



**Karen Bayer**

### **Running for Executive Board and as a Convention Delegate.**

I am a 12 year member of the electric department and have worked with IATSE members, both here in Toronto as well as in Stratford, for over 25 years.

As a member of the Electric department I have worked on the floor, bested and as a board op on many shows. I also worked on the rigging side including as a best & gaffer. For the past 5 years I have been working with Set Dec teams as a Wireperson.

In my time as a member of local 873 I have learned that there are many things that make us a great union and place to work, but I have also seen that there is room for improvement. There are things we need to create and achieve to make our lives better and our union stronger.

As part of the inaugural IATSE 873 Women's Committee as well as serving again on it's second term I have been able to promote changes that will benefit our union and I hope that by being elected I can continue creating better lives for all of our members. It has also educated me on the ways and paths to achieving change in this union. If elected as a convention delegate I will continue to educate myself, learning from the international and other locals on the ways to continue to improve our local and our lives.

We face unique challenges because we do not have permanent employers, and often very short term contracts. This often means that we need to think outside the box for unique solutions. The film industry is also growing and changing with the new technologies that we work with as well as with the shift to streaming platforms that we work for. On top of that dealing with Covid has altered the landscape of how we work. We have grown our union very quickly and the combination of all these things have created new challenges as well as a few cracks that issues can fall into and we need our union to step up and help address these gaps.

These issues range from crewing, seniority issues, member training and mentorship, supervisory roles, health & safety protocols, addressing harassment to fair rates for large tv productions. One of the ways to create these changes is during our next contract negotiation. I want to see us push much harder and to look at new possibilities for those negotiations. I also believe that giving members education & tools to negotiate, to keep themselves safe in mind & body and report bad practices by producers and other parties are ways that we can use this locals resources to support our members. These are all things that I will try to bring to the floor if elected as an executive Board Member.

*Thank you for your consideration & support!*

**If elected to be a Convention Delegate I look forward to sharing the achievements of our members and I hope to be able to learn from other locals and our international the best ways to solve the issues we face in our local.**

**If elected to the Executive Board I will work to represent our members by giving voice to our needs and helping to bring the issues that face us to the table so that we can prioritize, finding the solutions that will strengthen and protect our union, members and jobs.**