



## **IATSE PROMOTES PROFESSIONAL INTEGRITY**

There is perhaps no industry more alluring and yet more difficult than the business of entertainment. The IATSE stands as the vanguard against the pressures and prejudices of external forces that would compromise our ethics, our dignity, and our integrity. The IATSE believes that every job can be, and should be, done to the utmost of each member's ability, and that every worker deserves respect, fair treatment, and the chance to work up to his or her potential. Through collective bargaining, over the past decades, we have shown that a workforce that has the working conditions, the health and pension benefits, and the consideration it merits, can live and work as examples in a competitive and rapidly changing environment.

In an uncertain world, entertainment has traditionally offered the public a respite, an escape and a chance to participate in pure enjoyment. There is often educational value and the opportunity for a community experience that takes people, even for a short time, into a world where their cares and concerns are allayed. It is the goal of the IATSE to present that entertainment in a way that serves the public interest by presenting the most professional, artistic, and creative programming available.

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) was originally chartered by the American Federation of Labor as the National Alliance of Theatrical Stage Employees in 1893.

In 1898, the first Canadian local joined and the "National" became "International." Over 111 years of geographic and craft expansion as well as technological advancement, the IA has continued to evolve. The current title, adopted in 1995, more accurately reflects the full scope of the union's activities in the entertainment industry. But in recognition of the historic origins of the IA, the original old-English spelling of "Employes" remains to remind us not only that we respect the past, but that we look to the future with respect for those who taught us, trained us, and who continue to inspire us.

In the IATSE we have always understood that our bargaining strength comes from our complete coverage of all the crafts involved in the production of theatrical, motion picture or television products, trade shows and other live events. Our members are involved in every phase of a production, from its conception through every aspect of its presentation.

IA members provide their skills and talents in a wide variety of areas of production, including stagehands, directors of photography and camera crews, editors, costume designers, wardrobe employees, projectionists, painters, scenic artists, illustrators, arena employees, animation artists, property masters and makers, ballpark ticket sellers, casino hotel employees, electricians and lighting specialists, grips, publicists, sound and computer service technicians, front office and exhibition employees. They are first aid providers, laboratory film and video technicians, make-up and hair stylists, production coordinators, crafts service providers, radio and television sound effects and broadcast studio employees, script supervisors, studio teacher and child welfare workers, production coordinators, production accountants. They work in legitimate theatre, with traveling road shows, at trade shows and conventions, on film and television locations, on sound stages, at ballparks and arenas.

The principle of complete coverage and unanimity of purpose has been applied by the IATSE with ever-increasing success to each new form of entertainment, and with each new developing technology.

With over 400 locals and 110,000 members, the IATSE is among the largest entertainment labor organizations in the world and through our combined strength we have been able to achieve some of the highest wages and best working conditions to be found among skilled crafts persons anywhere.

The local unions are the backbone of the IATSE and the direct representatives of the membership. Membership participation and democracy are cornerstones of the IATSE. These principles are advanced by our local union structure. Our local unions are autonomous organizations, free to pursue independent agendas based on their membership's concerns.

The local union structure, backed up by the International enables members to have a direct voice in their working lives. The membership is the driving force behind the effort to obtain the kind of wages, benefits and working conditions they need for themselves and their families.

It has been the tradition of each of these locals, led by the International, to foster the integrity, honor and pride in the job done by each and every member. In every job classification, no matter what the responsibilities, the skills, and the demands, members of the IATSE do their work with a sense of professionalism that is the hallmark of a job well done. With IA members as the crew of any production, whether on stage, screen, or on a convention or arena floor, there comes the confidence that the result will be the very best it can be.