



Teamsters Local 399

NewsReel

Motion Picture & Theatrical Division

www.ht399.org

Secretary-Treasurer Leo T. Reed

July-August 2011

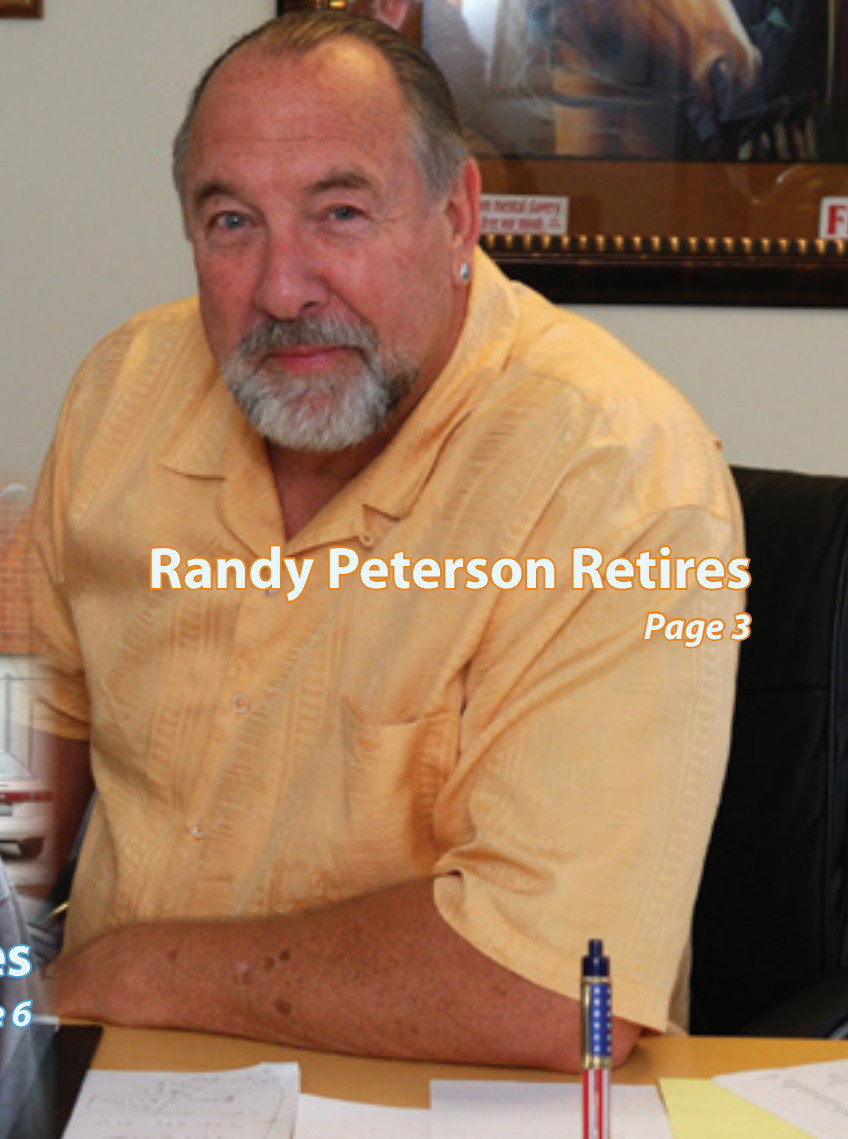
Daughter of Local 399 Member Wins Scholarship Awards

Page 5



Randy Peterson Retires

Page 3



Helping Military Families

Page 6





Message from the Secretary-Treasurer

By Leo T. Reed

A Meaningful Publication

This busy issue reflects a busy and effective local.

-- You can join us in paying tribute to Randy Peterson, who retired as a Business Agent and Vice President after 36 years of Teamster service.

-- You will read about changes to our staff and how two new Business Agents busted a show with only 12 Local 399 drivers and 50 pieces of Hollywood equipment.

-- You will join almost 5,000 Teamsters and their families who visited our Motion Picture Division booth at the recent Teamsters International Convention and learn of their respect for our unique industry and what our Teamsters have achieved.

There are stories ranging from the new Executive Board positions to raising public awareness about the hardships that face dependents of military personnel.

And you can join us in being very impressed by Katherine McCance, a 4.7 GPA student who won both the Joint Council 42 and IBT scholarships.

What we are emphasizing in this publication

is that Local 399 is involved in the welfare of our members beyond the day-to-day representation. Yes, we check on shows and process grievances, but we also concern ourselves with the big picture, like influencing legislation that brings work back to Hollywood.

We're concerned about anti-union actions against public employees in Wisconsin and Ohio, because we know that what impacts a union member in other parts of the country can make a slow, insidious journey to the West. Experience has taught us that when a union in the Midwest makes generous concessions, it impacts Hollywood jobs.

We need your help. The most pressing issue facing us is the need to preserve jobs. At the recent union meeting I urged all members to stand united. We must not let producers divide us. I'm repeating that same important message I emphasize over and over. Our clout in collective bargaining and contract enforcement will only be achieved by standing together.

Enjoy the publication. I hope it brings out your faith and pride and makes you feel you are an important part of a close-knit Teamster family.

Local 399 Vice President Randy Peterson Retires After 36-Year Teamster Career

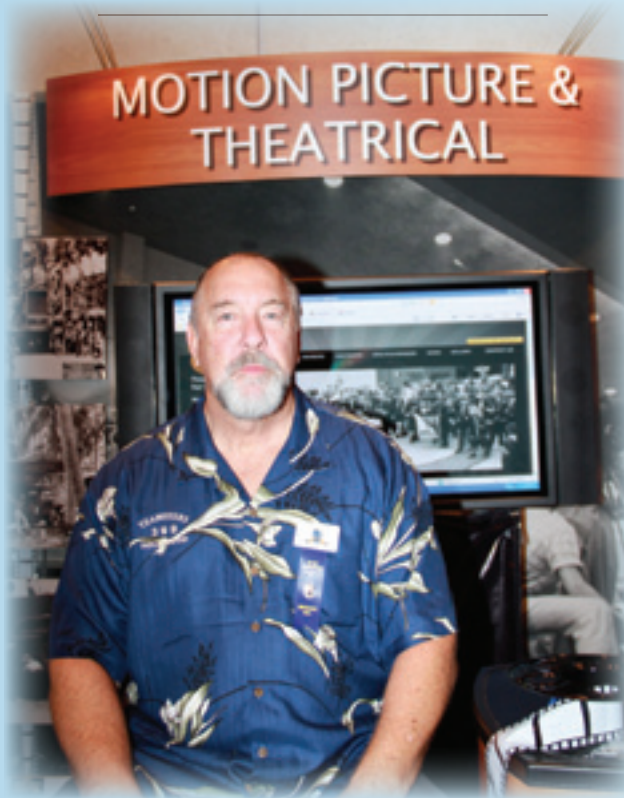
After a long and diversified career working as a Teamster up and down the West Coast, Local 399 Vice President Randy Peterson has decided to retire.

Peterson joined the Teamsters at 19 years of age in 1975 when he became a member of Local 186. He hauled lemons from the orchards in Ventura and Santa Barbara counties to the packinghouses for Carpinteria Motor Transport, a company based in his hometown of the same name. Three years later he became an owner-operator and spent another year as a Local 186 member before moving his family to Oregon.

He and his family settled in Milton-Freewater, Oregon, a small town in the north-eastern corner of the state, where they were able to enjoy their mutual love of riding horses. Peterson changed professions but stayed a Teamster, transferring to Local 556 in nearby Walla Walla, Washington.

As a member of Local 556 he began working at Iowa Beef Processors while going to night school, eventually earning his Journeyman Electrician's License. One day after work, however, his career path took a turn that would put him on the path to representing members.

"As I was walking out of the plant, my Business Agent approached me and asked if I had



ever thought of working for the union," recalled Peterson. "I decided that I wanted to give it a try."

He was hired as Chief Shop Steward, a position with similar duties as a Business Agent. "I was responsible for 1,300 members, dealing with their insurance needs, grievances, signing people up for the union and giving them their withdrawal cards," he explained. "I helped start a campaign to get the workers registered to vote and signed up for the Teamster's DRIVE program."

In 1986 Peterson joined Local 399 as a Business Agent and in 1989 the Executive Board elected him as President of the Local. Between 1991 and 2000 he worked as a Group 2 driver, captain and coordinator, before returning to the

local as a Business Agent.

"Leo and I started working as a team from the moment I hit the ground at Local 399 and I think we have made it a better place over the last ten years," Peterson said about their partnership at the local. "It has been a real honor to work side by side with Leo, and everyone else at the local, to help our members get the pay and benefits they deserve."

"I've had so many rewarding moments over the years, and I loved helping the members," explained Peterson, who helped win over \$3 million in grievance money for

members and damages to the local since 2001. "I'm going to miss all of the friends I've made over the years. Rebate programs across the country are hurting our members, but I see more work coming back to Hollywood in the near future. Local 399 will continue to succeed as it has done over the last two decades."





Vice President Ed Duffy

Ed was selected to fill the vacancy created when Randy Peterson retired.

Ed Duffy has been a Trustee with Teamsters Local 399 for the past 10 years and for the past six years has been a Business Agent with the local representing Location Managers and Casting Directors. He is on the Executive Board and currently serves as the chair of FilmLA.

He graduated from UCLA with degrees in both Motion Picture/TV and Political Science. Ed started his career working for Chuck Fries Productions and EMI Television before becoming a Location Manager. As a Location Manager for 28 years, he worked on such shows as "Dynasty," "Moonlighting," "Melrose Place," "Buffy the Vampire Slayer," and "The OC." Ed lives in Manhattan Beach with his wife, Kathy and son Rob.



Trustee – Jamarra Dotson

Jamarra Dotson has a history of being an active member and a dedicated Shop Steward, and his record and commitment have earned him a seat on the Executive Board. He joined the Teamsters as a Tram Driver at Universal and distinguished himself by rapidly learning the contract and reporting any violations. The following year he joined Deluxe Laboratories where his eagerness to help resulted in his selection as a Shop Steward.

He said that he is honored to have been chosen for this important role in Local 399 in service to the members, and he vows to dedicate his efforts to assisting members and the staff.



Business Agent – Leo Reed, Jr.

Having grown up in a Teamster family, Leo Jr. has always wanted to be a Teamster since he was 6 years old, when he walked his first picket line. Throughout the years, he had walked picket lines, attended membership meetings and demonstrations, and listened to countless dinner table conversations about negotiations, grievances, and arbitrations. He attended the last 3 "Black Book" negotiations. He has practically memorized the "Black Book" contract.

A Group Two driver, he has a BA degree from UCLA in history. Leo, Jr. is married to Hana and is the father of a daughter, Emmeline, age 2.

Business Agent — George Nadian



George Nadian, age 48, is a Group One 15-year member. "He has always cooperated and worked with us when called, regarding any grievance," reported Secretary-Treasurer Leo Reed. "George has risked his job many times when he disagreed with his bosses and called us."

A captain for almost a decade, he is proud of always enforcing the contract. He first came to the attention of the local staff as a new member, when he risked his job and career to report a contract violation.

A graduate of Westlake High School, he attended Moorpark College for two years. Married for 18 years to his wife, Para, he has three children including Ashley, age 13, George Jr., age 11 and Luke, age 6.

The two newest Business Agents have hit the streets running. In their first month on the job they have filed major grievances that can bring substantial settlements to Local 399 members.

Sent to New Mexico to visit the production Avengers, Leo Reed, Jr. and George Nadian discovered over 50 pieces of Hollywood equipment and only 12 Teamster drivers. It is only the tip of the iceberg. Stay tuned! "We got them on the run!"

Daughter of Local 399 Member Wins James R. Hoffa and JC 42 Scholarship Awards

Katherine McCance, a recent graduate of Saugus High School and daughter of Local 399 driver William McCance, has been awarded a James R. Hoffa and Joint Council 42 college scholarship. She was honored for her excellent academic record, extra-curricular activities and community involvement.

Secretary-Treasurer Leo Reed praised Katherine for her achievements both in and out of the classroom. "This young woman worked hard every day for four years, and it has paid off," Reed stated. "Winning these two

scholarships honors her dedication to her education, as well as her parents' efforts in helping their daughter get this far."

When asked to reflect on her high school experience, Katherine cited two reasons for her success: dedication and hard work. She was involved in numerous activities at school, including the varsity golf team, Key Club, National Honor Society, California Scholarship Federation, photo club as well as serving as a student representative during her school's accreditation process.

Outside of school she volunteered her time with the Boys and Girls Club, Special Olympics and river clean up for the City of Santa Clarita among other activities. The effort she showed over the last four years will serve her well as she pursues higher education.

"A college education creates a solid foundation for success in all aspects of life," Katherine said. "It allows an individual to gain knowledge, wisdom and intellectual growth. You learn valuable lessons, like how to handle

Continued on page 8

LOCAL 399 MEMBERS DO THEIR PART TO HELP SERVICE MEMBERS AND THEIR FAMILIES

In the effort to help support military families across the country, First Lady Michelle Obama has joined forces with Dr. Jill Biden to create the Joining Forces initiative.

The program aims to bring attention to the needs of military families, educate and motivate the public to ensure these families have the support they have earned, and expand employment opportunities for them and their spouses. To do this, they want to “mobilize all sectors of society,” and have come calling to Hollywood.

Using a first-of-its-kind interguild task force including Local 399, the DGA, WGA, SAG and PGA, three public service announcements were recently filmed to support the initiative. Featuring Steven Spielberg, Tom Hanks and Oprah Winfrey, the PSAs were specifically designed to mobilize Americans to show their thanks to family members of servicemen and women.

“This was a great opportunity for some of our members to help out a very important cause,” said Business Agent Steve Dayan. “Sometimes Americans might forget that the families of soldiers have a difficult time while the husband or wife is stationed away from home. It is great to see the Hollywood community lend its support to Joining Forces.”

Local 399 members Royale Edward, Brett George and Anna Mulhern volunteered their time to work on the shoots and had a rewarding experience working with members of the US Marine Corps.

“When I heard about the chance to work on these PSAs I jumped at the opportunity,” explained Edward, a Teamster driver for almost five years. “Being able to give something back to the troops and their families gives me a great feeling.”

Secretary-Treasurer Leo Reed was proud of the Local 399 members who participated, and urged other members to look for similar events in the future. “The Teamsters Union has a long tradition of its members supporting the military,” Reed stated. “To have members from the major Hollywood unions donate their time to help film these ads is a testament to the labor movement’s continued support of our men and women in uniform.”



Royale Edwards, Brett George and the director Tom Shadyac



Teamsters International Convention Booth Unites Motion Picture and Theatrical Trade Division



Executive Administrative Assistant Tulima Tuanaki, Office Manager Greg Karson, and Business Agent Shanda Laurent welcome delegates and guests to the Motion Picture and Theatrical Trade Division Booth.

The 2011 IBT Convention was a historic event in the history of the union, a chance for members to hear speeches from union and community leaders – and even Vice President Joe Biden – before helping to decide the direction of the Teamsters over the next five years.

The convention also provides an opportunity for each trade division to operate an informational booth to help other Teamsters learn more about their industry.

Over the course of the weeklong convention, over 5,000 Teamsters from across the US, Canada and Puerto Rico stopped by the booth to learn more about the movie industry and the Drivers, Location Managers, Casting Directors and Wranglers who are the

backbone of the business and keep it running.

"Sometimes we might forget that we work in one of the most glamorous industries in the world," explained Business Agent Shanda Laurent, a Local 399 staff member working at the booth, along with Office Manager Greg Karson and Administrative Assistant Tulima Tuanaki. "A lot of the people we met were very interested in how movies are made and loved the old photos of camera cars from the 1920s."

Of even more interest to many of the Teamsters who approached the booth was the newest "Black Book" contract signed with the studios in 2010. News of the deal had reached Teamsters in many of the other trade divisions, and they expressed their amazement at the

quality of the contract, considering the recent stressed economy.

"We had the busiest booth in the entire room for two reasons," said Secretary-Treasurer Leo Reed. "Teamsters from every state have heard about the contract we won a year ago and came to ask us how we did it. But even more important, the booth was a gathering point for the now united Motion Picture and Theatrical Trade Division."

"Local 399 stands together with our brothers and sisters from movie locals in Louisiana, New York and the rest of the country, and we have the full support of our powerful International Union. It was rewarding to see how many fellow Teamsters acknowledged our success and shared fellowship with us at the Convention."



TEAMSTERS LOCAL 399

Studio Transportation Drivers
4747 Vineland Avenue, Suite E
North Hollywood, CA 91602

Visit Your Union Web Site:

www.ht399.org



PRESORT STD
U.S. POSTAGE
PAID
Los Angeles, CA
Permit No. 34694

Continued from page 5



Secretary-Treasurer Leo T. Reed and President Tony Cousimano congratulate William and Katherine McCance on her winning two Teamsters scholarships.

new challenges and opportunities that you are faced with."

Katherine, whose father William works in transportation at Walt Disney Studios, thanked the Teamsters not just for her scholarship, but also for what they have done for her family. "My dad has been a Local 399 Teamster for almost 38 years," she explained, "and it has been a constant in his life that he is proud of. The Teamsters Union has been an important factor in helping provide me and my family with a comfortable, stable and happy life."