



INFORMATION PLEASE!

I.A.T.S.E. LOCAL 411 newsletter

Issue 37

August 9, 2013

A MESSAGE FROM THE PRESIDENT & VICE PRESIDENT

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Dear Brothers & Sisters:

First we would like to take a moment to apologize for this quarter's newsletter coming out a little later than we would have liked. This is partially due to our tardiness in getting our thoughts together and actually put it in on paper. This may not be the most inspiring

letter we have written, however these are some thoughts we feel we needed to share.

The disappointment we experienced at our last General Meeting on July 14th was the same feeling we have had the two previous General Meetings. We understand, we all have lives and we know the summertime is especially hard to get members out but the lack of effort by the majority of the membership is disappointing.

We would like to express our thanks to our Executive Board and members who did show up to the meeting. Some new faces too which was great to see and made us have a glimpse of hope that we are making a difference within our local and getting people out for a couple of hours to hear what is happening. But... We didn't have quorum again. It is a shame to see members not being able to get the information that we are here to provide. It's sad to see that new members not able to be sworn in because we haven't made quorum and they end not being able to be listed as available. What kind of example are we setting?

We try very hard to keep each caucus informed of any new and exciting information that we think may help you at work and enable you to do your jobs to the best of your abilities. We want you to be informed and prepared. That being said, you as

members need to be conscientiousness about being informed. Don't ignore the notices we mail you and don't unsubscribe from the email blasts we send you. Read your contracts, read the Local's constitution, come to meetings, ask questions, share information and GET INVOLVED!

We hope to see as many of you as we can, make it to our next General Meeting on October 27, 2013 at 10:30am at Pinewood Studios.

The next order of business we would like to discuss is our members calling in their availability. Please be reminded that the fines as described in Bylaws Article II Section 5 of the IATSE Local 411 Constitution (\$250.00 for first offence, \$500 for second offence) will be applied to any member who does not call into the union office and let us know their status. We not only need to keep our records up to date when we are sending information out to productions but we need to make sure you are covered under a contract and you are being protected. This isn't new. It has been in our Constitution for many years. Our union is here for **YOU** the members, so let's start working together and be a united front.

Summer is finally here and as you may have noticed the city is hopping with production again. It's turning out to be a great half of the year and we look forward to having our membership working the rest of 2013.

As always, our door... well email door, is always open. If you have any thoughts/opinions you would like to share, please do not hesitate to contact either of us at president@iatse411.ca or vicepresident@iatse411.ca. Hope to see you all very soon!

Yours in Solidarity, Melissa Girotti - President & Cheryl Francis - Vice President



SECRETARY-BUSINESS AGENT'S MESSAGE



The number of productions in the first half of this year is close to the same as last year. The amazing news is that April to June has been slightly busier. Several series and a couple large features have recently started. I cannot say yet whether the work will continue into the fall as it did last year but we have good reason to expect it to.

We have been very fortunate to find an excellent replacement Local Office Administrative Assistant, Sarah Senechal. Sarah has come in to replace Michelle Robeson who left to pursue her interest as a Yoga instructor and health specialist.

Union activism has gone from something we occasionally heard of to being critical to our survival. The Canadian Conservative government appears to have taken a page from their counterparts in the United States and aimed attacks directly at Unions. Bill C 377 that required massively expensive financial reporting that revealed member's private information to an online searchable posting was just heavily amended by the Senate. Thankfully, the largely conservative Senators amended the Bill so that only Unions with more than 50,000 members would have to report on much bigger transactions and wages. This redirects the reporting to only the biggest Unions that can actually handle the reporting requirements. The Conservative government have proposed several other changes clearly designed to reduce or even completely eliminate Unions. This is why you must actively show your support of both Local 411 and all other Unions. Please keep watch on the Grapevine for rally notices, letter writing campaigns and other Union events that we **MUST** have your support for. Without it, we will be put out of business.

To everyone who has either started or continued to call in their work I say 'thank you'. The Union office must know of all calls to work by both the Article II of the Local By-Laws and simple logic. Simply, we have to know where you are in order to represent you.

I would also like to thank the new Executive Board for their enthusiasm and dedication to continued growth and improvement of Local 411. We certainly are maturing as a Local overall, which I believe, is to the benefit of our members.

Keep in touch,

Robert F. Shea
Secretary-Business Agent
businessagent@iatse411.ca

PLEASE BE AIR AWARE!

THE IATSE 411 OFFICE IS A SCENT FREE ZONE

The IATSE Local 411 office is a fragrance sensitivity area. It is essentially a scent free zone.



As you know, the chemicals used in scented products can make some people sick, especially those with fragrance sensitivities, asthma, allergies and other medical conditions.

We ask that you be air aware and not wear any strong scented perfume, lotions, hair care products, cologne, aftershave or other fragrances when coming to the 411 office. Especially anything that contains lavender.

Your cooperation is appreciated.

VICE PRESIDENT'S MESSAGE



"What's the 411??- Love is life and life is livin"- Mary J Blige

It is getting busy and hot or what?! Who needs sleep??
The chickens are laying hard-boiled eggs and hot water now comes out of both taps!
Remember, your health is the most important matter.

Now that we are entering our busy season of work, I thought I would share some tips to getting through this season.

Eating well and remaining active is the best way to get through this busy time.
Studies show that shift workers are at an increased risk for many serious health problems-such as heart attacks, heart disease, angina, high blood pressure and stroke to name a few.



IF YOU ARE WORKING A SPLIT SHIFT OR NIGHT SHIFT:

Eat your main meal before your shift if it is night. Do not eat a huge meal at the end of your shift.

Fuel up on complex carbs (Whole grains-, fruit such as apricots, oranges, plums, pears, grapefruit, and prunes- Veggies such as broccoli, cauliflower, eggplant, yams, carrots and asparagus and Legumes- lentils, black beans, peas, soy, pinto and kidney beans; these will release energy slowly over a long period of time, versus quick sugar bursts that won't last very long. Also, protein will fuel your muscles throughout the night.

Time your meals and activities to match your "day."

Stay hydrated - drink plenty of water during and after your shift.

Stay healthy!

Cheryl Francis
Vice President
vicepresident@iatse411.ca

TREASURER'S MESSAGE



After reviewing five months worth of revenue, we have reached 27% of our estimated working dues for the year. However, since there is traditionally more work in the summer and fall than in the winter and spring, we expect an increase in working dues during the third and fourth quarters. Also, we are coming in under budget for our estimated expenses for the year, so I am optimistic on how the union's operating budget will be doing by year's end. We are watching both our income and our expenditures closely and will make adjustments when required.

We are also continuing to look into the best options for Point of Sale and online services in the office. We have quotes from a private company and are comparing them to what we are currently paying through our bank.

At the moment, we offer a Point of Sale machine in the office that allows for Debit and Credit Card payments, as well as a PayPal service built into our webpage that allows payment for up to 4 months worth of dues for a \$5.00 processing fee. These options were implemented to allow easier payment for people who don't use cheques for their day-to-day transactions. However, there are costs associated with these services so it is important that we balance those costs with convenience of payment. We have also examined the possibility of Email Money Transfers as a payment option, but found that this method of payment lacked sufficient security measures.

If you have any questions regarding our Point of Sale or PayPal services, please feel free to contact me at treasurer@iatse411.ca.

Robert Fisher
Treasurer

WSIB UPDATE



On Wednesday April 10th, members of IATSE 411 and the DGC met with Kelly Orth and Debra Brazier from the Workers Safety Insurance Board (WSIB) to review general policies and reporting requirements.

We learned that prior to 2006 WSIB operated on an antiquated model in which each case would be assigned a single adjudicator. Upon review, WSIB realized that individuals would be better served by a new model in which a case is first reviewed by an investigator, then short term cases are referred to “return to work” specialists, and long term cases are referred to a specialty team made up of “work transition specialists”.

More recently, the WSIB discovered there was a lot of confusion and inconsistency with their handling of film related incidents. They have now worked with the CMPA and the Section 21 Committee to educate employers and people working within the industry so that reporting is done correctly and cases are handled properly.

Here’s an overview of the streamlined process:

If an accident happens on set, a representative of the employer must submit a completed Form 7 to WSIB **ONLY IF**:

- ✓ The individual gets medical attention. Please note! “Medical attention” does not include being seen by the Set Medic)
- ✓ The individual is absent from work, incurs a loss of pay, or works on “modified work” for more than 7 days

As a company, you are required to:

- 1) Provide First Aid
- 2) Provide Transport to a medical facility
- 3) Complete Form 7 (see above), and submit it to WSIB within **3 days*** of being notified of or becoming aware of the accident. *This may not necessarily be 3 days from the date of the accident as sometimes we find out about accidents long after they occurred. In this case the deadline would be 3 days after the accident was reported to the employer or the employer became aware of it. A copy of the completed Form 7 must be provided to the injured employee for their records, even if the employee does not submit their claim to the WSIB.
- 4) Pay the injured worker for the day of the accident. This should be full pay, not minimum hours (ie, if that worker’s department worked into overtime that day, the worker should get it as well).
- 5) Follow up with the injured worker.

Helpful tips to complete Form 7:

Section A:

- **Job Title** - It’s important to note that this is FILM related to reduce confusion. No one at WSIB knows what “Best Boy” means, so include as much info as possible. Example: “FILM-Best Boy for Electrics Dept”
- **Length of time in this position while working for you** – This should only reflect consecutive employment. If they are daily that has worked on and off since the start of the show, note this.

Section C:

- **Question 1** – It is very important to note the date and hour the accident was reported to employer. In cases when an employee does not notify anyone about their accident right away it’s a good idea to provide an explanation in Section K (additional info) to avoid penalty fine. In some cases, WSIB may notify a production that they have been informed of a claim via an employee and production has no idea that the incident happened. In this case, you will need to fill out a Form 7 declaring that the production did not know the accident happened and info on why it was not reported.

Over the years, there has been lots of confusion regarding which form should be used on set. Here is the breakdown of forms:

Form 6: Completed by the injured Worker. WSIB will send them a copy of this form to complete when a claim is opened. Workers should give the employer a copy of this form.

Form 7: Completed by the Employer by a representative (or various representatives) of the company. Tips on how to complete this form located below.

Form 8: Completed by Health Care professionals who examine the injured worker. They send this form directly to WSIB.

...Continued from page 4

- **Question 7** – Be specific. If the accident happened on set (even if set is on location) indicate that it was on employer's premises. However, if it happened while the worker was out on runs (example slipping and falling when doing a return at a vendor's premises) this should be noted.

Section D:

- **Question 3** – "Onsite health care" does not qualify if referring to on-set medics. If a medic treats a worker and determines that no medical attention is required you do not have to fill out forms but it should be noted in a standard incident report or on DPR in case the worker disputes the incident at a later date.

Sections F, G, H & I:

- Sections F-I do not need to be completed if the worker returned to work immediately after the day of accident.
- Although Accounting usually fills out these sections, be aware that it should be noted if a person is a daily, and if they are a member of a union or guild. Often we have no indication if a daily who is injured is able to return to work since they were only contracted for the one day.
- In WSIB terms, we are "contract" workers, so if a worker is paid under a Corp, this should be noted as it will be handled differently.

Section K:

- As mentioned above, if the production has any concerns about the accident or wants to dispute the incident, they can attach a letter or complete Section K with additional written info.

WSIB is working towards a more paperless approach to filing claims. They have recently launched the e-form 7 service, which allows employees to file online. This allows employees to attach documentation, it auto populates employer info and offers assistance/drop down info for each section of the form. It's definitely something to mention to your Payroll Accountant friends!

WSIB also plan to roll out "TeleClaim" later this year whereby a live person will be able to take your claim over the phone.

WSIB is committed to strengthening their relationship with the film industry. If you ever need assistance with forms, or regarding a specific incident, feel free to contact Debra or Kelly at the numbers below:

Debra Brazier 416-344-2897

Kelly Orth 416-344-5710

**Note, Entertainment industry workers are not automatically covered by the WSIB. The entertainment industry is the only sector that can opt out of coverage. Film & television industry workers are only covered if the production company they are working for has voluntarily applied for coverage with WSIB. That's why union contracts stipulate WSIB coverage as part of the contract! Another good reason to work union!*

Amy Cuthbertson
PC Caucus Training Committee Chair /
Recording Secretary
recordingsecretary@iatse411.ca

**WSIB representatives are available from
7:30 am to 5:00 pm Monday to Friday.**

Call: 1-800-387-0750 or 416-344-1000

Fax forms to: 888-313-7373 or 416-344-4684

Mail forms to:

Workplace Safety and Insurance Board
200 Front Street West
Toronto ON M5V 3J1

<http://www.wsib.on.ca>



A MESSAGE ABOUT DOING CLEARANCES



Dear Members,

Who's doing clearances? This may be a question you've heard or asked when working in a production office. But what does "doing clearances" really mean? What are clearances, what role do they play, and why are they important?

Clearances is the process of obtaining permission from the copyright trademark holder for any product, item, logo, insignia, etc. featured and identifiable on camera. Clearances are necessary

to protect the producer from copyright infringement. The producer cannot use any copyright trademarked product, item, logo, insignia, etc. on camera without obtaining permission to do so. Rights and permissions are typically granted to the producer in the form of a signed release/agreement.

In order to satisfy network/distributor delivery requirements, an errors & omissions insurance certificate is required. The network/distributor will want assurance that the producer has taken every legal precaution to secure the necessary clearances are in place to avoid any potential legal claims brought forward by a third-party. If the appropriate clearances are not in place, the network/distributor may not accept the finished production from the producer.

A member of the crew typically handles clearances and securing rights and permissions. This person might be the art department coordinator or clearance coordinator. This person works closely with the art department, the locations department, the props department, the set decoration department, and the transportation department, and may assist these departments securing any rights and permissions necessary.

To help determine if clearance is required, the producer engages a third-party company to research the script, line-by-line. The result of this effort is a script research report and is distributed to all concerned. It is the responsibility of each department head to read/review/vet the information as it pertains to his/her department. When in doubt about the information presented in the script research report, consult the producer and/or project attorney assigned to preside over clearance issues.

The key to successfully navigate the clearance process is to keep the lines of communication open and ensure that any concerns are brought to the producer's attention. What's important to remember is that no 411 member should ever comment if something is "clear" or "not clear". Remove yourself from liability and defer any clearance decisions to your producer. Ultimately, the producer is responsible and it is the producer's job to make those final clearance decisions when necessary.

In solidarity,

Darren Kaliciak
Production Coordinator Caucus Rep
pcrep@iatse411.ca



PRODUCTION COORDINATOR CAUCUS REPORT

The work permit process these days can lead to serious anxiety. Having just finished several LMO applications over the course of two weeks I can honestly say there wasn't a day where I wasn't concerned something would "go wrong". I heard the horror stories of Employer Compliance Reviews (ECRs) popping up for several PCs and I was concerned my time was up.

Yes, things have changed. Our work colleague Kelvin Beal is no longer there to have our backs. When you call the new Employer Contact Centre (1-800-367-5693) chances are you will get a newly trained rep. Don't panic! Yes, they're learning to deal with the frantic nature of film and television, but they are there to try and help you.

There are a few important things to keep in mind. Firstly, make sure you are using the new application form. YES, THERE IS A NEW APPLICATION. That's just scratching the surface. Check online to make sure you've got the proper application as we are finding they are updating it on a frequent basis. Read each section and make sure what you're filling out applies to you. Double-check your work. A simple typo can bung things up in a big way. Kelvin knew most of us, so he would catch things and fix them sometimes without our knowledge. When a business number has been entered incorrectly for an entire season of a series and the error is caught a year later by a new rep—well, that's saying something right there. Ensure your fax cover sheet clearly states the urgency of your FILM/TV LMO APPLICATION. They do notice our faxes and they do take into consideration our lack of time when sending them through. Lastly the follow up documents from ACTRA, 873, 667, DGC, WGC or NABET should accompany the application if possible. Remember, follow up with the toll-free line. Get your system file # and make sure you always have a copy of that follow-up document from the (is this a typo... it doesn't make sense). I've had two reps e-mail me about missing paperwork. Funnily enough it arrived either on the day I received the e-mail or a day later. I was able to scan it directly to the rep and those two positive LMOs were granted at the end of the business day.

On Thursday June 20th, various Production & Travel Coordinators met with Immigration Lawyer Brian Dingle to discuss the ongoing changes at Service Canada. We were joined by Donna Zuchlinksi, Doug Till and Janice Reid Johnston from the OMDC. Although there were many unanswered questions, it was a great opportunity for members to discuss current issues they were encountering. We believe it was very eye opening for the OMDC to get a first-hand account of our frustrations and concerns. We concluded the meeting by reviewing our most important issues with Donna, and she has agreed to get us clarification and answers as soon as possible. We will follow up with the PC Caucus when we hear back from her ASAP. As always, Brian Dingle was very helpful and reviewed the newest application for those that had specific questions. Brian has been a great friend to IATSE 411 and is on board to continue these roundtable discussions with our members in the future.

Please remember, if you run into problems with an LMO application, call Rob Shea immediately. Not only can he help connect you with the OMDC to expedite your approval, but it's also important for us to be aware of any issues our members are having. We're all on this bumpy immigration ride together!



Eleanor Mendes
PC Caucus Rep
pcrep2@iatse411.ca

CRAFTSERVICE PROVIDERS CAUCUS REPORT

Greetings

We are pleased to report we have successfully completed two Craft Service Orientation sessions. With a moderate turn out for each, the participants were able to fully grasp what transpires within a day of craft service, have a little insight into the film business and some basic understanding of life on set. Hopefully this will be the groundwork for making sure all future new CSPs are working at a certain skill level and job understanding. We look forward to holding another orientation session in September and input is always welcome.

Your candid photographs and shots of great trays make a huge difference in our presentation – THANK YOU! All the participants said they enjoyed these the most, so a big shout out to those of you submitting your photos. **Keep 'em coming please!!**

Upcoming on August 17th is our next drive test; this is a requirement to be listed on the Craftservice Driver Availability list. New members and applicants will not be able to make themselves available for the 6 hour drive calls without this test so if you know anyone interested please pass along the information and have them contact the union office.

It's getting busy out there and it's great that so many crafties are calling in available. What's too bad is so many people miss calls for work because they didn't hear the phone when Elizabeth called for crewing. It's easy to leave the phone on silent when you've been wrapped – we've all done it. If you have called in available, try and get in the habit of checking your phone often to ensure you haven't missed any calls for work.

We are currently looking for any members wishing to volunteer for the CSP membership committee. Anyone interested please contact Tamsin at craftservicerep2@iatse411.ca

Keep cool out there Crafties...just because we're busy making sure the crew are hydrated on set, doesn't mean we should neglect ourselves working on the hot craft truck. Do what you can to stay cool and always take a 'cool down' break in extreme heat.

Cheers! Take care guys!!

Your craft reps,



Tamsin Smith
Craftservice Caucus Rep
craftservicerep2@iatse411.ca



Amina Nathoo
Craftservice Caucus Rep
craftservicerep@iatse411.ca

HONEYWAGON OPERATORS CAUCUS REPORT



Fellow Honeywagon Operators:

I would like to speak about a few things.

1) Attending meetings. At the last general meeting we were short one person for quorum. In order to have quorum we had to borrow a member who was working upstairs at a production office at Pinewood for us to be able to conduct a bare minimum amount of business. A couple of more members would have made life a lot easier that day and would have allowed us to have a full meeting instead of having to cut it short to let that working member return back to work. The meeting was less than half an hour. Barely worth the time and effort for people to come at all.

2) Call in your availability. Let the union office know if you are available for honeywagon calls or not. Specifically if you want to do relief operator calls or NOHFC (Northern Ontario) shows.

3) Call the office before you start work. It is really important to call the union office before you start work on a show. The consequence of you not calling BEFORE you start work is you being fined! \$250 the first time it happens, \$500 the second time it happens, the third time it happens the punishment is up to the e-board.

4) If you are offered work on a "non-union" show make sure there is a Letter of Understanding signed between Local 411 and production. Just because the Producer/PM is not signing a deal with the other unions doesn't always mean 411 isn't getting a basic deal signed with them. "Non-union" doesn't always really mean "non-union". However, if they are not signing a deal 411 you are not allowed to work on the show unless you get dispensation from our Business Agent Rob Shea.

5) On the legal front, we have exchanged two offers with the CMPA regarding the 'dry-honeywagon' grievances and it looks like we are heading for another date with the arbitrator. We'll keep you informed as things proceed.

Jim Troy,
Honeywagon Operators Caucus Representative
honeywagonrep@iatse411.ca

**Show your union pride and march with us in the 2013 Labour Day Parade
September 2, 2013. Contact the union office for more details.**



A MESSAGE ABOUT INTERSHIPS

On June 11, two people who worked as unpaid production interns on the film "Black Swan" successfully sued Fox Searchlight Pictures for unpaid wages. The judge in the case ruled that Fox's actions had violated federal and New York minimum wage laws.

The Ontario Ministry of Labour website states the following regarding interns;

The Ministry of Labour is committed to ensuring fairness and protecting young workers. The fact that you are called an "intern" does not determine whether or not you are entitled to the protections of the Employment Standards Act, 2000 (ESA), including the minimum wage.

Here's what you need to know: generally, if you perform work for another person or a company or other organization and you are not in business for yourself, you would be considered to be an employee, and therefore entitled to ESA rights such as the minimum wage. There are some exceptions, but they are very limited, and the fact that you are called an intern is not relevant.

One such circumstance where a person can work as an intern for no pay concerns a person receiving training, but it has very restrictive conditions. If an employer provides an intern with training in skills that are used by the employer's employees, the intern will generally also be considered to be an employee for purposes of the ESA unless **all** of the conditions below are met:

1. The training is similar to that which is given in a vocational school.
2. The training is for the benefit of the intern. You receive some benefit from the training, such as new knowledge or skills.
3. The employer derives little, if any, benefit from the activity of the intern while he or she is being trained.
4. Your training doesn't take someone else's job.
5. Your employer isn't promising you a job at the end of your training.
6. You have been told that you will not be paid for your time.

Another exception concerns college and university programs. The ESA does not apply to an individual who performs work under a program approved by a college of applied arts and technology or a university. This exception exists to encourage employers to provide students enrolled in a college or university program with practical training to complement their classroom learning.

If someone performing work as an unpaid intern is unsure of whether he or she is excluded from the ESA, he or she should call the Employment Standards Information Centre toll-free at 1-800-531-5551 for further information.

Catherine Sample
Sergeant-at-Arms



VS



UNION MEETINGS: ORDER OF BUSINESS EXPLAINED

Ever wonder why the union meeting agendas list items to be discussed at the meetings in the specific order that they do? In order to conduct meetings in an orderly and efficient manner, the agendas are done according to the commonly used "order of business".

Common parliamentary law over the years has arrived at an accepted order for a business meeting. That "order of business" has become common practice for organizations everywhere.

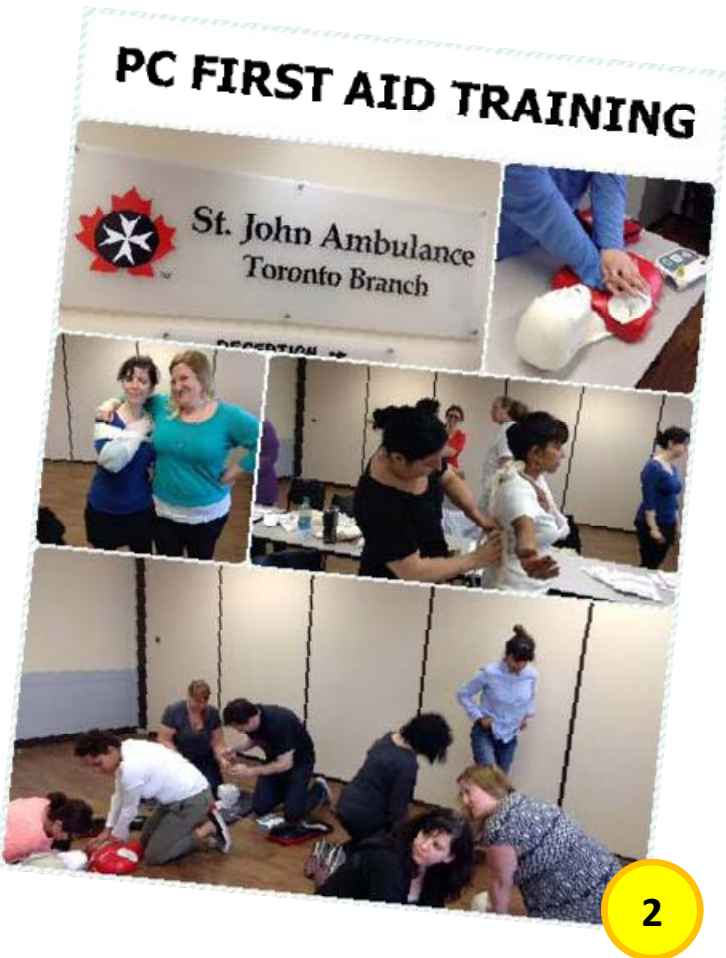
Below is a brief explanation of the standard order of business.

1. Call to order (start of meeting)
2. Roll call of Officers (who of the e-board is there)
3. Installation of Officers (if an e-board vacancy has been filled recently, they are sworn in)
4. Obligation (or initiation) of candidates (swearing in of new members)
5. Nominations and elections (if the membership has not approved the person the president has appointed to fill a vacancy on the e-board, then we have an election to fill the vacancy)
6. Reading of the minutes of previous meetings (General and Executive Board) (self explanatory)
7. Propositions of candidates (7, 8, 9, & 10 are normally all done under committee reports. This is when the membership committees inform the membership who has applied for membership, if they meet the basic requirements and their applications are voted on)
8. Reports of committees on candidates (see 7)
9. Balloting for candidates (see 7)
10. Committee reports (see 7. Also, this is where other committee reports are supposed to happen such as green committee, contract committee reports etc.)
11. Notices of motion (this is where new motions would be introduced. However, we have the motions to change the constitution happen later on in the agenda order typically)
12. Communications (this is typically where the President does their report)
13. Secretary-Business Agent's Report (self explanatory)
14. Treasurer's Report (self explanatory)
15. Retirement Plan Report (self explanatory)
16. Caucus Report (this is where the PC, CSP & HWO reps announce training initiatives, discuss caucus issues etc.)
17. Health and Welfare Report (this is where one of the Trustees reports on dealings with plan providers, propose changes to Local's health plan, service providers etc.)
18. Unfinished business (this is generally where business that was not completed at the previous meeting is dealt with)
19. New business (self explanatory)
20. Closing of the meeting (self explanatory)

SOME IATSE 411 EVENTS DURING 2ND QUARTER



1



2

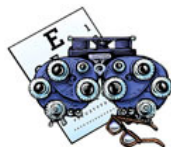


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- 1) Top left:
Zach Gutin from Final Draft Inc. flew in from California to teach 411 PC caucus members a few tricks in the Final Draft screenwriting software on April 20, 2013.
- 2) Top right:
PC caucus members took First Aid Training at St. John Ambulance and became certified First Aiders on June 23, 2013.
- 3) Left:
Local 411 showed their pride in the 2013 Toronto Pride Parade on June 30 2013.

***If you have any suggestions for future training sessions or seminars, please contact the 411 office to share your ideas.**

IMPORTANT NUMBERS for HEALTH BENEFITS



General Inquiries about Enrolment, Plan Design, Beneficiary Information, Life Claims, Critical Illness Claims:

- Contact J & D Benefits, our third party administrator, at 905-477-7088 or 1-800-218-7018 Ext. 2222 or email: IATSE@jdbenefits.com

Specific Questions about the Extended Health and Dental Care Plan, Claim Status:

- Contact Great West Life, the plan's insurance provider, at 1-855-729-1839 or visit the Great West Life website: www.greatwestlife.com: Policy number: 164613

Specific Questions about the Member Assistance Program:

- Or for immediate access to specially trained counselors, contact Family Services at 1-800-668-9920. To access the section of the FSEAP website that has been customized for IATSE Local 411 go to: www.myfseap.com and login using ID: `toiatse411` and Password: `well4u`

IMPORTANT NUMBERS for RSP INVESTMENTS



General Inquiries about Enrolment, Plan Design:

- Contact Lorraine Allen, Plan Manager for the Canadian Entertainment Industry Retirement Plan (CEIRP) at 416-362-2665 or email: lorraine@ceirp.ca or visit the CEIRP website at www.ceirp.ca

Specific Questions about the Extended Health and Dental Care Plan, Claim Status:

- Contact Great West Life - Group Retirement Services (GRS) at 1-800-724-3402 or visit the GRS website at www.grsaccess.com. Policy number: 62724

IMPORTANT DATES

- **411 office holiday closure:** Monday, September 2, 2013 (Labour Day observed)
- **Labour day Parade:** Monday, September 2, 2013
- **411 office holiday closure:** Monday, October 14, 2013 (Thanksgiving Day observed)
- **4th Quarter General Meeting:** Sunday, October 27, 2013



Next General Meeting
Sunday, October 27, 2013 @ 10:30am
Pinewood Studios

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