

IATSE Local 161 Strike Protocol Directive

The Officers and Executive Board of IATSE Local 161 are in strong support of the actions taken by our International to stand up for film workers insisting on appropriate rest periods, meal breaks, livable wages, and sustainable benefit plans. Although only those 161 members living in the six states covering the Area Standards Agreement and any members working either remotely or on location under this contract may actually be going on strike along with the 13 locals covered under the Hollywood Basic, we will all be directly affected in the event a strike is called if we are working for any company in the AMPTP since our 600, 700, and 800 brothers, sisters, and kin will be on strike and walking picket lines at our workplaces.

Due to the fluid nature of what constitutes a workplace in today's world of remote work, together with the reality that many of our members are employed in categories that are not uniformly covered under our bargaining agreements, along with many other members currently employed in new health and safety positions that are not covered contractually, we acknowledge and appreciate the difficult and confusing situation confronting our vast membership as to how they should behave if this strike threat should become a reality. It is the position of the Local 161 Executive Board that any work performed by bargaining unit members working in contractually covered crafts on a show subject to an IATSE sanctioned work stoppage, either in person or remotely, will be considered 'crossing a picket line' and will not be allowed. Our Majors contract has a no strike clause, but this does not prohibit sympathy strikes. In addition, the Majors contract language also states "nothing herein shall require an employee to cross a lawful picket line established by another labor organization which is recognized by Local 161." The National Labor Relations Act (Section 7) protects all workers against unfair labor practices which includes any disciplinary action against an employee who honors a union's picket line or otherwise engages in concerted activity.

We firmly and unanimously believe that all 161 members need to participate equally and uniformly in order to protect each individual from being singled out by their employer either with personal requests to continue servicing production after a strike date arrives, or with any retaliatory actions taken in the aftermath of such a strike. If we act as one, there will be little chance that any individual union member can be held to a different standard. With that in mind, rather than leaving our membership to try to navigate this complex situation on their own, we strongly urge **all members of Local 161** to follow the strike protocol we outline below.

We have requested support from the International leadership for universal directives that will address the specifics for productions that are in pre-production and wrap schedules, as it is possible that there may not be any striking members from the national locals working on those productions at the time a strike call is issued. It is our position that all AMPTP productions are subject to the work stoppage regardless of the stage of that production at the time a strike call is issued. Members are strongly advised not to add to their current heavy workloads in herculean efforts to complete any additional preparatory strike work, but simply accomplish what is possible within their normal workday. However, once the appointed date and hour of the strike arrives, it is vital that all members cease to service the production either in person or remotely.

All Productions under an Area Standards Agreement Contract

- 161 Members in all crafts must walk off the job and participate in picket lines.
- Non-affiliate workers holding IATSE cards should not cross any picket lines. We believe that such activity is protected by the NLRA.
- Non-affiliate workers without IATSE cards are also strongly encouraged not to cross any picket lines.
- Non-union workers in all crafts should be strongly encouraged not to service the production, particularly if these workers are interested in joining any union in the future.

All Productions under a Majors Contract (in any stage of production)

- 161 Members in all covered crafts must support the striking national locals who will be picketing their production and NOT CROSS any picket line to avoid internal union disciplinary charges, with protection from our own contract language regarding sympathy strikes and crossing lawful picket lines. In addition, there is protection against retaliation from the NLRA. (We are looking for assurance and guidance from the International regarding a uniform definition of “picket line” in order to address the notion of a virtual picket line and whether a single picket line at a venue like Steiner Stages will cover all productions operating at that venue. But as previously expressed, we are taking the stance that any production undergoing an IATSE sanctioned work stoppage is being “picketed.”)
- 161 Members working in crafts not covered by contract are encouraged to support the strike the best way they see fit.
- Non-affiliate workers holding IATSE cards are encouraged to support the strike the best way they see fit.
- Non-affiliate workers without IATSE cards are also encouraged to support the strike the best way they see fit.
- Non-union workers in all crafts should be strongly encouraged not to service the production, particularly if these workers are interested in joining any union in the future.

All Productions working under HBO, Showtime, or Starz contracts, or any Tier productions under the Low Budget Agreements not allied with the AMPTP will not encounter work stoppages by the national locals, and will therefore not require any action from Local 161 members. Commercial production is similarly not allied with the AMPTP and will not require any action.

Please reference the following charts to quickly identify the appropriate protocol to follow if you are working at the time a strike is called by IATSE President Matt Loeb. We sincerely hope these charts will not be needed.

IN THE EVENT OF A STRIKE:

WORKING ON AN ASA CONTRACT:

POSITION	STRIKE?
PC/APC/TRVL	Required
SCRIPT SPVR	Required
ACCT/ASST/PAYROLL	Required
L161 MEMBER WORKING IN NON-COVERED CRAFT	Required
L161 MEMBER WORKING NON-AFFL	Required
ADVICE FOR OUR NON-UNION/NON-AFFL STAFF	Strongly encouraged (especially if they wish to join the IA someday)

WORKING ON A MAJORS CONTRACT (WITH ASA & HOLLYWOOD LOCALS ON STRIKE):

The Majors Agreement contains a no strike clause that DOES NOT prohibit sympathy strikes. See Article 4.

POSITION	STRIKE?
PC/APC/TRVL	Sympathy strike - protected by L161 contract language
SCRIPT SPVR	Sympathy strike - protected by L161 contract language
ACCT/ASST/PAYROLL	Sympathy strike - protected by L161 contract language
L161 MEMBER WORKING NON-COVERED CRAFT	Encouraged to support the strike the best way they see fit
L161 MEMBER WORKING NON-AFFL	Encouraged to support the strike the best way they see fit
ADVICE FOR OUR NON-UNION/NON-AFFL STAFF	Encouraged to support the strike the best way they see fit

WORKING ON A PAY TV CONTRACT (SHOWTIME, HBO, STARZ)

POSITION	STRIKE?
PC/APC/TRVL	Not on strike
SCRIPT SPVR	Not on strike
ACCT/ASST/PAYROLL	Not on strike
L161 MEMBER WORKING NON-COVERED CRAFT	Not on strike
L161 MEMBER WORKING NON-AFFL	Not on strike
ADVICE FOR OUR NON-UNION/NON-AFFL STAFF	Not on strike

WORKING ON A LOW BUDGET AGREEMENT (TIER FILMS) AND COMMERCIALS

POSITION	STRIKE?
PC/APC/TRVL	Not on strike
SCRIPT SPVR	Not on strike
ACCT/ASST/PAYROLL	Not on strike
L161 MEMBER WORKING NON-COVERED CRAFT	Not on strike
L161 MEMBER WORKING NON-AFFL	Not on strike
ADVICE FOR OUR NON-UNION/NON-AFFL STAFF	Not on strike