

Dear IATSE 873 Members,

I've been a member of this union for 18 years and have been in this industry well over 30 years. I've worked along-side you and understand the challenges members face every day in the field. I know what it takes to continue to drive our organization in a positive direction. That said, my voice on the board will reflect the voice and expectations of the full complement of our membership, like being heard and respected, having a clear sense of what is happening in the union and industry and understanding what resources are at our disposal. This letter expresses some ideas I think would help to: increase union transparency and communication; improve access to resources and opportunities; and, advance a respectful and equitable working environment.

Union Transparency and Communication

I have heard from members that they would like to have more frequent and honest touch points with the executive board. I proposed we:

- Continue to post the monthly union executive board meeting minutes to the IATSE website;
- Produce a monthly or quarterly newsletter that summarizes key updates and issues, including those arising in other locals and with direct, transparent messaging from the executive board;
- Prepare a regular briefing email to the departments as a whole (not just to committees and specific committee members) to provide consistent and transparent information across all topics, even difficult ones; and
- Include a page on the union website with executive board member bios and a section on the work the board is advancing.

Access to Resources and Opportunities

Having a centralized and easy to find/navigate location for educational resources and information will help all members continue to grow, regardless of where they are in their careers. One way to provide this is to include a learning portal on the union website to provide a clear pathway to training resources (such as videos and upcoming workshops) and internship listings.

Respect and Equity in the Workplace

It is increasingly important that we foster a respectful, inclusive and kind working environment. Additionally, we should continue to welcome new members who will bring with them new skills and perspectives. As the world moves in a more inclusive direction, we have to advance with it, not allow territorial fear to cause our collective stagnation or regression.

Fair and equal pay is a cornerstone of a respectful workplace. I will continue to fight for this as any executive board member should.

Member diversity is, of course, very important to me. The executive board and broader membership should reflect the city we work in - in forms beyond race/ethnicity, but age and ability as well. To do so, we should establish targets and conduct ongoing monitoring that is reflected to members in an annual communication (like the aforementioned newsletter).

As an executive board representative, I promise to use my experience to uplift our members; to listen to your needs and ideas; and to bring issues to the board for discussion and implementation where appropriate. A vote for me is a vote for transparency, respect, inclusion and growth for all.

Sincerely,
Etheline Joseph