

Dear ZACH stage employees,

Here are some myths we'd like to dispel:

"If ZACH goes union, you will have to join the union and pay dues." **Again, not true!** If ZACH is successfully organized, no one will have to join the union, but for a limited time you will be offered union membership with our usual initiation fee waived. Of course, we would love to have you join because our strength is in numbers. And the stronger we are, the more power we have to keep improving the lives of Austin stagehands.

"If ZACH goes union, Local 205 members will have seniority you won't get to work at ZACH anymore." **Not true!** If ZACH employees choose to organize, they will have seniority over Local 205 members for jobs at ZACH regardless of whether they were for or against having union representation. We exist to look after Austin stagehands, not put them out of work!

"If ZACH goes union, Local 205 will crew all the work and you will have to work whenever and wherever the union crews you." **Not true!** Management and others are looking at how our Hiring Hall operates and assuming it's procedures and rules would apply, but our Hiring Hall exists to provide stage labor for one off events and over hire labor for employers we have existing contracts with. The fact is, when you organize your employer, you get to tell the union how you would like ZACH to operate, and we do our best to negotiate that for you. A union contract at ZACH would need to cover the things that are important to you. As for being crewed by the union, if you want to pick up extra work outside of ZACH through our Hiring Hall, you may register with us and specify when you are available and what type of work you want to be considered for.

An important question is being put before you, do you want to organize ZACH Scott Theatre? So far, you have heard many opinions on this subject, but unfortunately you have not been given many, if any facts.

You've heard from ZACH management, you've heard from disgruntled ex-ZACH employees, you've heard from disgruntled ex-union members, sadly you've even heard from a misinformed Local 205 member. Unfortunately, all of them have provided you with misinformation about organizing, what it means, how it works, and how it will impact you.

So, who is the union? We're stagehands, just like you. We love our craft, just like you. We're creative and proud of what we do, just like you. We'd like to help you thrive at ZACH, not just survive!

I'd like you to hear the truth about organizing, IATSE and Local 205 from a reliable source; IATSE Local 205's leadership! I'm inviting you all to put us to the test. We'll be at

Uncle Billy's, 1530 Barton Springs Road on Tuesday, June 14 from 7PM

to give you all the facts and dispel any other myths.

Questions we'd be happy to answer,

What's in it for me? What's in it for Local 205?
What exactly is the process and how long will it take?

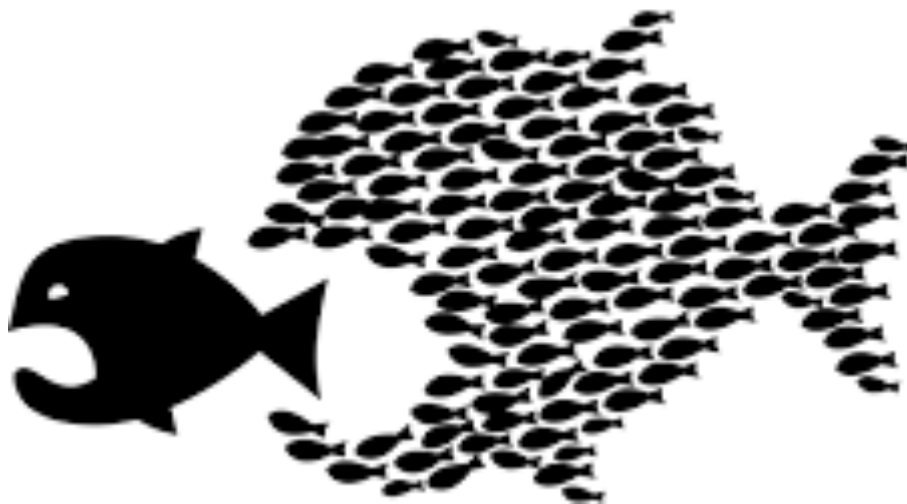
I look forward to getting to know you soon,

Rachel Magee,
IATSE Local 205, President.
(512) 371-1217 ext. 101

ZACH theatre employees! Don't just survive...



Thrive!



Officially produced by IATSE Local 205
www.iatse205.org

Striving to help Austin stagehands excel!