



International Alliance of Theatrical Stage Employees Workers Bill of Rights

- **A Good Job with Fair Wages:** Everyone who wants to work has the right to a good job where we earn a fair return on our work and receive a wage that allows us to support ourselves and our families.
- **Quality Health Care:** Regardless of income, job, or pre-existing condition.
- **A Safe Job:** Free from harassment and violence.
- **Paid Time Off and Flexible, Predictable Scheduling:** To spend time with family or care for ourselves or a loved one.
- **Freedom from Discrimination:** In hiring, firing and promotions.
- **Retire with Dignity:** And financial security.
- **Education:** Public K-12, higher education and career training that advances our knowledge and skills without leaving us in debt.
- **Freedom to Join Together:** With our co-workers for better wages and working conditions, whether we are in a union or not.
- **A Voice in Democracy:** To freely exercise our democratic voice through voting and civic participation so that we can make sure our government stands up for this Workers Bill of Rights.

In keeping with the spirit of this resolution, and to aid in bringing these standards to all workers, IATSE Local 205 adopts the following policies for all newly organized workers:

- All workers in the bargaining unit of any newly organized employer will have a voice in creating the contract and a vote on that contract.
- All workers in the bargaining unit of any newly organized employer will be the first offered work with that employer before any other IATSE Local 205 referents.
- Upon ratification of the initial contract with a new employer, all workers in the bargaining unit will be offered membership in IATSE Local 205, and the initiation fee and processing fees will be waived.

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