

NEWSREEL

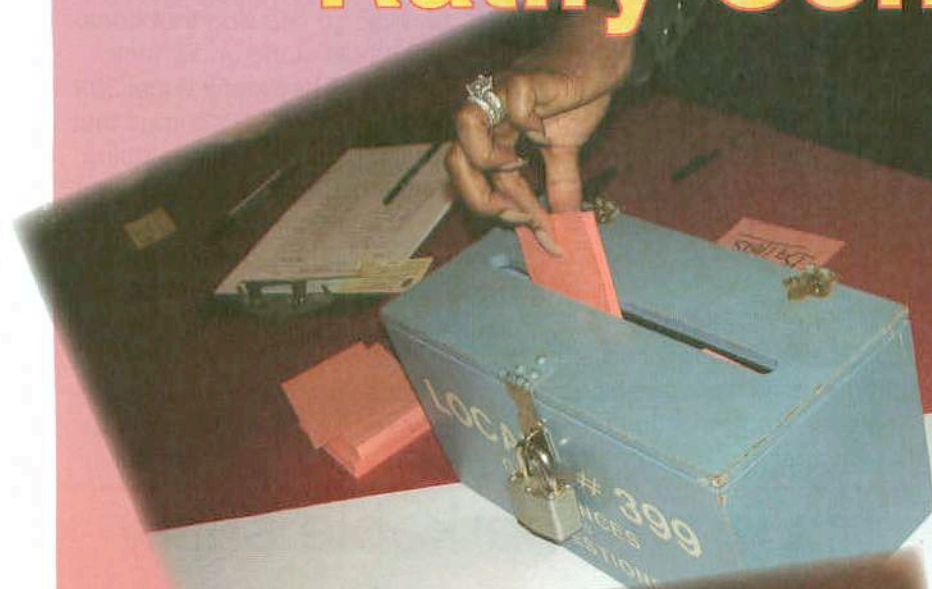
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TEAMSTERS LOCAL 399 • SECRETARY-TREASURER LEO T. REED

Casting Directors Ratify Contract



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Grievance Won at "Veronica Mars"

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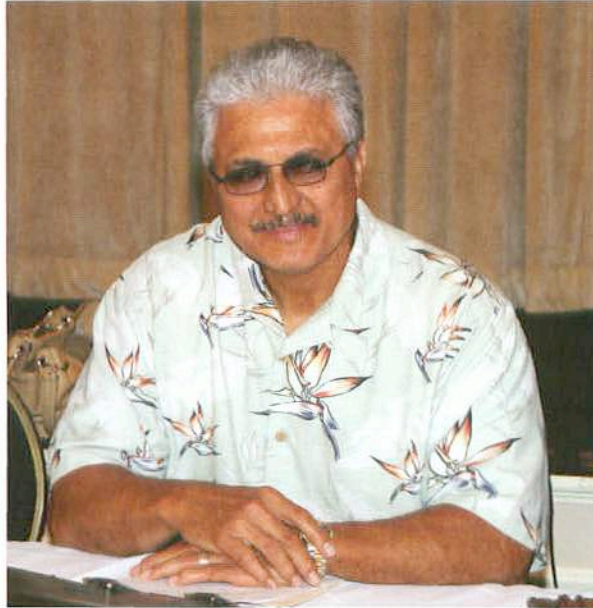
Members at the Local

Our Membership Grows

By Leo T. Reed

As we say goodbye to the busy holiday season, Local 399 is looking ahead to what is shaping up to be a busy New Year. Pilot season is upon us, and productions are up. We're currently shooting 110 television series and features, 65 commercials, and two music videos.

Productions aren't the only things that are up, though. Membership continues to climb, and the best-kept secret of this industry is no longer under wraps. The growth of Local 399 continues at a breakneck rate. We've almost doubled our membership in the past two decades, and recent contracts have brought almost 600 new members into the Local 399 family in the past several



months. continue to enjoy the health and welfare security we've had for decades.

This is largely due to the fact that Local 399 members understand the important role the Local plays in their lives. All of our business agents work as organizers, and when 350 casting directors recently ratified an MOU on the way to their first contract, they did so knowing that Local 399 would stand up for their rights. They knew Local 399 would negotiate a contract that would let them *continue* doing their jobs the same way they'd been doing them for years. And when it came to a vote, there

months.

This is a remarkable show of union support and solidarity at a time when national union membership is down. Aggressive organization by Local 399's leadership has turned

was little doubt that it would be a landslide victory for the new casting director Teamsters.

So, as we welcome this exciting New Year, we also welcome a new group of Teamsters into our

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“This is a remarkable show of union support and solidarity at a time when national union membership is down.”

Hollywood into a union town. Workers throughout the entertainment business are seeing the advantages of union membership and they want what you have — excellent medical benefits and preserved pensions. Millions of Americans are living today without the security of medical insurance. Pensions are being eliminated to cut costs while the economy flounders. Yet Local 399 members

family. They chose to be Teamsters because, like you, they understand the advantages of living and working 'union.' We'll fight for our members' rights. We'll stand up in the face of management. But, as I told the casting directors at their ratification meeting in January, we are only as strong as our membership. Join me as we work together to make 2006 another landmark year for Local 399.

Casting Directors Ratify Contract Negotiated by Local 399

For 50 years, casting directors and associates have played an integral role in the creation of Hollywood movie magic. They help bring together many creative personalities and coordinate the efforts of a variety of mindsets, but never before have their talents been organized under a collective bargaining agreement.

On Jan. 22 casting directors in Los Angeles made a little magic — and history — of their own when they ratified a memorandum of understanding with Teamsters Local 399. For 20 years Hollywood's casting directors have sought organization and with a vote of 248 to three they made it a reality at the Sportsmen's Lodge in North Hollywood.

"This is a historic day for Local 399," said Local Secretary-Treasurer Leo T. Reed.

Gary Zuckerbrod, chair of the Los Angeles casting directors' steering

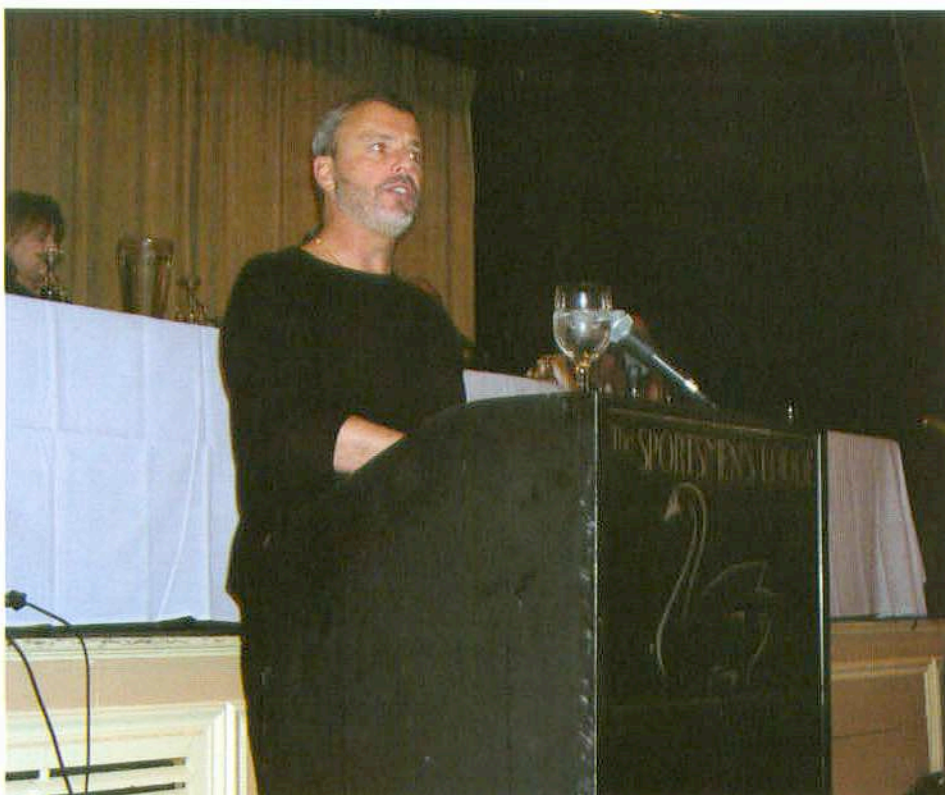


committee, agreed.

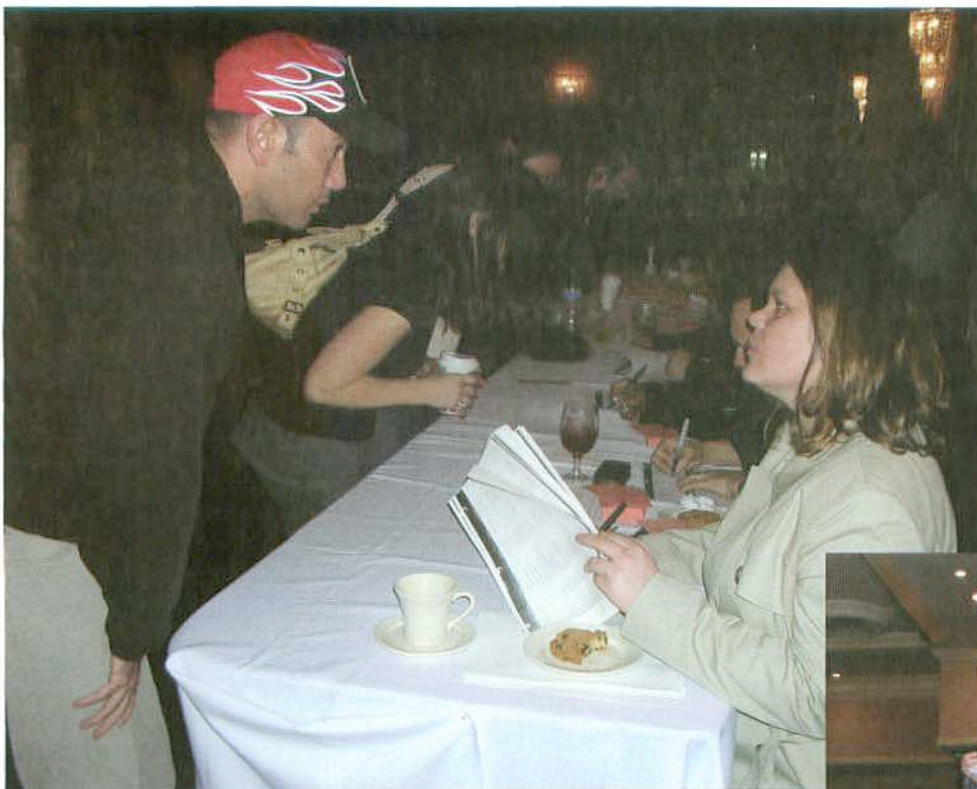
"It's amazing that we're here today and it's been an incredible process," Zuckerbrod said of the grueling negotiating process with studios throughout the city. "We came out with

"Thank you to the steering committee for everything you've done on our behalf," said one new Teamster with a huge smile on her face.

a great first contract, but we also came away with a lot more. The studios now have a greater knowledge of casting directors and casting associates — and they acknowledged how vital we are to the industry."



Attorney Joe Kaplon gives an overview of the MOU to be ratified.



lengthy negotiations were spent educating studios on the role casting directors play in the Hollywood movie-making process. And while the studios got a crash course in casting direction, the process helped the casting directors themselves come together as a collective body to celebrate their individuality. "When we started negotiating with the AMPTP — and as the studios began to learn about our community — we learned something that we weren't," he said. "We learned that we weren't like anybody else in Hollywood."

Business agent Steve Dayan called the contract a late Christmas present. Dayan worked extensively in negotiations to help the casting directors get a first contract honoring their importance while allowing them to continue working as they have in the past.

"It doesn't end here — this is just the beginning," said Dayan. "We've been negotiating contracts for drivers for 70 years. This union is only as strong as its members."

Dayan outlined provisions on the 33-month contract — that will give the casting directors leverage they never enjoyed before.

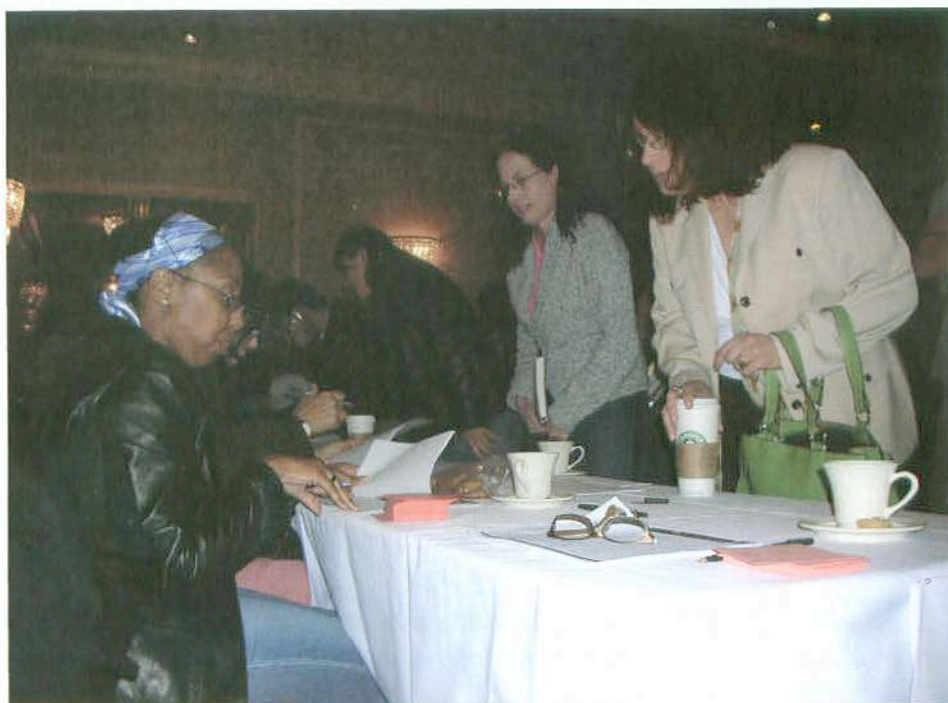
"Starting on Jan. 29, if you're

working for one of the studios listed in the MOU you'll start collecting motion picture pension and health benefits for the first time," Dayan said to a standing ovation. Also included in grievance and arbitration language, office space and equipment reimbursement provisions.

Holidays will be paid and casting directors covered under this contract will no longer work free weeks — another provision that drew applause from the gathered crowd of enthusiastic audience.

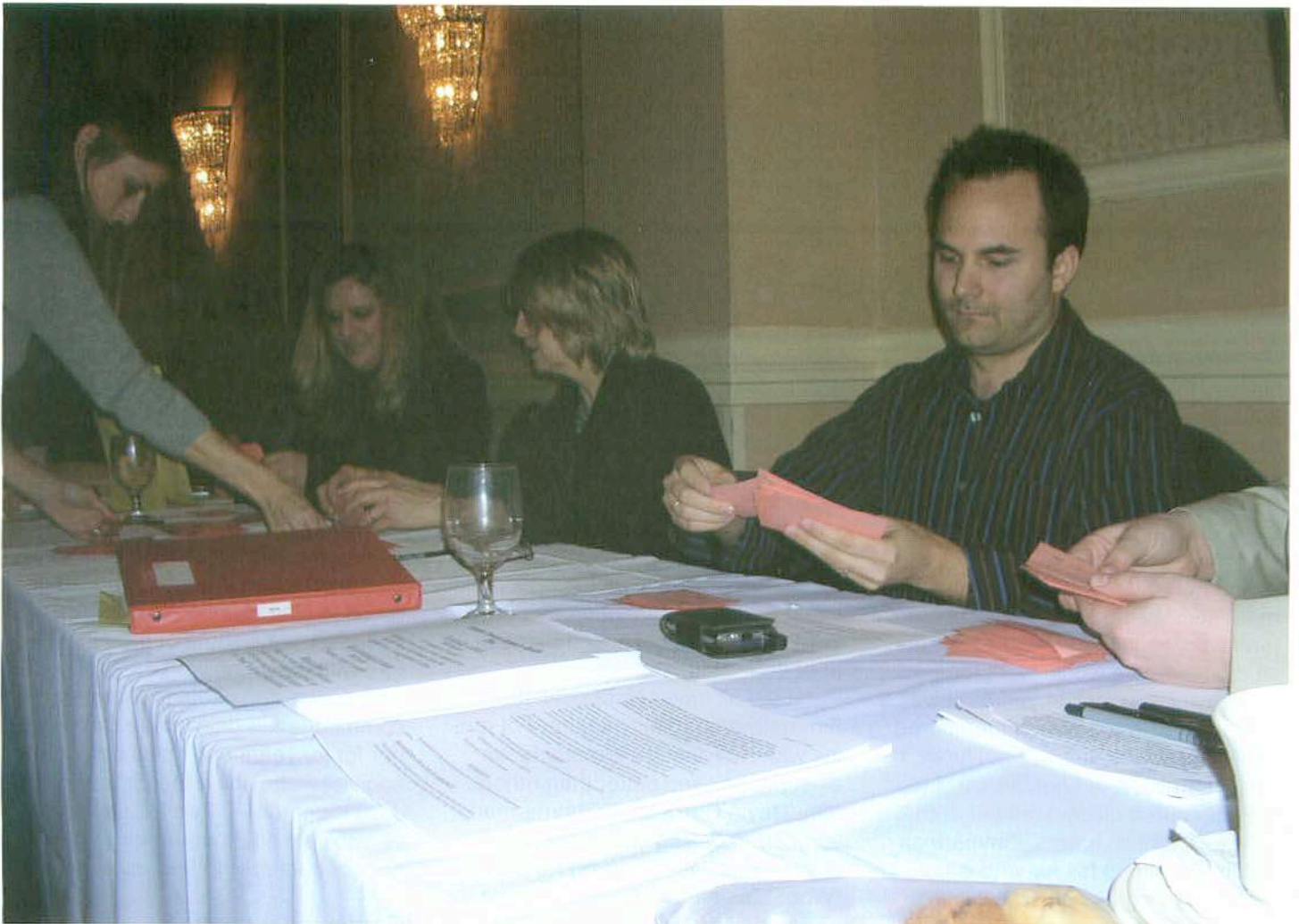
As the votes were counted, the new Teamsters for the first time asked questions of their new union representatives, and the excitement was palpable.

"Thank you to the steering committee for everything you've done on our behalf," said one new Teamster casting director with a huge smile on her face.





Business Agent Steve Dayan



Local 399 Wins Settlement in Grievance Against Management on UPN's "Veronica Mars"

The main character on UPN's television show *Veronica Mars* uses diligence and keen observation to uncover dastardly behavior while she solves mysteries in the tiny town of Neptune.

Substitute Hollywood for Neptune, and the same could be said of seven Local 399 Teamsters who recently settled a grievance with the show's management. After nearly a year of arguments between union and management, arbitration was avoided in the case that was brought before management after union members noticed they weren't being paid their full hourly rate. Union members also claimed that management paid them little or no benefits reserved under their contract.

"The union became aware of it, filed a grievance and the battle was on," said Local 399 business agent Randy Peterson. "And of course man-

agement did what management typically does — deny, deny, deny. But we knew our evidence was strong enough that we could stand up to management for almost a whole year."

Peterson said the members' case was so strong, in fact, that Local 399 Secretary-Treasurer Leo Reed gave him his full trust in taking the case as far as management wanted to take it. "He's always the spearhead," Peterson said of Reed's strong leadership role. "He's the boss and the coach that you go to when you need a play to pull the game out. He supported us 100 percent in our case."

Reed said the case was just another example of Local 399 members standing strong together and utilizing the legal services that Local 399 provides to its membership.

"Local 399 is committed to standing behind its members," Reed

declared. "This was a clear case of management treating members unfairly and not abiding by the contract they negotiated with us. That kind of behavior on the part of management will not be tolerated, and members can always look to their union leadership for support against injustice."

Reed also pointed to the strength and dedication of the seven members who brought the grievance to light, demonstrating their solidarity against management abuses and diligently policing their contract. "It's another example of the vigilance and militancy of this union and its members in policing the contract," Peterson said. "Once again we've exposed another company that was trying to cheat members out of what they deserve — that doesn't happen without a united stand to make things right."

Retiree Bob Zimmerman

Bob Zimmerman literally snuck his way into membership with Local 399. He was young and needed a job, and in those days you needed to know someone in order to gain membership. A friend took him to the hall and told them Zimmerman was a cousin from New York in need of work. Born and raised in California, the phony recommendation helped and soon Zimmerman was working at Universal — the studio where he would work for the majority of the next 34 years. "It was a long shot," Zimmerman remembered of his sneaky dealings. "I got lucky. I was clean cut and I got the call. Later they of course discovered the truth."

A jack of all trades, Zimmerman recently hung up his hat and is currently enjoying his retirement with travel and the construction of a new

near Yosemite. In over three decades with Local 399, Zimmerman worked in nearly every department at Universal. From carpentry to electricity to the grip department, he spread his experience wide, including an extended, 15-year stint in the labor department. "We did the weeding and the fire roads," he said. "They gave us the option of being a driver and a laborer — they liked me so well because I blended in at both."

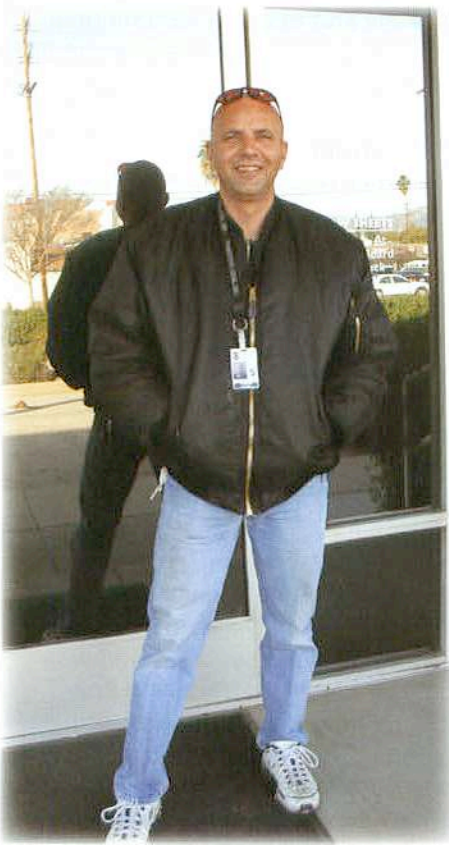
Like all drivers for Local 399, Zimmerman had his fair share of run-ins with Hollywood's famous faces — some he liked better than others. "Oh, David Carradine!" Zimmerman laughed, recalling one of his more bizarre jobs with the Kung Fu hero. "What a nightmare he was to drive for — you'd go to pick him up and he'd be

naked playing his brother's piano. You never knew what you were going to get when you went to the door."

One of Zimmerman's favorite jobs was driving for Eddie Albert of "Green Acres" fame. Zimmerman drove the actor on the show "Switch," and remembers both "Switch" actors — Albert and Robert Wagner (who would go on to play Number Two in "Austin Powers") — as some of the nicest actors with whom he worked. "They were very concerned people," Zimmerman commended. "I didn't drive Bob Wagner for 20 years and I saw him on the back lot — he still remembered me." Jack Klugman — TV's Dr. Quincy — once asked Zimmerman to go under contract driving the actor's per-

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Members at the Local



Top Left: Kenyon Salzer - Driver for Disney

Top Middle: Briana Burke - Location Manager with daughter Bianca

Top Right: Tony Ruiz - Studio Driver

Bottom Left: John Cosham

Bottom Right: Jacqueline English - Key Assistant Location Manager



Members at the Local

Bob Zimmerman

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sonal motorhome. "In those days that was the kiss of death," Zimmerman said. "If the dispatcher decided to pick you to go on a show you could stay on the show for awhile, but Transportation didn't like to be dictated to. If you did the private job, you would pay for it later."

While not driving for Hollywood studios, Zimmerman was also a contractor, and he's currently building a house near Yosemite where he plans to live out his retirement. He said most of all he'll miss the camaraderie and support he found with the Local 399's membership. A survivor of prostate cancer, Zimmerman said without the helping hands of his fellow members, he might not have made it through the ordeal. "I had such great guys I worked with at Universal studios — they all stood by me when I was going through a really rough time," Zimmerman said. "I'm alive because of them." He recommends that everyone get tested for the disease — "The earlier they catch it, the better off you are."



Left: Jami Rudofsky - Casting Director

Right: Alejandro Patricio - Classic Courier

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