pokrasso asked how has the tourism season been this summer.

Mr. Randall said he can report on June and July. In June the Lodgers Tax was up 11%. 2/3 of that was from hotels and 1/3 in short term rentals. July appears to be about the same increase and he hears August was good. Music Week at the end of August seemed to be well received. It was suggested to move that to the 3<sup>rd</sup> week of September, but he is also looking at doing the Gran Fondo Race in Santa Fe and that is one of the 2 weekends that could happen. He would rather leave it where it is and build it up that weekend. We are having a good summer. All in all we are in good shape. It appears for the last fiscal year we are going to be \$65 million ahead in GRT over the prior year. The increase comes from construction, building a new hospital and the hospitality industry. That is really positive and may give the City a chance to rebuild its rainy day fund and perhaps allow the Mayor to implement a few of the recommendations that his task forces put forward. We need to get ourselves financially stable in case of another down turn. Thanks to the film industry as well.

## **7. UPDATE FROM ERIC WITT**

Jennifer La Bar said she will report for Eric. He is out of the country.

Ms. La Bar reported that the Film Office has been super busy. *Roswell* is up and going and doing a lot of their shooting in Santa Fe. The Santa Fe Film Office has been working for a year on an online permitting system. This system can be done from your phone. It will be digital with one master file and you add locations. Everyone loves it. *Roswell* has been testing it for us and the County. The City has always been online, but the system is 10 years old. That system will be next to update. They will look uniform. We met last week with all the different film offices throughout the State. There are 17 of us. Other film offices are interested in what we are doing for permitting and they want to piggy back on that. Another TV show will be filming here November 1st through March. Discovery just finished doing a commercial here.

Chair Lujan thanked Ms. La Bar for the report.

## **8. UPDATE FROM FABIAN TRUJILLO - TELECOMMUNICATIONS**

Mr. Trujillo said there have been no real changes since last month. We are still working on the ground fiber we talked about last time.

Mr. Randall said we are moving ahead with a project to make wifi free on the Plaza. Initially it will be just the immediate area of the Plaza. It will have the capacity for 1,000 devices. We will collect peoples email addresses so we can use it for visitors surveys. He is putting some money into the project. If there is anything from a film standpoint you would like to know from a general visitors survey let him know.

## **9. UPDATE ON MIDTOWN CAMPUS**

Commissioner Gollin reported that right after our last meeting City Council met and on the agenda was the Economic Development Department's planning guidelines for the campus. We did write a letter to the Councilors basically in support of the conclusions. James and Deborah signed it. It was a long and boisterous meeting. The arguments were not about content, but about the process regarding if the City had done sufficient outreach to the under served population. There were some sensitivities and hurt feelings on both sides. The City did massive outreach and can do better. Matt O'Rielly has stepped down. He was the one to call for leasing or issues at the campus.

Mr. Trujillo said the responsibilities that Matt O'Rielly had are going to be divided up among staff for now and we will let you know more about that. We won't skip a bit on that. Matt Brown asked him to thank you for your support and the letter. The Resolution passed unanimously by Council. We are looking now to implement the Resolution by sending out RFPs.

Mr. Randall said there is adequate funding to properly maintain that campus between the funds the Council made available for upkeep and the revenue it is generating. If you are out there and you see stuff that needs work please share it with the name he provides. It is important to maintain that facility well.

Ms. Martin said she would email out the contact name and number after Mr. Randall sends it to her.

Commissioner Acton said the new TV show Jennifer mentioned and cannot name right now will be filming at Garson Studios.

#### **10. UPDATE ON THE EMERGING MEDIA ALLIANCE.**

Commissioner Jonas reported that they are moving along. We have a group who is working on our mission statement and another very engaged group who is planning a November fundraiser for the Alliance. At the next Commission meeting he will be bringing to all of you something that will have been fully vetted for you to review and vote on with the intent for the Commission to release the project of Emerging Media to a new entity such as Currents or Little Globe as an LLC. We need to do that because come November we would like to be raising money for operations. We will bring that proposal to you next month. He will give the proposal to Deborah for inclusion in the meeting packet. It needs to be on the agenda for next time as an action item for vote.

Commissioner Shaening-Pokrasso said he attended a brainstorming session by one of the members. David Karshmier is one of the founding partners of IDEO and was there for the session. It was about the process of what this Alliance will do and will be able to do. We want to be diligent in our oversight of that, but he recommends being supportive of the momentum they have now. They need independence to raise funds for what they are doing.

#### **11. UPDATE SANTA FE NETWORK AND ABOVE-THE-LINE**

Alternate Commissioner Darrah said the Network is status quo. We are working on keeping things updated and to push *Our Own Devices*. There is nothing particularly new to report. We are waiting to hear back from the LANL about the Above-The-Line website.

#### **12. WHAT DO YOU DO AND HOW WE CAN HELP SERIES IATSE, DOUG ACTION**

Commissioner Acton said he is the Business Agent for the International Alliance of Theatrical and Stage Employees. This year marks our 30 year anniversary. He handed out a power point presentation which is attached these minutes as Exhibit "1".

Commissioner Acton said the number of productions in New Mexico has gone down. Why are people not shooting in New Mexico. It is the incentives. The amount we are behind in paying producers of productions who used the incentives is alarming. Why not go to another state like Georgia where they can get their money right away. Unless we can get the political will to take care of the incentives we will be the walking dead.

Commissioner Acton passed out a handout of how to get into the local union which is incorporated into these minutes as Exhibit "2". He reviewed the handout.

Commissioner Acton passed out a handout of what jobs they represent which is incorporated into these minutes as Exhibit "3". He reviewed the handout.

Commissioner Ragano asked the 5 films in 2018 is that number going to go up.

Commissioner Acton said yes, that was as of last month. Other shows are coming up. He thinks we will have a good year. There is more TV than films. We are seeing less and less big productions in our state and more TV, especially with Hulu and Netflix and the new media contracts.

Commissioner Ragano asked do you see, besides the incentives, any other problem areas contributing to lower numbers.

Commissioner Acton said if we are able to go where we need to in the Legislative Session, shooting facilities will be an issue and a concern.

Commissioner Gollin asked has there been any evaluation of how we have built this industry with the incentives which have allowed us to double film activity. The number of facilities limits us at some point. The other limiting factor is the labor, particularly union labor. With the current number of people you have trained in the union how much can you grow and how quickly can you train.

Commissioner Acton said 1,432 is the membership now. We do have a surplus of members not working of 500. To train to come into the industry we have an overflow list. 800 people are on that list right now. They are in the process of gaining their days to join. There are not enough shows to meet the demand of where we are at right now. There are some crafts that do require outside training that we do not provide such as medics and teachers.

Commissioner Jonas said joining the union would be the obvious next step to get into the industry.

Commissioner Acton said most students think they will get out of school and become above the line. There is a misunderstanding and we need to try to reach out to IAIA and the Community College, Albuquerque and Las Cruces and build that bridge a

IAIA and the Community College. Albuquerque and Las Cruces and build that bridge a bit better. If you have a degree 15 of our 30 days would be recognized.

Commissioner Jonas asked do you have staff focused on that.

Commissioner Acton said not now, but we will have shortly. Liz is the first female President of the local. We are trying to reboot the training across the state in those areas. We have talked to Stagecoach and are in a reboot stage.

Commissioner Rivera said since IATSE's position is that the most important thing for the film industry is the film incentive, what is your position at the Legislature and are you endorsing candidates.

Commissioner Acton said we will be meeting with the PAC committee to do our endorsements. We will be interviewing folks to be our lobbyist. We are working with individuals to further the film industry in New Mexico. We are only a spoke in the wheel. It is not just up to us to do this. It has to come from everybody.

Alternate Commissioner Darrah asked do you know what you are going to bring up at the Legislature.

Commissioner Acton said as a Body we are trying to work with a coalition to support increasing the film incentive and paying the incentive payments owed to productions.

Mr. Randall asked is catching it up a priority over increasing.

Commissioner Acton said it is a combination of increasing and catching it up. Hopefully the new Governor will pay it off.

Mr. Randall said it is a great time to ask. It will be easier to get it paid off over raising the incentive.

Commissioner Acton said he thinks we have a great chance.

Mr. Randall said the hospitality industry would love to be part of your coalition. He thinks we should keep the two issues separate.

Commissioner Acton said that would be good. It is a statewide coalition.

Commissioner Ragano asked what is the main issue.

Commissioner Acton said if you are a producer and we say we have a 30% incentive that they will get back and then we have to say will be 2 to 3 years to get it back. That is not good.



Commissioner Rivera said there is a surplus in capital outlay. Maybe we can get a studio built.

Mr. Randall said the \$1.2 billion is for only nonrecurring items.

Commissioner Jonas asked how can the Commission help.

Commissioner Acton said we are in a transitional stage right now and are keeping our cards close to our chest. We are in a lawsuit that he cannot talk about. Until we get through that and we have elections in our local we will be in transition. We cannot take another 4 years of what we have been doing. Right to work is anti-union legislation. Everyone has the right to work. Our elections are in December. We have 4 vice presidents, the president and the business agent up.

Commissioner Gollin asked are you standing for election again.

Commissioner Acton said yes.

Commissioner Gollin asked is Liz running for President.

Commissioner Acton said yes.

Commissioner Jonas asked is there a way we can participate in the efforts at the Legislature as a Commission.

Commissioner Acton said that is a legal question. He talked to Deborah on that. We represent the Mayor and the City. We have to be very careful about what we do and say.

Mr. Trujillo said if you want to lobby the Legislature the City is looking at endorsing a Legislative agenda. You should come up with your Legislative agenda and submit that so it is part of the Council agenda. Ask the City for the authority to support that with Legislation. If the City Council passes your agenda as part of the Legislative agenda you may participate. The City of Santa Fe is a strong film supporter.

There was discussion around that process.

Commissioner Jonas asked is that something we as a Commission would want to do.

Commissioner Shaening-Pokrasso said in the past it has been effective to provide initiatives with specific recommendations. If we can, as a Commission, agree what we wish to see happen, like pay off the incentives the State owes as best as we can and lift the cap or eliminate the cap it is within our authority to do that. We would need to be careful in the crafting of that recommendation and not be specific to

need to be careful in the crafting of that recommendation and not be specific to individuals or party. It is smart to do this in advance of the session. Maybe Deborah or James could deliver that. Why not. It is instrumental to our industry.

Mr. Trujillo said his wife is Representative Linda Trujillo. She said that revenue for fiscal year 18 and 19 is up due to oil production. \$1.2 billion is the estimate for new money for the session. It is only recurring if the revenue continues. Also there will be a lot of people and organizations and others asking for money on this budget. The biggest thing besides the film industry is that the State just lost the lawsuit in education. That is pretty significant. There are a lot of needs. There is a lot of political will in the Legislature for the film industry on both sides of the aisle. It is a good time to do the ask.

Commissioner Jonas said it sounds like we have 2 possible avenues. The first is to ask for a Resolution on behalf of the Commission for the City to add support of paying off the film incentives and increasing the cap to their Legislative list. Does this require a working group.

Commissioner Adam Shaening-Pokrasso said it does not require that. Just say what we want today

Commissioner Acton said he agrees. Come up with the idea and have a Councilor present it. We need to put this on the agenda for the next meeting when Deborah is here to vote on what we want.

Mr. Trujillo said you could also look at past bills that have been introduced at the Legislature and the Legislators who carried the bills.

Commissioner Gollin said we have rough unanimity for the desire to do it. The actual drafting of the Resolution we don't do.

Commissioner Pierce said the needs we agree on. We just need to identify the needs to the City and the Legislature.

Alternate Commissioner Darrah asked aren't those needs to pay off the arrears and remove the cap.

Commissioner Gollin said there is removing the cap or raising the cap. Those are different words. There are variations. We are all going in the same direction. What is our output.

Mr. Trujillo said you could do research and see what is being proposed and support that.

We can look at the language at the next meeting.

Alternate Commissioner Darrah said you are building a coalition around this. How do you want to move forward with the Legislature.

Commissioner Acton said the broadest is best. We will not get the cap removed. We will lose that battle.

Commissioner Shaening-Pokrasso said as a group of appointed individuals that represent different sectors it seems that there are 2 things we can do. Our intent is to forward this industry in the best way we can. He sees this as an exercise in getting on the City agenda and that is a good first step, but at the same time he feels our exercise in preparing and articulating most ambitious efforts may not be realistic, but why would we not use language as aggressive as possible even if it will not result in a bill or support. Doing the 2 in tandem seems advantageous. We can also take the time between now and then to prepare a letter from this Commission that says this is what we believe and this is where we think we should be going even if it is out of reach at this time. This has been on the table since we formed this Commission.

Mr. Trujillo said as a person who lives with a Legislator the most effective thing you can do is to have your members who work in the industry contact the Legislators directly and tell them some of the things you want to do. His wife listens to people from Santa Fe and their weight is higher than others who talk to her.

Commissioner Ragano asked are you, Adam, saying there are 2 tracks. A broader initiative and a tailored message.

Commissioner Shaening-Pokrasso said yes.

Commissioner Jonas said actually 3. We can, in the short term, communicate our vision for this. Then strategically we follow up between now and the end of the Legislative session. We engage with City staff and Councilors as part of the effort. The other is to rally our own people.

Alternate Commissioner Darrah said so we ask Deborah to appoint 2 people to speak with councilors and we come up with the language to promote what we want.

Chair Lujan asked what are we going to do between now and the next meeting.

Commissioner Ragano said we ask Deborah to assign 1 or 2 people to speak to Councilors and we narrow the statement to what is realistic.

Commissioner Shaening-Pokrasso said at our next meeting we have the rough language to be worked on, finalized and voted on and we vote to petition to the City Councilors.

Commissioner Gollin asked are we going to ask the Councilors what is useful.

Commissioner Rivera said we could ask for additional incentives like hiring locally.

Commissioner Gollin said the he, the Vice Chair and Doug could meet with Deborah to come up with the language for the next meeting after James makes the first contact with her to update her as to what transpired at this meeting.

Commissioner Pierce said you talk to Deborah to identify the needs and then work on the language.

Chair Lujan said the pay back and the increase. There will be a lot of other things to look at during the session.

Alternate Commissioner Spitzmiller said if we want to reach out to members to support what is the process for that.

There was discussion and it was said that having a bill number for them to support would be helpful before they are asked to call their Legislators.

Commissioner Rivera said keep in mind that even though Democrats and Republicans are supportive there are groups right now strategizing on how to get the funds we have for the incentive. We need to protect what we do have as well.

### **13. GOALS FOR THE NEXT MEETING**

The goals for the next meeting and for inclusion on the agenda were identified as follows:

Approve and vote on the language for the Council Resolution.

Approve the plan for the Council Resolution.

Discuss and vote on the Emerging Media Plan.

Commissioner Paisner will be the presenter for the "What do you do and how can we help" series.

### **14. ANY OTHER BUSINESS OR ANNOUNCEMENTS**

None.

### **15. QUESTIONS FROM VISITORS**

None.

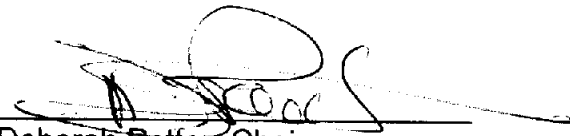
**15. NEXT MEETING**  
**OCTOBER 2, 2018, 10:00 AM, CITY COUNCIL CHAMBERS**

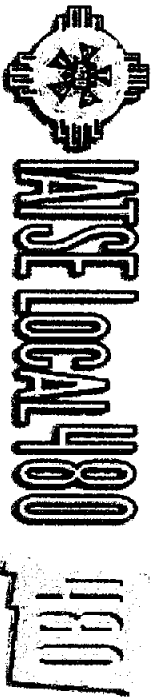
**16. ADJOURN**

**MOTION** A motion was made by Commissioner Acton, seconded by Commissioner Paisner, to adjourn the meeting.

**VOTE** The motion passed unanimously by voice vote.

There being no further business before the Commission the meeting adjourned at 11:35 am.

  
Deborah Potter, Chair  
Elizabeth Martin, Stenographer

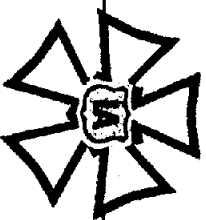


IATSE Local 480 represents professional film technicians working "below-the-line" on TV and movie productions in the state of New Mexico. Since 1988, Local 480 has covered experienced film workers in ninety-nine crafts within twenty departments. It is our goal to provide our members with the benefits of safe working conditions, health coverage, and retirement.

EXHIBIT 1



International Alliance of Theatrical and Stage  
Employees, Moving Picture Technicians,  
**ARTISTS** and Allied Crafts of The United  
States, Its Territories and Canada



I am a Union Worker

That means I am part  
of an organization  
that fights not only  
for my benefit, but for  
everyone's benefit.

THE







➤ **Why we are in this field  
(Passion)**

➤ **Basic personal economics (Pay)**

➤ **Current state of the economy  
(What is old is new again)**

➤ **Union (and economic) history**

➤ **Union gains (Impressive list)**

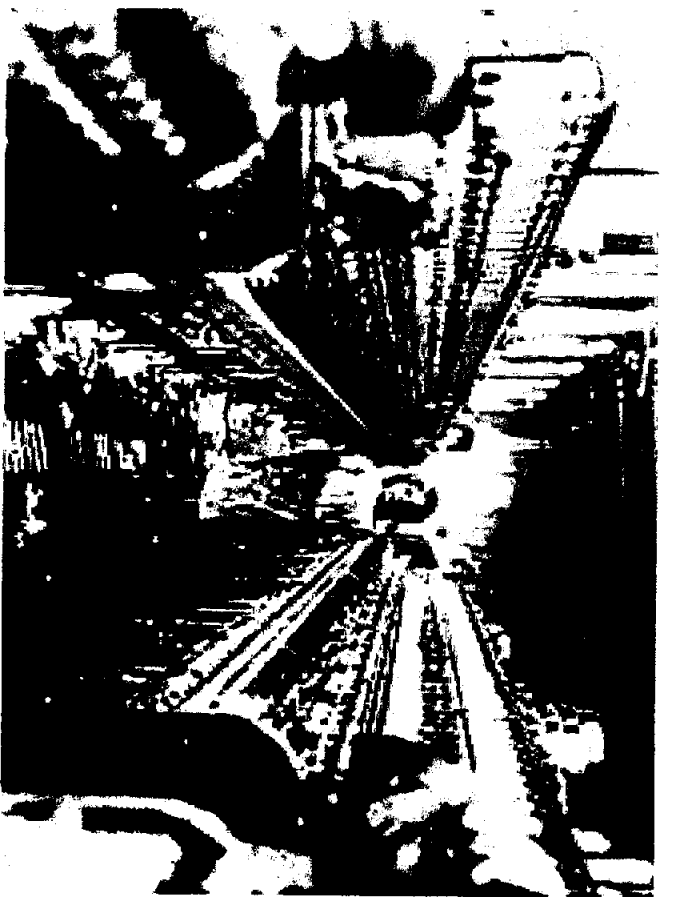
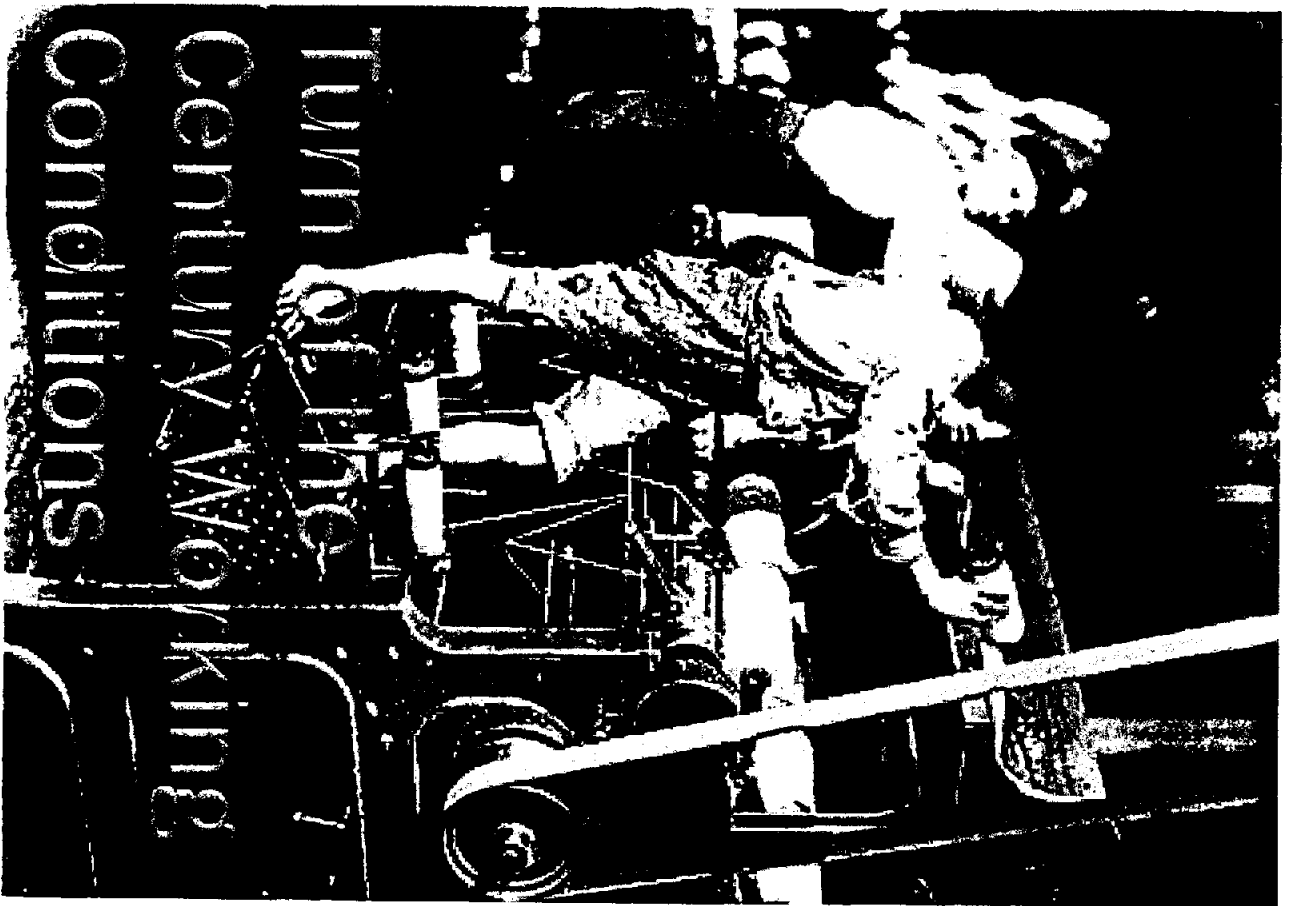
➤ **Decline of unions (something  
happened)**

➤ **IATSE today (a bright future)**

➤ **Q & A**



**SUPPORT WORKERS**  
**to**



## *Before the right to organize...*

- *Few workplace protections, unstable employment*
- *Bad working/living conditions*

## **Unions**

- *Few legal protections and fierce employer opposition*
- *Legal and extralegal constraints on union power*

## **Economy**

- *Financial instability (boom-bust)*
- *Income inequality*

Haymarket Affair

go



Bread and Roses Strike 1912



Ludlow Massacre Colorado 1914



1890s

Organized

Labor

Fights For



Better

Wages

Reasonable

Hours

Safer

Working

Conditions

**Seventeen men**  
were the first  
delegates to the  
first convention of  
the National  
Alliance of  
Theatrical Stage  
Employees. They  
met in NY on July  
17, 1893, and  
gave voice to their frustrations with an industry in which  
managers and producers held all the advantages.



# National Labor Relations Act of 1935 (NLRA)



- To encourage collective bargaining (Unions)
- To protect rights of both employees and employers
- To curtail labor and management practices that harm workers, businesses and U.S. economy

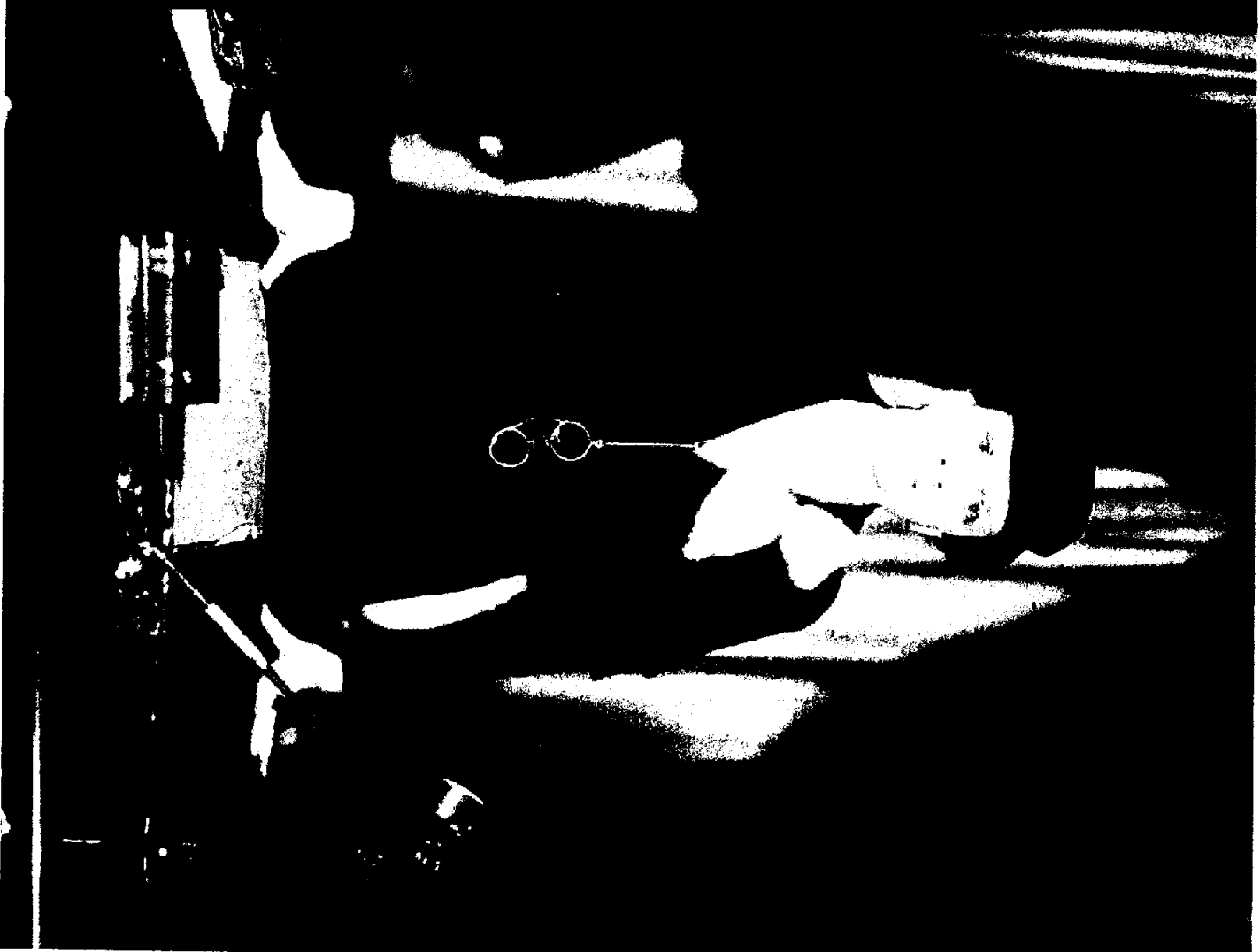


1<sup>st</sup> U.S. Secretary of Labor  
1<sup>st</sup> Woman in the Cabinet



Minimum Wage  
Overtime Pay  
40 Hour Work  
Week

End of Child Labor

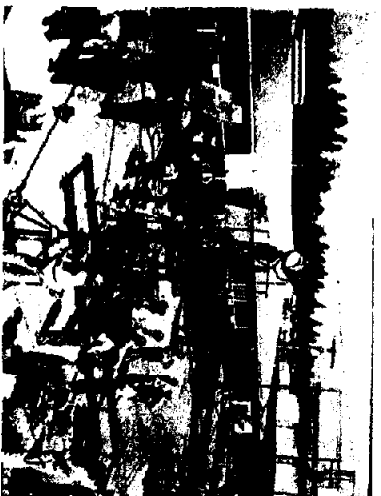
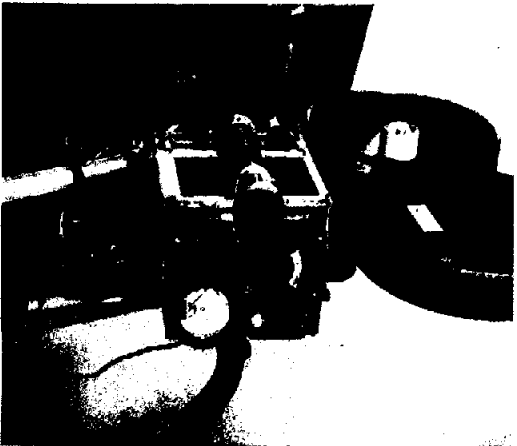
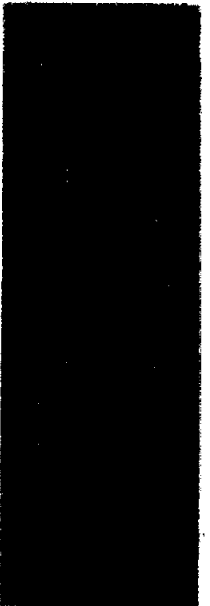
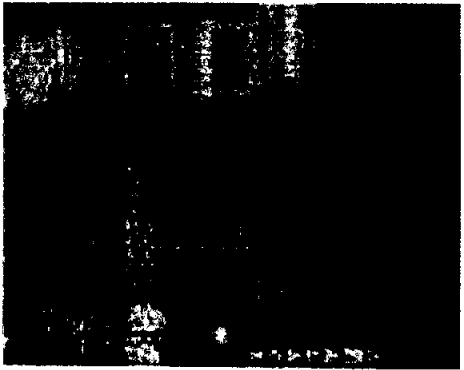


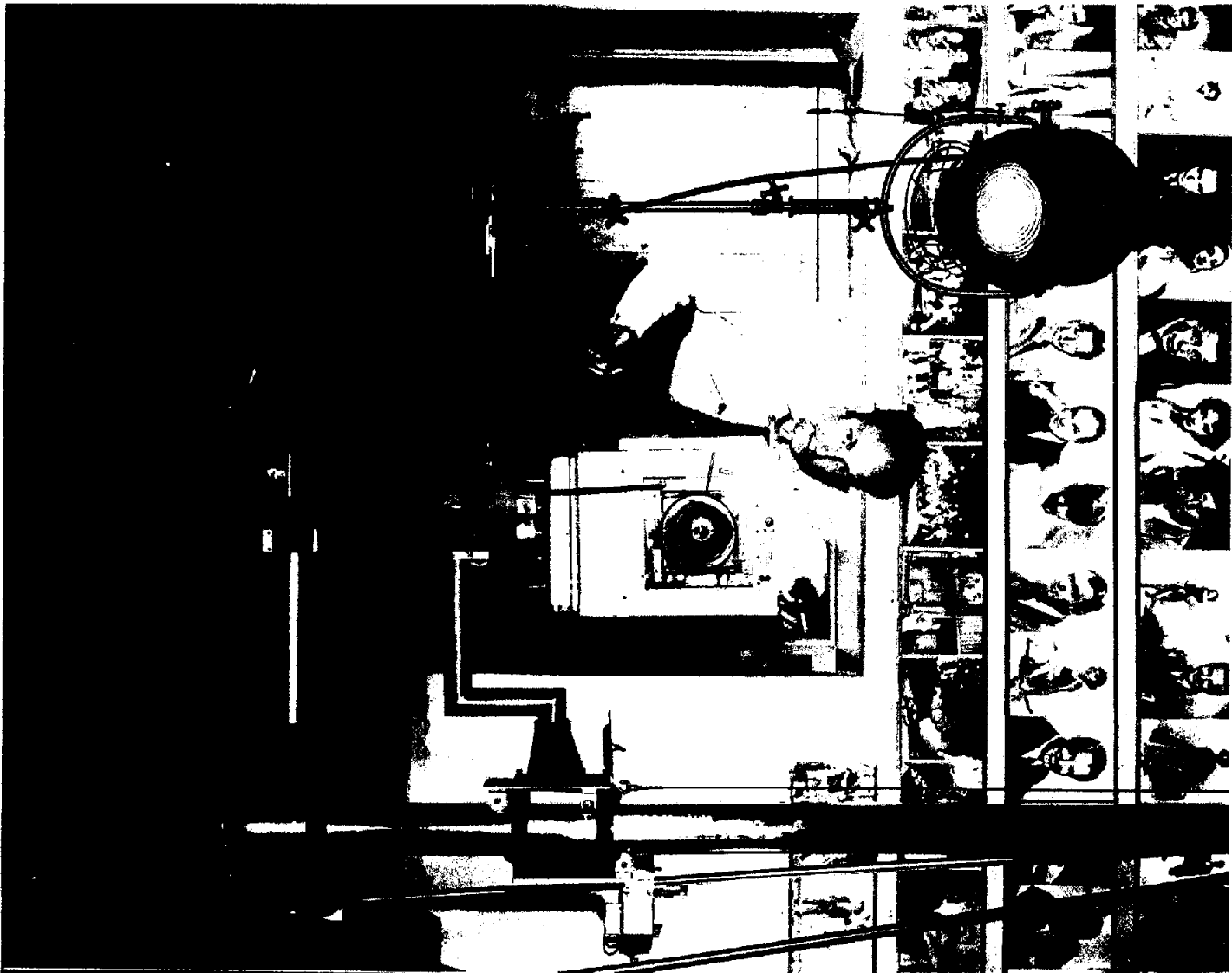
## Unions Grow

- Massive unemployment during and after Great Depression...
- ...leads to low wages and poor working conditions...
- ...which motivates workers to Unionize...
- ...and Labor Unions Grow Rapidly



# Studio Mechanics





- Union Membership Goes up
- Pay Rates Go Up
- Productivity Goes Up
- Company Profits Go Up in Biggest Economic Expansion World Has Seen

**The "PERFECT CRIME"**  
*of Mr. Taft and Mr. Hanley*

NOW-NOW!  
LITTLE MAN! I'M  
ONLY TAKING THESE  
FOR YOUR OWN  
GOOD



**"Right to Work"**  
DESIGNED TO TRICK  
WORKERS AND  
ERODE THEIR  
COLLECTIVE POWER

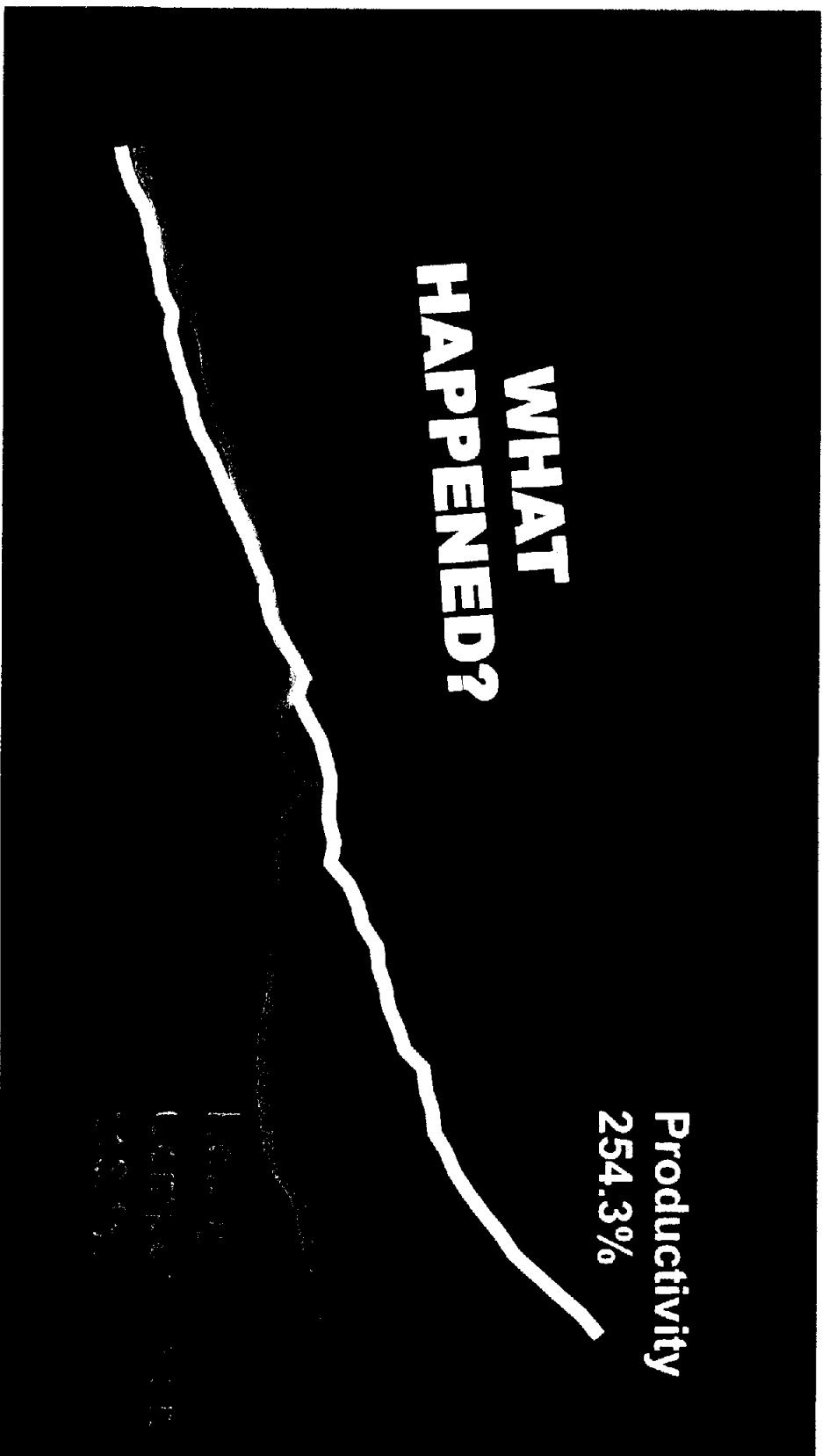
In the United States, everybody always has the right to work. The phrase “**Right to Work**” is designed to mislead. What it really means is that unions are not able to collect dues from the people they represent.

Sadly, in our society, money is power. And if you can cut off the funding to unions, you can , not just for union workers, but for all workers.

- ✓ Wrongful termination laws
- ✓ Overtime
- ✓ Vacation pay
- ✓ Employer health insurance
- ✓ Collective bargaining rights for employees
- ✓ Child Labor Laws
- ✓ Social Security
- ✓ Occupational Safety & Health Act (OSHA)
- ✓ Civil Rights Act/Title VII: Prohibits employer discrimination
- ✓ Workers' compensation



# Workers' Share of Economic Growth



Note: Hourly compensation is of production/nonsupervisory workers in the private sector and productivity of for the total economy.  
Source: Economic Policy Institute. Author's analysis of unpublished total economy data from Bureau of Labor Statistics, Labor Productivity and Costs program and Bureau of Economic Analysis, National Income and Product Accounts public data series.

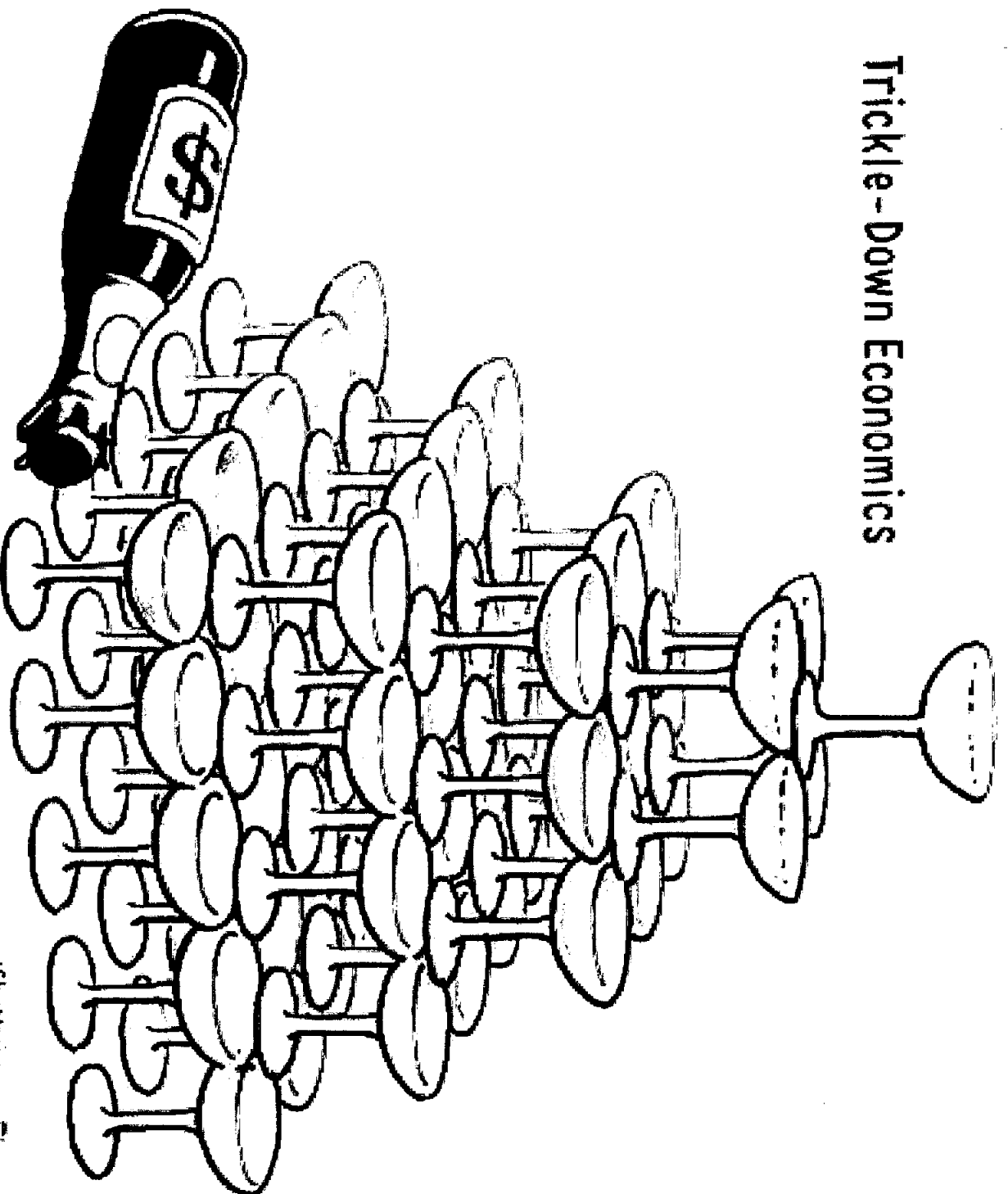


Something  
Changed in  
70's & 80's

Anti-Union Legislation  
Ronald Reagan and PAT  
The Era of Union Bustir  
From 1975 to 1980, U  
Impact Ripples Throug

o Falls by 5 million

# Trickle-Down Economics



Chattanooga Times Free Press **Samuel**

# Workers' Share of Economic Growth



Source: ThinkProgress chart, March 2011, Center for American Progress Action Fund.

**But in Some Industries,**

**Unions are Still Expanding**

**and Gaining Strength, which brings us to...**

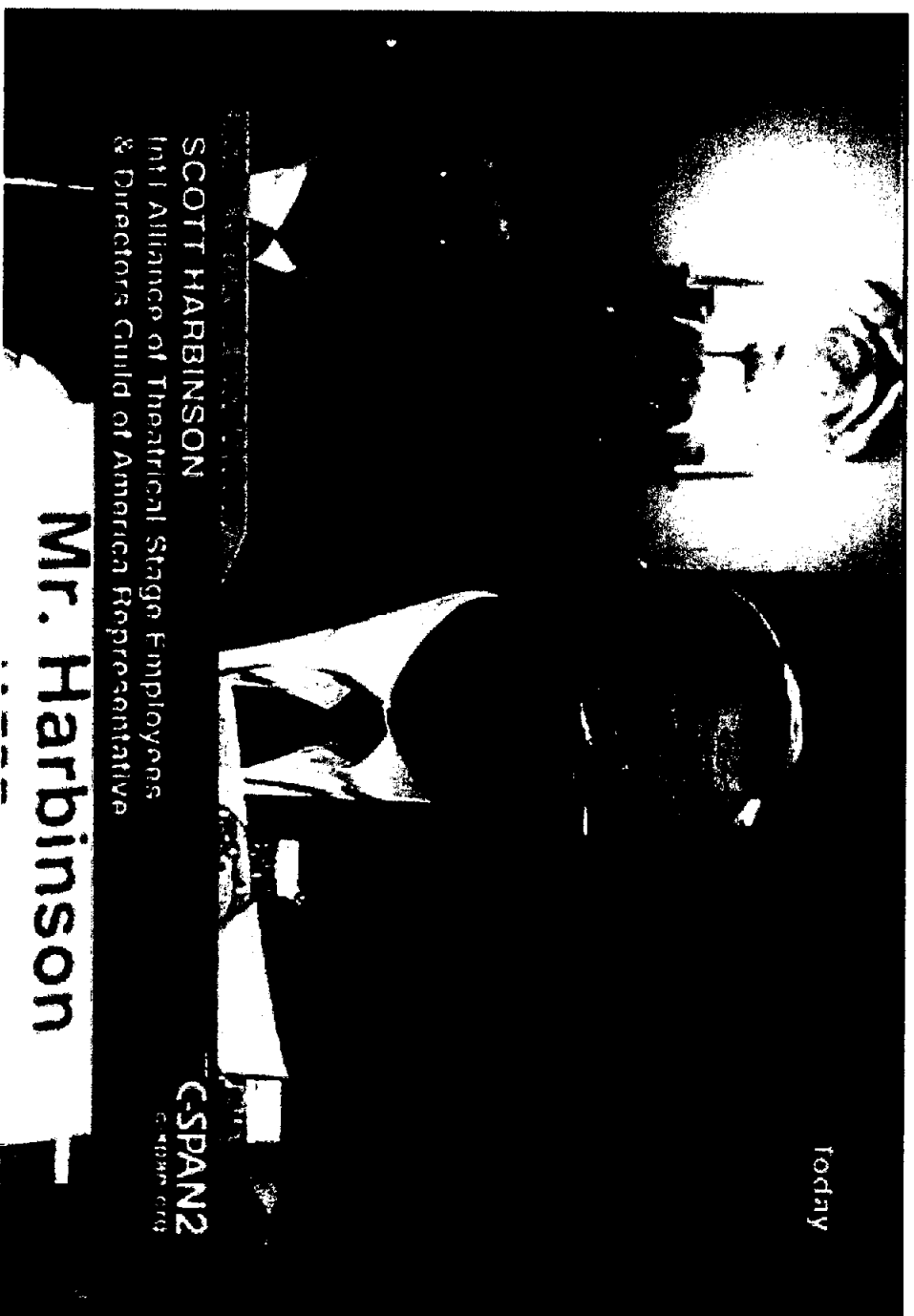


## SAFETY TRAINING



## CRAFT SKILLS TRAINING





**We are politically active in areas that affect  
EVERYONE in the entertainment industry**



# IATSE LOCAL 480

## FILM AND MEDIA TECHNICIANS FOR THE STATE OF NEW MEXICO

(505) 986-9512 - [INFO@IATSELOCAL480.COM](mailto:INFO@IATSELOCAL480.COM) - [WWW.IATSELOCAL480.COM](http://WWW.IATSELOCAL480.COM) - PO Box 5351 - SANTA FE, NM 87502

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### Current Methods for Joining IATSE Local 480:

#### 1. 30 Days in a Covered Craft on a Contract Production

Local 480 is required to offer an application to anyone who submits pay stubs that prove 30 days of work in a covered craft on a contract production.\* (The Local 480 office does not get copies of your pay stubs. It is up to each potential member to submit the paystubs directly to the Local 480 office ([membership@iatselocal480.com](mailto:membership@iatselocal480.com)), after which you will be sent an application.) The application must be completed and returned with the \$800 initiation fee (must be paid in full), after which the potential member's name will be placed on a ballot on which the general membership will vote. If a completed application is not returned to Local 480 in a timely manner, the Business Agent has the right to remove the person from any contract position. \* Candidates who receive "union days" for volunteering on 480 Outreach projects may count 12 hours of volunteer work as one day of work on a contract production. Candidates may combine days worked in a covered craft on an actual production with 1.5-for-1 volunteer "union days" to get to the total of 30 days. Or, 45 volunteer days would equal 30 days' work in a covered craft on a contract production.

#### 2. Studio Teacher/Welfare Worker (with NM Teaching Credentials)

If this applies to you, then once you are on the Overflow List and have provided a copy of your valid New Mexico teaching credentials, you may request to be sent an application to join Local 480, which you must return along with the \$800 initiation fee.

#### 3. 5 Years Recognized Union (non-IA) Experience

If this applies to you, then, once you are on the Overflow List, you must provide verification of your good standing in the non-IA union. You must also provide two letters from that union's members verifying the experience OR an industry-recognized certificate or diploma. At that point, your name will be placed on a ballot for the general membership's vote. If approved, you will be sent an application to join Local 480, which you must return along with the \$800 initiation fee.

#### 4. 15-Day Fast Track

If you choose this fast track option, you must do the following:

- Send an email containing documentation (all pay stubs) of the 15 days' work in one covered craft on a contract production, plus documentation of the additional equivalent experience in the same field (such as a diploma or license, a confirmation letter from a supervisor or employer, or a W-2 form), to [membership@iatselocal480.com](mailto:membership@iatselocal480.com). State that you are requesting to appear before the general membership. The Membership Coordinator will then send you details about the next general membership meeting at which you must appear. Do not simply show up at a general meeting and request to be on the agenda - obtain confirmation from the Membership Coordinator first.

**EXHIBIT** 2



# IATSE Local 480

## FILM AND MEDIA TECHNICIANS FOR THE STATE OF NEW MEXICO

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- Attend the general membership meeting along with two sponsors of your choosing (who must be active members of Local 480). You must publicly make your case to the membership at the meeting as to why you should be granted an application. Your sponsors must also speak on your behalf.
- If the general membership votes to grant you an application after you have appeared at the meeting, you will be sent an application a few days after the meeting. You must return the application, along with the \$800 application fee, within 30 days of receipt.

### **5. Degree/Diploma/Certificate from Accredited School**

A degree, diploma, or certificate in film studies from an accredited school and a letter of recommendation from the film studies department head will count toward 15 of the 30 days' work in a covered craft on a union production. Once you have worked at least 15 days in a covered craft on a contract production, a copy of your degree, diploma, or certificate can be used for the other 15 days. Anyone choosing this path towards membership must also appear at a General Membership Meeting in the company of a Local 480 member from the craft in which the aspirant worked; the member will be asked to speak to the membership on the aspirant's behalf. (This must be arranged with the Membership Coordinator prior to the meeting.)

### **6. Extraordinary Circumstances**

If you do not meet the requirements for joining listed above, you may, under extraordinary circumstances, petition the Executive Board of Local 480 in writing to plead your case. If the Executive Board feels your petition has merit, your name will be placed on a ballot for the general membership's approval. If approved by the general membership, you will be sent an application to join Local 480, which you must return along with the \$800 initiation fee.



## **Production numbers in New Mexico since the beginning of our charter**

1988 (Our Charter year): 9 films

1989: 6 films, 1 mini-series

1990: 10 films

1991: 9 films

1992: 8 films

1993: 12 films, 1 TV series

1994: 10 films

1995: 9 films, 1 TV series

1996: 7 films

1997: 10 films

1998: 2 films, 1 episode of a TV series

1999: 8 films

2000: 9 films

2001: 4 films

2002: 8 films

2003: 20 films

2004: 16 films, 1 TV pilot

2005: 22 films, 2 TV series

2006: 23 films

2007: 29 films, 2 TV series

2008: 33 films, 4 TV series

2009: 28 films, 3 TV series

2010: 28 films, 2 TV series

2011: 36 films, 2 TV series

2012: 33 films, 2 TV series

2013: 26 films, 6 TV series or pilots

2014: 21 films, 5 TV series or pilots

2015: 14 films, 9 TV series or pilots

2016: 18 Films, 6 TV series or pilots

2017: 20 Films, 8 TV series or pilots

2018: 5 films, 4 TV series or pilots as of August 28!

480 covered crafts as of June 2018

ASA crafts listing

**Accounting**

(Accountants not in ASA)

Payroll Accountant

Production Accountant

1st Assistant Accountant

2nd Assistant Accountant

**Art Department**

**Art Department**

Set Designer/Draftsperson/Graphic Artist

(Draftsperson is a Construction, Paint & Scenic craft)

Production Designer

Art Department Coordinator

Art Director

**Costumes**

**Wardrobe**

Stylist/Buyer

Costumer/Buyer/Stylist

Wardrobe Supervisor

Wardrobe Supervisor

Seamstress/Tailor/Stitcher/Sewer

Seamstress/Tailor/Stitcher/Sewer

Key Costumer

Key Wardrobe/Lead Set Wardrobe

Ket Set Costumer

Key Wardrobe/Lead Set Wardrobe

Ager/Dyer

Costume Designer

Costume Designer

Costumer/Set Costumer

Costumer/Buyer/Stylist and

Set Costumer

Assistant Key

Key Tailor/Fitter (MD only)

EXHIBIT

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<b>Construction</b>		<b>Construction, Paint &amp; Scenic</b>					
Tool Person		Tool Person (MD only)					
Utility Tech		Utility Technicians					
Welder							
Propmaker		Prop/Model Makers					
Propmaker (On-Set)		Buyer					
Construction Buyer		Coordinator					
Construction Coordinator		Construction Divers					
Construction Diver		Foreman					
Construction Foreman		Gang Boss					
Construction Gang Boss		(Plasterer is combined with Sculptor)					
Plasterer/Mason/Adobe							
<b>Paint &amp; Scenic</b>							
Wallpaper							
Scenic Artist		Scenic Artist					
Scenic Foreperson		Scenic Foreperson					
Sculptor		(Sculptor is combined with Plasterer)					
Set Painter		Set Painters					
On-Set Painter		On Set Painters					
Paint Gang Boss		Gang Boss					
Key Scenic/Head Painter		Key Scenic Artist (MD only)					
Sign Painter/Writer		Sign Painters/Writers					
		Draftsperson					
		Shop Crafts Person					
		Sculptors/Plasterers					
<b>Craft Service</b>		<b>Crafts Service</b>					
Key Craft Service		Key Crafts Service					
Best Boy Craft Service							
Craft Service Assistant		Crafts Service Assistant					

<b>Electric</b>									
	Rigging Electric/Pipe Rigger			Pipe Rigging					
	Rigging Gaffer								
	Dimmer Board Operator								
	Gaffer/Chief Lighting Tech			Gaffer					
	Generator Operator			Generator Operator					
	Electrician/Lamp Operator			Electrician					
	Laptop Operator (Lighting)			Laptop Operator (lighting)					
	Best Boy Electric/ACLT			Best Boy					
	Best Boy Rigging Electric								
<b>Greens</b>									
	Greens Foreman			Greens Persons/Foreman					
	Greens Gang Boss								
	Greens Person			Greens Persons/Foreman					
	Key Greens								
	On-Set Greens			On Set Greens					
				First Greens					
<b>Grips</b>									
	Rigging Grip								
	Crane Operator			Crane Operators					
	Dolly Grip			Dolly Grip					
	Grip			Grips					
	Key Grip			Key					
	Key Rigging Grip								
	Best Boy Grip			Best Boy Grip					
	Best Boy Rigging Grip								
				Pre-Riggers					

[illegible]

<b>Script</b>		<b>Script Supervisor</b>							
	Script Supervisor		Script Supervisor						
<b>Set Dressing</b>		<b>Set Dressing</b>							
	Swing Gang		Swing Gang						
	Set Decorator		Set Decorator						
	Set Dresser		Dressers, Off Set						
	Set Dressing-Clearances								
	Set Dressing Buyer		Buyer						
	Draper/Upholsterer		Draper/Upholsterer						
	Lead Person		Lead Person						
	On-Set Dresser		Dressers, On Set						
			First Dresser (MD only)						
<b>Sound</b>		<b>Sound</b>							
	Sound Mixer/Recordist		Mixer/Recordist						
	Boom Person		Boom Person/Assistant						
	Cable-Utility Sound		Cable Utility Person						
<b>Special Effects</b>		<b>Special Effects</b>							
	Special Effects Coordinator-Key		Coordinator/Key						
	Special Effects Tech								
	Special Effects Asst/Charge Person		Effects Assistant/Charge Person						
			Additional Effects/Mechanical Effects/Powder Person						
			Divers						
<b>Teacher/Welfare Worker</b>		<b>Set Teacher</b>							
	Studio Teacher/Welfare Worker		Set Teacher						
<b>Video</b>		<b>Video Assist</b>							
	VTR-Playback		VTR/Playback						
	Video Assist		Non-Record Video Assist						
	Projectionist		Daily Projectionist (sideletter under Projectionist)						
	Assistant Video Assist								