



UNION ANNOUNCEMENTS

SDC BY-LAWS & WORKRULES

You have been sent a copy of SDC's updated By-laws and Workrules. Please read for the latest rules and regulations enforced by your Union.

MEMBERSHIP DUES

Member Dues are due as of January 1, 2012. If you are interested in automatic quarterly payments go to SDCweb.org/make-a-payment

CA MEMBERSHIP MEETINGS

In January 2012, SDC will host Membership Meetings in Los Angeles and in the Bay Area. Please join us as we discuss current industry issues affecting your region. Watch your e-mail for details.

OPPORTUNITIES

LORT Negotiations

Work for LORT theatres? Interested in getting involved? SDC is looking for Members to serve on the 2012 LORT Negotiations Committee. Contact Randy Anderson at RAnderson@SDCweb.org.

NEWSLETTER EDITOR

Gretchen M. Michelfeld

LAYOUT AND DESIGN

Elizabeth Miller

newsletter reboot

by LAURA PENN, Executive Director

We here at SDC are at it again! We're advancing our work in the communications department and we're excited to offer you deeper and richer sources of information (and hopefully, inspiration).

Many of you have remarked upon the evolution of our bi-monthly newsletter over the past few years. It's certainly undergone a style makeover. But it's also expanded tremendously in terms of the kinds of in-depth feature articles we've been able to offer. I like to think that as we've grown more institutionally introspective we've also done tremendous national outreach. We've brought you face-to-face with your colleagues who are doing remarkable regional work and with the theatres that make that work possible. We've dug deep into issues like diversity, social media, artistic leadership and theatrical community.

The conversation is maturing. In fact, we are getting way too big for our britches! But we don't want to cut content; we want to develop it further. And we don't want to sacrifice our ability to bring you up-to-the-minute Union news; we aspire to increase our capacity to keep you informed.

So we're taking a deep breath and splitting our beloved newsletter in two. In this case we think the sum of the parts will actually be greater than the whole. Here's how it's going to work:

Starting in February, at the end of each month, SDC Members and Associates will receive an **exclusive E-Newsletter** containing timely Union updates on contract negotiations, organizing activity, Pension & Health notifications, etc. The articles will be short and to-the-point – respectful of your busy schedules as well as your need to know what's going on in your business and how we are putting your dues to work for you.

Starting in April, we are launching our new quarterly Magazine: **The Society Pages**. This national publication will be free of charge to SDC Members and Associates and will open up the cultural conversation we've been having over the past few years. *The Society Pages* will be provocative and forward-looking, it will help raise the profile of Directors and Choreographers nationwide. And who knows what new conversations we'll be able to start?

Watch your e-mail inboxes and postal mailboxes. And do participate in this dialogue. Let's strengthen our community in 2012.

contracts update: SDC and Theatreworks/USA Reach New Agreement

SDC and Theatreworks/USA, the largest theatre company for young and family audiences, recently completed negotiations for a new three-year contract. The term of the new Agreement is January 1, 2012 through June 30, 2015. Year one of the new Agreement expires June 30, 2013. Theatreworks/USA acknowledged the intense collaborative relationship between the Director and Choreographer on these productions and agreed to increase the Choreographer rates in the first year to 85% of a Director's rate, which represents a 13% increase. Rates increase 2% in year two and 4% in year three. Health

executive board election results

On November 14, 2011, SDC's newly elected Executive Board was announced at the Annual Membership Meeting in New York City.

The Executive Board, which consists of a President, Executive Vice President, Vice President, Secretary, Treasurer, and twenty-six Members, is charged with assisting SDC's Executive Director in the management of the affairs of SDC. The Board is also responsible for enforcing all provisions contained within the By-laws and all agreements entered into by SDC. Included on the Executive Board are Regional Representatives from each of five geographic regions: Northeast (not including NYC), Southeast, Central, Northwest and Southwest.

Electing the Executive Board is one of the most important acts that Full Members of SDC participate in on an annual basis. Thank you for voting.

AT-LARGE **Chay Yew**, Director
Leigh Silverman, Director
Seret Scott, Director
John Rando, Director
Lisa Peterson, Director
Tom Moore, Director
Ethan McSweeney, Director
Mark Lamos, Director
Sheldon Epps, Director
Rob Ashford, Dir/Chor

NORTHEAST REGIONAL REP **Robert Moss**, Director

SOUTHWEST REGIONAL REP **Rick Lombardo**, Director

SDC EXECUTIVE BOARD

Karen Azenberg
President

Larry Carpenter
Executive Vice President

Leigh Silverman
Vice President

Oz Scott
Secretary

Ethan McSweeney
Treasurer

Julie Arenal Sue Lawless

Rob Ashford Paul Lazarus

Walter Bobbie Rick Lombardo, *SW Rep*

Joe Calarco Tom Moore

Marcia Milgrom Dodge Amy Morton, *C Rep*

Sheldon Epps Robert Moss, *NE Rep*

Michael John Garcés Sharon Ott, *SE Rep*

Wendy C. Goldberg Lisa Peterson

Richard Hamburger Lonny Price

Linda Hartzell, *NWRep* John Rando

Doug Hughes Susan H. Schulman

Moisés Kaufman Seret Scott

Mark Lamos Chay Yew

notes from the sdc foundation

by CHAD CHENAIL, Foundation Intern

DENHAM FELLOWSHIP Each year the Denham Fellowship is awarded to early career Directors, with priority given to women candidates. This year the SDCF is proud to announce that the 2011-12 Denham Fellowship is awarded to **Kathleen Amshoff** for her production of *Swell*, the centerpiece production of the 2012 Women Center Stage Festival. *Swell* is an original, interactive multimedia adaptation of Julia Stein's graphic novel of the same name. It is the story of a young woman who loses her sister and embarks on a strange journey of grief. Amshoff has been working on the project since 2009 and is thrilled to be presenting it as a full-length piece in this festival produced by The Culture Project. After receiving the Fellowship, Amshoff explained, "The SDCF's stake in nurturing emerging Directors, particularly women, is a vital part of the theatrical landscape. Having this early support for such an experimental project – the multimedia adaptation of *Swell*, an art comic about grief – will enable me and my artistic team to realize our strange vision and share it internationally. I'm thrilled!" *Swell* will also be touring internationally through 2014.

OCKRENT FELLOWSHIP The Mike Ockrent Fellowship was established to help promising theatre artists develop their skills by allowing them to observe a master Director on the creation of a major project. This year the SDCF is proud

to announce that **Alex Lippard** is the recipient of the 2011-12 Mike Ockrent Fellowship. This Fellowship allowed him to observe Director **Jeff Calhoun** on the Broadway production of *Bonnie and Clyde*. Upon receiving this Fellowship, Mr. Lippard stated, "I am honored to receive this Fellowship with Jeff Calhoun, whose work I've admired for a long time. The collaborative spirit Jeff brings to the rehearsal room has been inspiring." Mr. Lippard's recent directing credits include the premieres of *The Last Word* and *Sake* with the Haiku Geisha at Perry St. Theatre.

CALLAWAY AWARD The 2011 Joe A. Callaway Award recognizes excellence in the crafts of directing and choreography within a year-long season in New York City and is the only award given by professional Directors and Choreographers to their peers. This year's recipients are Director **Carolyn Cantor** for her direction of *After the Revolution*, produced by Playwrights Horizons, and Choreographer **Larry Keigwin** for his choreography in *Rent*, produced by Jeffrey Seller, Kevin McCollum and Allan S. Gordon. The Callaway committee selected finalists from more than 150 eligible productions this season within the five boroughs of New York.



annual membership meeting wrap-up

SDC's Annual Membership Meeting was held in New York City on Monday, November 14, 2011 at the Manhattan Theatre Club rehearsal studios. After the presentation of the Callaway Awards, President **Karen Azenberg** began by honoring Executive Board Member **Doug Hughes** with the Extraordinary Service Award for his dedication and commitment as leader of the By-laws Committee among other achievements during the past year of Board service. She announced the newly elected Executive Board Members [see Election Results on page 2] and gave a brief report on the increase in employment and contract filing over the past year. Executive Director Laura Penn reported on the stabilization of the Union's Health Plan and introduced the Membership to the upcoming e-newsletter and quarterly magazine. Counsel Ronald Shechtman reported on current arbitrations and Mauro Melleno, Director of Contract Affairs, reported on negotiations both in process and upcoming. Funds Administrator John Everson also spoke, giving further details about the Health Plan. A lively open forum followed and the evening concluded with refreshments and the opportunity for Members to mingle.

ABOVE LEFT: (left to right) Member **Alan Fox**, President **Karen Azenberg**, Members **Nancy Robillard**, **Stephen Reed**. RIGHT: Members at the Annual Membership Meeting.

SDC PENSION & HEALTH FUNDS

summary of material modification update

by JOHN EVERSON, Funds Administrator

Effective January 1, 2012, the following changes will be implemented:

OPTION A EMPLOYEE CONTRIBUTIONS

Currently, all individual participants who elect Option A coverage pay an enrollment fee of \$200 for each six months of eligibility. Participants who elect family coverage under Option A (spouse, domestic partner and/or child coverage) currently pay \$400 for each six months of eligibility. These provisions can be found in Section 3 and Section 6A, respectively, of the SPD.

Currently, *there is no enrollment fee for Option B coverage*, and this will not be affected by any of these changes. Beginning January 1, 2012, a quarterly employee contribution will be charged to all Option A participants, regardless of whether you are enrolled under Oxford, Kaiser, or the Premium Reimbursement option.

For participants who elect individual coverage, the employee contribution amount will be 15% of the current Oxford or Kaiser premium for individual coverage.

For participants electing to self-pay for spouse and/or dependent coverage, the employee contribution will be 15% of the cost of individual Oxford or Kaiser coverage,

plus the additional premium cost for spouse and/or dependant coverage under Oxford or Kaiser.

For Premium Reimbursement participants, the Fund will reimburse you for 85% of the individual premium rate, and the participant will be responsible for the remaining 15% of the individual premium amount. The maximum individual premium that will be recognized is the current Oxford individual premium rate.

For the quarter beginning January 1, 2012, the amount of the 15% individual employee contribution amount will be \$378 per quarter for Oxford, \$228 for Kaiser-California and \$216 for Kaiser-Denver. These dollar amounts will change when the annual premium rate adjustments take place: for Oxford (in January), for Kaiser-California (in April), and for Kaiser-Denver (in February.)

Payments are due on the first of each calendar quarter (January 1st, April 1st, July 1st and October 1st), and must be received by the last day of the first month of each quarter (i.e., January 31st, April 30th, July 31st or October 31st). Option A coverage (for Oxford, Kaiser or Premium Reimbursement) will be terminated if the payment is not made on time, and the participant's coverage will default to Option B. Upon written request to the Fund, reasonable accommodation will be made if a participant prefers to pay on a monthly basis rather than quarterly.

noteworthy

NEW MEMBERS

Arin Arbus
Director
Brooklyn, NY

Kevin Fox
Director
Oak Park, IL

Lorin Latarro
Choreographer
New York, NY

Mandy Moore
Choreographer
Van Nuys, CA

Jeffrey Polk
Choreographer
Valley Village, CA

Richard Tatum
Director
Los Angeles, CA

John Tiffany
Director
Glasgow, UK

NEW ASSOCIATES

Kurt Edwards
Director
Ada, OK

Tamara Fisch
Director
New York, NY

Leah Arington Grair
Dir/Chor
Lincoln, NE

Elyse Daye Hart
Choreographer
Brooklyn, NY

Keith Hight
Director
La Plata, MD

Michael Holtzman
Director
Chicago, IL

Zach Kaufer
Director
Woodland Hills, CA

Todd Norris
Dir/Chor
Williamsburg, VA

Harry Poster
Director
Marlboro, VT

Joe Ricci
Director
New York, NY

Tlaloc Rivas
Director
St. Louis, MO

Michelle Robinson
Dir/Chor
Teaneck, NJ

Chip Rodgers
Director
New York, NY

Renee Rodriguez
Director
New York, NY

Deborah Saady
Dir/Chor
Sherman Oaks, CA

Jacqueline Springfield
Director
Murfreesboro, TN

DeLisa White
Director
Brooklyn, NY

DECEASED
Gil Cates

Virginia Freeman

Danya Krupskaja-Thurston

David Pressman

CONTRACTS | continued from page 1

contributions increase 6% each year for Workshop productions and 10% each year for Premier tours and remounted productions.

Theatreworks tours to approximately 44 states across the United States every year and their independent producer agreement has been the model contract for some successful young audience theatre companies in the recent past.

In addition to thanking Ken Arthur, Teresa Hagar and Kirk Curtis of Theatreworks/USA for a quick, no-nonsense, get-down-to-business meeting, the SDC staff would like to thank the following members for their help and dedication to this negotiation process: **Robert Barron, Kevin Del Aguila, Peter Flynn, Connor Gallagher, Wes Grantom, Devanand Janki, Michele Lynch, and Marcia Milgrom-Dodge.**

PENSION & HEALTH FUNDS | continued from page 3

Since Option A participants have already paid their enrollment fee (either \$200 or \$400) for the six-month period beginning October 1, 2011 (through March 31, 2012), a "credit" of one-half of the enrollment fee (\$100 or \$200, as appropriate,) will be applied to the employee contribution amount that is due for the first quarter of 2012.

OXFORD OUT-OF-NETWORK DEDUCTIBLE AND DETERMINATION OF USUAL, CUSTOMARY AND REASONABLE CHARGES

Under the Oxford Plan, the out-of-network annual calendar year deductible will increase from \$1,000 to \$2,000 for a single person, and from \$2,000 to \$4,000 for a family. The out-of-network co-insurance (the amount that Oxford pays your providers after the annual deductible is met) remains at 70%, based on usual, customary, and reasonable charges (UCR). However, the definition of out-of-network UCR will be lowered from the 80th percentile to the 70th percentile. Both of these changes are effective for all claims incurred on or after January 1, 2012.

If you exclusively use in-network Oxford providers, you will be unaffected by these changes. The higher deductible and lower UCR percentile replace those formerly charged by Oxford, described in Section 6A of the SPD.

HOW YOU CAN HELP...

Use the Plan wisely! If you are on the Oxford Plan, whenever possible, utilize in-network providers; you will save money, and so will the Plan. When you are on the road, see United Healthcare Choice Plus doctors (call Oxford for a referral). Save on drug costs by using mail-order prescriptions from Medco. Consider switching from Option A to Option B, our \$2,200 reimbursement account, if you have coverage through another plan. Take care of yourself! It's been awhile since your last physical examination, make an appointment with your primary care physician. If applicable, stop smoking and lose some weight. Be reminded that Oxford participants receive significant discounts for gym memberships with regular attendance. And finally, but importantly, become politically active! Make your voice heard in Washington as your elected representatives wrestle with the federal deficit and containing spiraling health care costs, as well as how best to provide coverage for those who need it.

Call us if we can help at (212)869-8129, or send us an e-mail at Health@SDCweb.org. While we can't always give you the answer you may want to hear, we are here for you, and will do whatever we can to assist you with your health insurance needs.

BREAKING NEWS...Watch for your first SDC e-newsletter during the 3rd week of February.

Please make sure SDC has your current email address. Your e-newsletter is your source for official Union news.