



11/3/2021

FOR IMMEDIATE RELEASE

[@IA_MEMBERS](#) ANNOUNCES SURVEY RESULTS AND OFFICIAL STATEMENT TO IATSE LEADERSHIP, MEMBERS OF THE PRESS, AND SURVEY RESPONDENTS.

[@IA_MEMBERS](#) SURVEYED NEARLY 600 CREW MEMBERS FROM ALL 13 LOCALS THAT REPRESENT THE VOTING MEMBERS FOR THE UPCOMING RATIFICATION VOTE.

THE SURVEY WAS OPEN TO ELIGIBLE UNION MEMBERS BETWEEN 10/19 - 10/31/2021. MEMBERS SUBMITTED ITEMS TO [@IA_MEMBERS](#) AND EACH ITEM WAS THEN ADDED TO THE SURVEY FOR MEMBERS TO VOTE ON. [@IA_MEMBERS](#) DID NOT SUBMIT ANY UNREQUESTED ITEMS TO THE SURVEY FOR THE FINAL VOTE.

INCLUDED:

MEMBERS STATEMENT, SURVEY RESULTS,
AND ADDITIONAL COMMENTS ADDED BY UNION MEMBERS
IN THE NOTES SECTION OF THE SURVEY.

ADDITIONALLY, WE HAVE THE RIGHT TO REQUEST THESE DEMANDS APPLY TO ALL UNION PRODUCTIONS, NOT JUST THE 3 CONTRACTS THAT ARE CURRENTLY UP FOR NEGOTIATION.

CONTACT:

[@IA_MEMBERS](#)
IAMEMBERSFIGHTBACK@GMAIL.COM

MEMBERS STATEMENT

We the Members of IATSE, in an effort to establish a more perfect union, demand our rights afforded to us by our local, state, and federal governments. We stand in solidarity for the safety and security of members' physical, emotional, and financial health. We understand the unique challenges inherent to the industry but our rights as workers have been consistently violated. From missed meals and water breaks to unreasonable and flat out unsafe turnaround times, **we have been pushed to the edge and exposed to life or death situations all too often.**

With the recent passing of our fellow member, Halyna Hutchins, we are reminded of the lengths we go to in the name of motion pictures. What makes her death more infuriating is that it could have been prevented by following **basic safety protocol**. And, as we all know, she is one of many lives we have lost along the way. While each on-set passing has its own tragic story, they all seem to follow a pattern. "Production was moving too fast", "Unsafe working hours", "Nobody had time to follow the rules", "Producers dismissed department head requests", "Resources weren't there for: additional crew, permits, experienced professionals, etc". If you judge the industry on these claims, we sound like we're broke. **We're not broke, we're broken.**

In fact, this is a multi-billion dollar industry. We see the producer credits growing. We hear the actors' pay increasing. **We know the astronomical write-offs and tax incentives reserved for those above the line.** Profit margins have risen in tandem with the decline of our working conditions.

We've missed birthdays, weddings, funerals, first days of school, graduations, and even the births of our own children just so we could be there for our locals and our crews. **We have shown solidarity with our fellow members time and time again.**

To our Business Representatives and the leaders of IATSE, we ask that you stand in solidarity with **us**. We ask that you fight like hell to secure our unalienable rights. We ask that you **hold the AMPTP accountable**. Our requests for safety and basic human rights are a pittance for the amount of money we've made for them by fudging our time cards, looking the other way on safety measures, and not speaking up out of fear of retaliation. They have taken advantage of our passion, our work ethic, and the bonds we've formed with our fellow crew members. Our dedication shouldn't be penalized, and our commitment to be treated fairly should not be trivialized.

IATSE union leadership, help us move forward to create a new future where we can all truly stand in solidarity.

As a 30-year member of IATSE and fellow crew member recently said, "How many more precious lives of people dedicated to the love of their craft, like that of Halyna, will it take for one of the biggest industries in the world to **bring human living conditions to the workers that help create the art of storytelling.**"

It's never too late to do the right thing.

We stand,
IATSE MEMBERS

SURVEY RESULTS

400 - 500 VOTES (Over 69%)

- Wage increases keeping step with real annual inflation rate
- Increased revenue from streaming sources
- Contribution from streaming conglomerates paying into our pension fund and healthcare hours
- Night and Weekend Premiums: between hours of 12am and 6am
- All pensions are properly funded
- No more new media
- Removal of distinction between streaming and traditional content
- No 8th day reset. No reverting back to “normal rates” after the 7th day
- Streaming residual pay for all productions (low budget to studio)
- No more back door or side deals with shows. Each show must adhere to contracts agreed upon by union members
- Mandatory Lunch Breaks at least 30 mins
- Paid Maternity & Paternity leave
- No more fratursdays

351 - 399 VOTES (Over 60%)

- All members are able to vote on what our union leaders negotiate on - Union members are no longer separate from negotiations
- Paid Family Leave
- Limit the amount of 6 day or 7 day work weeks per shoot or season
- Living wage at least 30/hr. No one's rate is lower than 30/hr with an 8hr guarantee
- Eliminate 7 day work weeks
- 12 hour turnaround for Local and Distant location
- 15 days of sick leave pay
- Streaming residual pay for all productions equal or better than WGA and DGA
- 6 percent salary increase or government standard
- Higher OT rates after 8 hours
- No more Tier 0

301 - 350 VOTES (Over 50%)

- 12 hour turnaround from tail lights not camera wrap
- No more qualifying hours or banking hours, if you're an active member in good standing you should have healthcare
- After 10 hours is double time for all productions
- After 12 hours is triple for all productions
- Not just livable, but “thriving” wages
- No more making us put down an NDB's unless you're a department that actually gets a breakfast break
- 56 hour turnaround for 5 day work week
- Safe turnaround for day players

201 - 300 VOTES (34 - 49%)

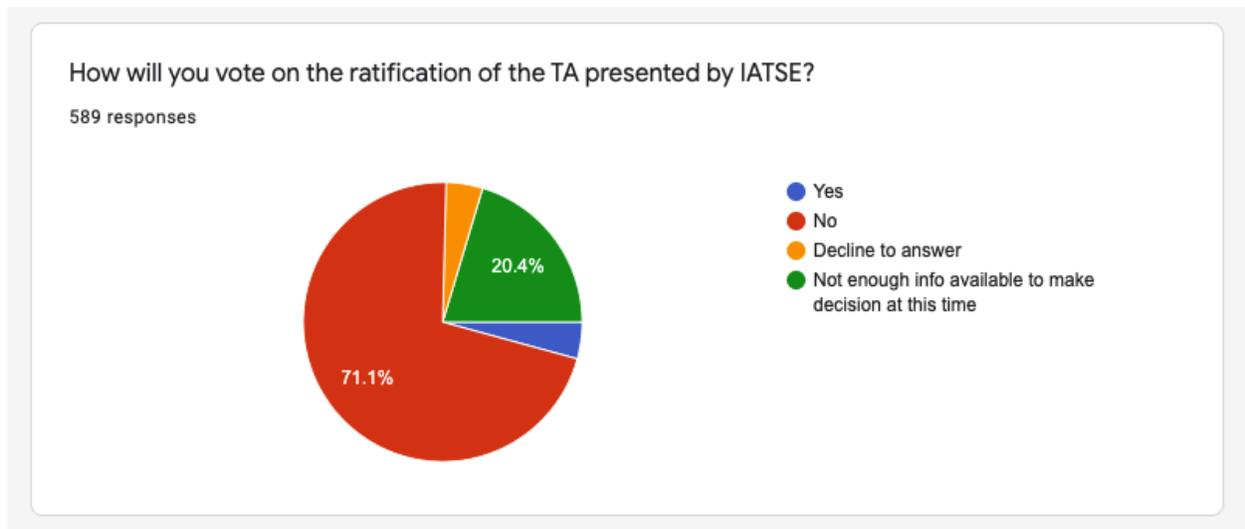
- 10 hour shoot days max with 14 hour turnaround
- Limit the amount of OT per shoot or season or work week

- Eliminate 6 day work weeks
- Meal Penalties 2x prevailing rate under broken for lunch 3x if second meal isn't met
- Increase Meal Penalties rates even higher with the first one starting at 25
- Option for hiring an apprentice in every department with a living wage rate
- Fewer hours required for Health insurance
- Paid vacation leave on a show running longer than 3 months
- Only (1) 6th day week can occur per month run of show
- Mandatory bathroom breaks and water breaks throughout the day
- Punitive repercussions for forced calls
- 5 percent wage increase per year
- Limit the number of Meal Penalties (2 total max)
- 36 hour turnaround for 6 day work week
- 12 hour guaranteed pay or better even if we work under 12 hours
- No more On-Call positions
- Mandatory Mask Breaks

UNDER 200 VOTES (UP TO 33%)

- Meal Penalties should be every 15 minutes at half your rate
- More affordable union dues
- No more 4 year wait times for membership applications to open
- 8 hour shoot days max with 16 hour turnaround

When asked the following question:



Members responded:

71.1% No

4.2% Yes

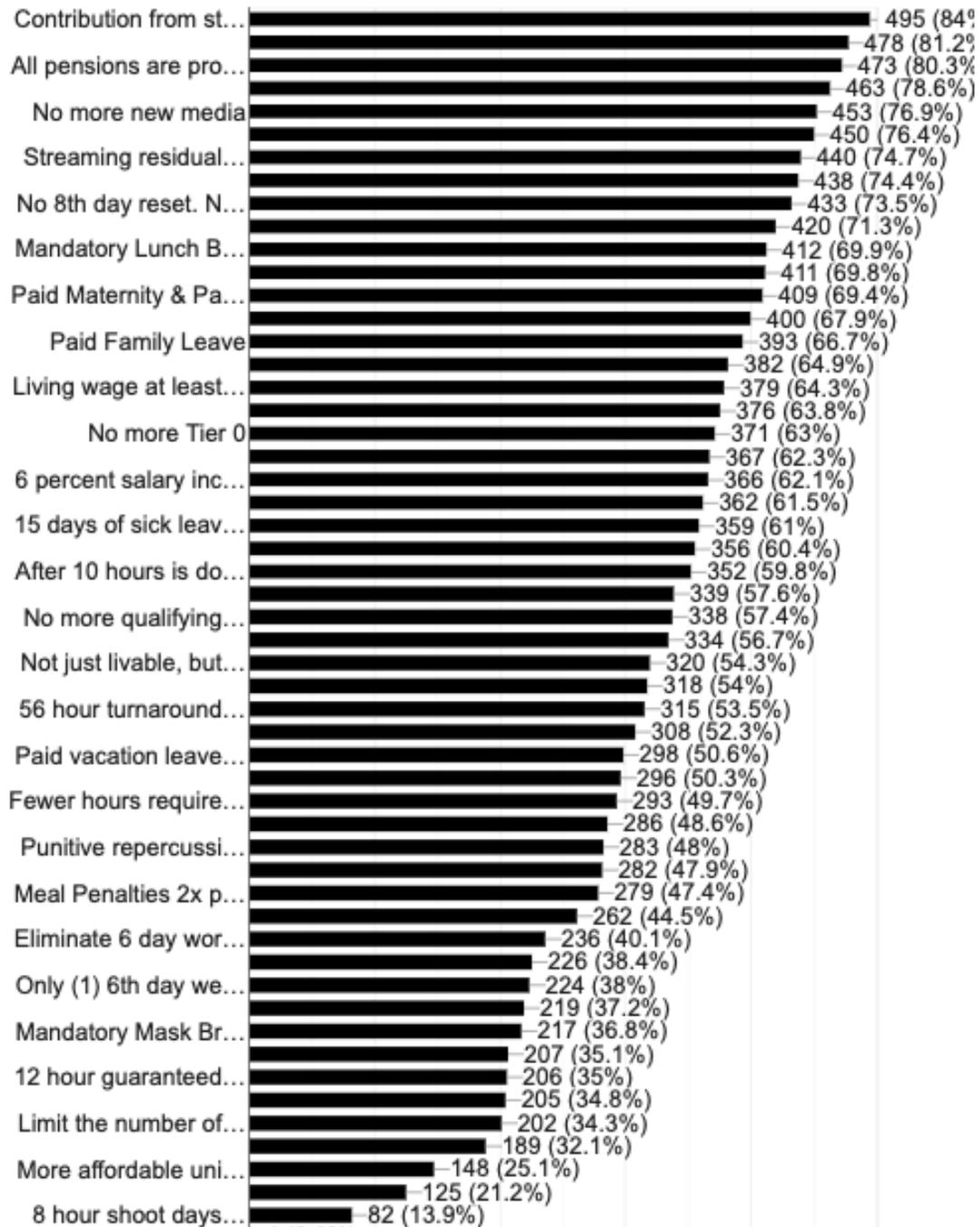
20.4% Not enough info available

4.2% Decline to answer

SURVEY RESULTS

Below you will find a list of all items we identified as critical demands. Please check all that you would like to see enacted.

589 responses



ADDITIONAL NOTES

- Safety compliance manager (certified/qualified person)
- Raising wages and limiting work hours (specifically so we are relying on OT to pay the bills)
- Be able to transfer healthcare hours to other members
- Mandatory Diversity Training (gender, race, orientation, etc)
- Mandatory Set Medics on ALL productions
- For Unions to offer a regular online voting system similar to our Union Demands Survey. But for unions to use marketing and make sure a certain number of people take the “polls” so that it represents an accurate reading.
- Limits on precalls
- Fair box rental rates
- Stop the low covid compensation testing on non-work days
- 10 hour days
- Make our quarterly union dues a percentage of our income not a fixed rate
- Moment of silence room or some kind of mental health option while working on a long show
- Have Bathrooms closer to set
- Pay Equity
- Royalties for every employee
- More open communication from the locals and acknowledgement of our concerns, and a promise to bring the majority’s concerns to the bargaining table!
- Deadline on new scripts and or call sheets- new scripts being emailed on Sunday nights for Monday morning work should not be allowed when Sunday is an off or unpaid day
- Term limits for IATSE President
- More outreach to potential members. Actually implement the mentorship program.
- No more real guns on set.
- Audit IATSE
- We are human beings. Not dollar signs.
- Full transparency including transcripts of the union negotiations
- The union must provide real information before doing something like calling off strike
- A look into distant hires coming into local unions and receiving distant hire, housing stipends, allowances, etc. while LIVING in distant local and NOT paying union dues to said local. Example: a guy from the CA local having a residence in both CA and GA, working in GA and receiving all the stipends while actually LIVING here (not traveling back) and NOT paying into the local they are claiming to be a distant hire in.
- Breaks other than lunch. Construction gets a break in the morning before lunch and again in the afternoon after lunch.
- Tired of not having any time for life and family time
- No “Courtesy” testing at \$20 compensation on non work days. \$250 should stay the minimum.
- 6% cost of living increase just like Loeb
- 🍌🍌🍌🍌🍌🍌