

Dear IATSE 873 Members,

I am Jacqueline Steele of the Costume Dept. I have worked exclusively for IATSE since 1995, and have been a member for over 23 years.

I decided to run for the Executive Board of OUR UNION as I see we need big changes, and not the same old, same old!!

It's imperative that the Administration is working with all departments to ensure adequate training is taking place to improve safety and overall performance throughout the union while reinforcing the importance of consistency on the job site and maintaining 'the IA way'. This fosters a functional workforce that receives a solid reputation with production companies and encourages their return in the future.

Greater effort is needed encouraging new members to be an informed part of the decision making process when it comes to new contracts and major changes within the union. Working with the administration and members to outline new ways to improve representation from all departments in the decision making processes regarding contracts, wages, etc.

The membership would benefit from a committee with approachable representation from all departments who are focused on standing up for the members rights and needs that's able to act as a liaison between the members and the Administration.

I believe the Administration should seek to accommodate all members equally and uphold the constitution consistently. It is important to allow more opportunities for member feedback. It often feels as though the decisions being made don't benefit the members as I've witnessed privileges and benefits slowly erode over the past 23 years.

A few things happened to me personally this year and I've found that there is a lack of communication between the Union Office and the Executive Board/Administration regarding issues raised by members. It appears as though the Office is unwilling or incapable of solving member's issues, excuses are made and problems are being swept under the rug.

Upon informing our fellow members that I intend to run for the Executive Board, I was inundated with reports that the Union Office is not following up with all members regarding their concerns. This is unacceptable.

One of our members called the Union about a very serious complaint regarding one of our shows, and was told the union representative was too busy to come check it out and then added how they "did not have time for petty disputes among the membership!" without even offering to delegate the issue to someone capable of remedying the problem. This is incredibly unprofessional and also unacceptable. Any dispute a member feels is important enough to raise with the union should be investigated adequately and every member should feel accommodated by the union.

Members have voiced concerns utilising the Charge and Grieve Rule, citing a fear of reprisal in the form of losing future work. I have heard this from members new and old!

In our Costume Dept. Members and Permits are multitasking at an array of different jobs. In a single week, one member was performing the duties of the Buyer, the B.G. Set Supervisor, and the Sewer! These should be three separate calls according to our Constitution and cannot possibly be done to anyone's satisfaction with one person doing them! These positions should be filled by two other members. If this doesn't benefit the members or the production then why is this happening?

These are just a few examples of why our Union is not adequately representing our members and upholding the Constitution.

We require an Administration that is not overwhelmed. An administration that's capable of addressing their members needs and concerns consistently without fear of reprisal.

I will be THAT person in the Administration who is listening and acting on your concerns.

Thank you for your consideration,

Jacqueline Steele