



TwitchCon San Diego - Union Rules AV

Camera Shadows:

If an exhibitor at TwitchCon hires a freelance camera operator, videographer, or outside production company (including for b-roll or promotional footage), IATSE Local 122 labor is required. This applies to all professional and prosumer cameras. DSLR and other consumer cameras are subject to the situations outlined later in this email.

Rental Video Equipment:

Any rented video gear (monitors, switchers, projectors, LED walls, streaming encoders, etc.) is covered by IATSE Local 122. This includes equipment from both local and out-of-town vendors. Rental equipment **must enter through the contractor's entrance** upon first arrival each day; it cannot be brought in through front attendee entrances. Load-in, Show, and Load-out positions are all covered under IATSE Local 122.

Cameras Tied into AV Systems:

If a camera is connected to any part of a rented or contracted video system – including LED walls, projectors, confidence monitors, switchers, or streaming encoders – IATSE Local 122 operators are required.

Lighting and Audio:

If lighting fixtures are rented, subcontracted, or require adjustments for video capture, IATSE Local 122 lighting technicians must be used. Similarly, if separate microphones, audio feeds, or sound mixing are performed for video production (e.g., for livestreams, interviews, or recordings), IATSE Local 122 audio technicians are required.

Promotional Filming:

If filming is done for marketing content, recap videos, or sizzle reels using professional-grade gear, IATSE Local 122 labor is required.

IMAG (Image Magnification):

If any camera feeds are routed live to screens – whether through the Primary AV Contractor (Show Imaging) or any other vendor or subcontractor – such as panel coverage, gameplay footage, or audience shots, this work is covered by IATSE camera operators and video technicians. Full IATSE staffing is required for IMAG work.

General Notes:

- Union labor is required for the entire time the production is operating in the building. This is required on a one-to-one basis.
- TwitchCon Full-Time Staff operating their own or company-owned (non-rented) equipment are **not subject to IATSE labor**. TwitchCon Full-Time Staff are not considered subcontracted vendors or freelancers.
- Streamers bringing and operating their own equipment are **not subject to IATSE labor**.
- If a streamer **hires a freelance camera operator, videographer, or production company**, IATSE Local 122 labor requirements apply.
- Local freelancers from San Diego City and County are **not permitted** to operate at SDCC outside of IATSE Local 122 referral processes.