



NEWSREEL

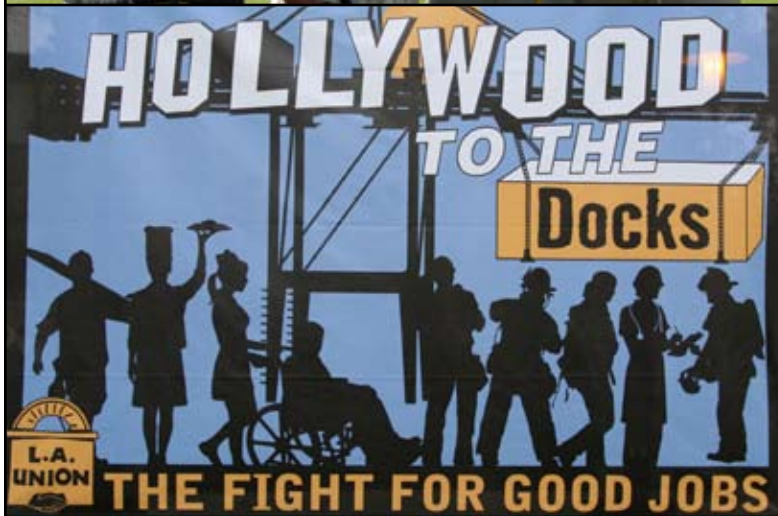
TEAMSTERS LOCAL 399

LEO T. REED, SECRETARY-TREASURER

May 2008



Local Welcomes
New BA



Unanimous Vote For National Contract

The Road to a National Contract

By Leo T. Reed

The need for a national contract became apparent to me in 1988 and it took 20 years to lay the groundwork for this historic agreement.

At that time Local 399 was on strike. I was a Business Agent and could only stand by helplessly as the producers moved their productions out of state. They were able to break the strike by negotiating separate deals with Teamster locals throughout the nation. I pledged that this would never happen if I were to become Secretary Treasurer.

Soon after being elected to my first term, I began studying the problem. When I talked to representatives of movie locals, it became obvious that there was



Director Leo T. Reed discusses national contract

a high level of not-always-friendly competition for productions among them. I couldn't blame them, because every local wants movie work for its members.

As I began to earn the trust of the other locals, I could clearly sense their ambivalent feelings about Local 399. On the one hand there was a high level of Teamster pride for our major movie and television local, that was setting high standards in wages and benefits. On the other hand was an equally high level of skepticism. They feared that Local 399 was taking their work.

During this period I was appointed Director of the Motion Picture and Theatrical Trade Division. This gave me the opportunity to investigate the problems from a broader perspective and seek solutions that would benefit everyone. Any outcome had to be win-win.

Members of Local 399 should know that the right to follow our equipment was never an issue. It is understood that Hollywood work is our work and there was never a dispute about that. The biggest issue was distant location – where will a production go when it leaves Los Angeles? Which Local will get the work, and what will the producers pay the Teamster drivers?

The big challenge has always been how to stop producers from playing one Teamster local against another local.

I believe a national contract will solve that problem. It would establish uniform wage rates and prevent producers from "shopping around." Locals around the country could say, "No deal – what you see is what you get. Sign and let's move on."

A national contract will establish Teamster jurisdiction on all distant locations. Other unions could no longer drive and operate Teamster vans, picture cars, camera cars, fork lifts or do location managers' work.

Equally as important, such an agreement will bring us solidarity and strength in negotiations. Producers will understand that they are facing a unified national union.

National contracts are standard in our industry. There's the Screen Actors Guild, AFTRA, the Directors Guild, the Writers Guild and even IATSE. Isn't it time the Teamsters, the most powerful union in America - had one?

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Unanimous Vote For A National Agreement

In a historic vote Teamsters from all movie locals in America unanimously agreed to establish a national contract.

The vote begins the process for an agreement that would protect Teamster work and establish uniform wage rates and working conditions throughout the country. Using the Hollywood "Black Book" contract as a guide, this would

prevent the producers from playing Teamster locals against each other in order to negotiate sub-standard agreements.

A national contract has long been the dream of Secretary-Treasurer Leo T. Reed, who also serves as the Director of the Motion Picture and Theatrical Trade Division. "There are advantages for both the Teamsters and the producers,"

he said. "Teamsters would receive appropriate pay and benefits, and producers will be able to identify their costs.

"Both sides will be spared the long process of negotiating individual contracts," he concluded.

Director Reed has been vocal in his belief that producers do not pick locations because of the rates they pay movie drivers. He maintains that film sites are chosen in states that offer the highest incentives. New Mexico, a state that rebates millions of dollars each year, has a record number of productions. States that offer no incentives have almost none.

California is in the no-incentive category and continues to lose more productions to the other states

There would be nothing in the proposed national contract that would interfere with what is sacred in Hollywood — the right of Local



Moises Ortega Local 492 New Mexico



Tom O'Donnell Local 817 NY

Continued on Page 4



Representatives meet in New Mexico

National Contract

Continued from Page 3

399 drivers to follow their equipment.

The unanimous vote highlighted a two-day meeting of more than 60 representatives from the United States and Canada. It included five International Vice Presidents and the legal staff and representatives from the office of IBT President James P. Hoffa. A Policy Committee met to discuss the details and agreed on a proposal that was unanimously recommended to the national representatives, who voted during a general session the following day.

IBT Vice President John Coli, who also serves as Joint Council President in Chicago, formally proposed the resolution. He called it a positive step for Teamsters and the movie-making industry.

IBT Vice President Randy Cammack later added, "Leo Reed's accomplishments have been enormous. He has unified the industry in a manner that protects every Teamster local's members. Pay and benefits are secure under his plan." The contract was strongly supported by IBT's Vice President Tyson Johnson, Jim Santangelo, and Bill Hamilton, who were all present at the meeting.

Establishing a national contract is a lengthy democratic process that begins with the Executive

Board of each movie local considering the measure. The proposal will be drafted by the legal department of the IBT and must be approved by 51 percent of the voting locals. "When in a hurry, be cautious," stated Director Reed, who expects proposals to be brought to the producers early next year.

Imposing minimum nationwide standards could be done unilaterally, with each local refusing to sign a union contract unless the conditions are met. However, Teamster plans call for eventual negotiations with the studios and producers to demonstrate that a national contract is in everyone's interest.



Vice President John Coli formally introduces the proposal



Mike Scott Local 769 Miami L.D. Fletcher Local 509 S. Carolina

Page 5 Photos from Top to Bottom: Administrator Laura Pervincio and Recording Secretary Rosie Falcon; Jerry Carter Local 728 Georgia; IBT Rep Ron Schwab and BA Randy Peterson; Stuart Marshall Local 745 Dallas and Frank Perkins Local 657 San Antonio



Shooting in New Mexico



Vice President Tyson Johnson

Local Donates \$2,500 to Dog Tags For Soldier's Kids



Local 399 recently donated \$2,500 to Dog Tags for Kids, a volunteer organization that delivers dog tags to troops in Iraq, Kuwait and Afghanistan so they can send them to their kids back home.

Thanks to donations, Dog Tags for Kids has provided more than 328,000 dog tags to soldiers serving in harm's way.

"It started in 2004," explained Rose Sliepka, the organization's founder and owner of the engraving shop First Place Awards. "I heard about a soldier in Iraq who sent his kids a package with the only things he had access to: Band-Aids and sun screen. The kids didn't care, it came from Dad!"

"We found something that Dad or Mom could easily send home to the kids. And every soldier's child wants dog tags.

"My heart skipped a beat," said Business Agent Mel Cavett about the day Dog Tags for Kids

came to his attention.

"This woman is not just doing something for our service men and women, she's doing something for their kids," Cavett explained. "I donated from my wallet on the spot."

"When Secretary-Treasurer Leo T. Reed heard about the support that Dogs Tags for Kids provides for service members and their families, he told me to say no more — soon, Local 399's Executive Board proudly offered their support."

"The \$2,500 from Local 399 is our largest donation," said Sliepka. "There's no charge to the soldiers or their family. Each tag costs us only 40 cents, so thanks to Local 399, we can put proud smiles on the faces of more than 6,000 kids and their soldier parents."



On behalf of Local 399, BA Mel Cavett presents Dog Tags for Kids founder Rose Sliepka with largest-ever donation

Hollywood Teamsters Demand Action

Local 399 Launches Three-Day Event

On a march billed as “Hollywood to the Docks” it was appropriate that the strongest union in the entertainment industry would help kick off the proceedings.

With busloads of Teamsters in the 2,000-strong audience, Secretary-Treasurer Leo T. Reed told an enthusiastic crowd that words without action are meaningless. Local 399 members and staff were out in force.

“We are here to demonstrate, and not to tolerate the exploitation of California’s workers,” said Reed.

Secretary-Treasurer Reed opened the three-day event representing the Movie Division and IBT President James Hoffa. President Hoffa spoke at the rally ending the march.

“We are also here to condemn our Governor and State Legislators for their crime of omission, the crime of doing nothing for our industry.”

To loud applause, Reed concluded with a caution to the politicians who only give lip service to protecting California’s workers.

“We will remember during election time,” said Reed to a rising chorus of support. “We can’t wait for them. We will do what we have

to do to get the job done!”

Soon after, the 28-mile march from Hollywood to the Docks of San Pedro began. Over 100 Teamsters, actors, janitors, longshore workers, and many other workers, along with activists and community members, marched for three days, walking, eating and sleeping together in overnight campouts along the route.

They marched to demonstrate



Jim Sullivan and Rory Kierans



that Los Angeles workers are committed to fighting for good jobs.

They marched to symbolize over 350,000 workers who, this year, will be fighting to stay in the middle class or move themselves out of poverty.

They marched to demonstrate the plight of the working class in Los Angeles County, and the ongoing struggle faced by non-union longshore workers.



Secretary-Treasurer Leo T. Reed back page of 396 Maria Elena Durazo

When the marchers reached the end of the route, they were greeted by more than 5,000 union members and their supporters, including more than 2,000 Teamsters. The rally that followed lasted

into the evening.

Speakers included IBT President James P. Hoffa, who delivered a memorable speech that addressed the need to keep American jobs safe from outsourcing.

Local 399 Secretary-Treasurer Leo T. Reed Rallied the Crowd

Secretary-Treasurer Leo T. Reed addressed hundreds of union and community members before the march "From Hollywood to the Docks" was underway. Here is a sample of what he said to jump start the marchers and their supporters.

"We are here to demonstrate and not to tolerate the exploitation of California's workers. We are also here to condemn our Governor and State Legislators for their crime of omission, the crime of doing nothing for our industry. And we are tired of stalling because words without action are meaningless.

"We need action. The unions are initiating action, but what about the politicians? I mean all of them, not just a few.

"Do we have to educate them again?

"Do we have to agitate them again?

"Do we have to activate them again?

"We will remember during election time, again and again and again!

We can't wait for them. We will do what we have to do to get the job done, this is what we do!"



First Generation Teamster

Shanda Laurent Appointed BA

“I would like to thank Secretary-Treasurer Leo T. Reed for this opportunity,” said newly-appointed Business Agent Shanda Laurent.

“I have gained valuable experience over the years as a dispatcher, and as a result I am confident that I will make a valuable contribution to the future growth of Teamsters Local 399.”

“Without my knowledge Shanda had been taking labor classes for years,” Secretary-Treasurer Leo T. Reed said. “That’s how she does everything: quietly and effectively. Never seeking recognition.”

Laurent now represents, among others, van, truck, car and catering drivers on the sets of CBS, Fox and Disney shows such as *CSI Miami*, *Ugly Betty*, *24* and *Bones*.

Despite a family history of self-employment, it seems that Laurent was born to be a Teamster; she has always wanted to be a truck driver. “My parents thought it was out of left field, but

I was never one for tradition,” she laughed.

She spent time working as a nurse before she made her dream come true and got behind the wheel.

“I loved it! But I quickly realized that with two small kids I needed a stable job, one with good benefits that would keep me close to home.”

It was 1996 when she saw a Universal Studios advertisement that encouraged women

and minorities to apply, Laurent remembered. “I applied, I got the job and I became the first Teamster in my family,” she said with pride.

“It was the best move I ever made.”

For three years Laurent was a Universal tram driver and dispatcher and in 1999 she was hired to work dispatch at the Local 399 union hall. She worked night and then day shifts. Three years ago Laurent was promoted



Bryan Oliver, Ken Morre, John Fearn, Travis Stake and Mac DiRosario



Shanda Laurent with Secretary-Treasurer Leo T. Reed and BA Randy Peterson

“I have gained valuable experience over the years as a dispatcher, and as a result I am confident that I will make a valuable contribution to the future growth of Teamsters Local 399.”

*- New BA
Shanda Laurent*

It was during her time at the hall that she realized she wanted

— *Secretary-Treasurer*
Leo T. Reed

“When I was a dispatcher I knew what issues to pass along

“Looks like we have a new family tradition,” Laurent finished with a smile. “One that I stand firmly behind.”

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— Secretary Treasurer Leo T. Reed



*Catering Truck – Mario Aguirre and
Girado Fernandez Fearn*

The 17th Annual Ralph Clare Golf Tournament

Held each year on Good Friday, the 17th Annual Ralph Clare Golf Tournament hosted 128 members at De Bell Golf Course in Burbank.

"The tournament not only commemorates Local 399 Former Principal Officer Ralph Clare," explained President Anthony Cousimano. "It's also a way to celebrate and relax with our hard-working members."

An exclusive event that is open to Hollywood Teamsters

and their family members, the tournament continues to grow in popularity. Surpassing the limit of 100 players, 128 golfers took part in this year's day on the course.

While the smiling faces seen in photos below show that much fun was had, there was an element of competition as well. Winning foursomes walked away with trophies, Cobra Fairway Woods, Bafflers or Putters, among other prizes. The awards ceremony was held at the Cast-

aways Restaurant, known as "the Jewel on the Hill" for its spectacular view of the golf course and the city below, where participants enjoyed a buffet dinner.

"The tournament is a great tradition. In the future, we'd love to be able to accommodate even more members — if the interest is there," Cousimano added.



1st Low Gross Mike Swan, Jeff Buddrick, Scott Budrick and Jeff Wynn



1st Low Net winners Jim Frear, Buck Compton, Gary Paulsen and Steve Mory took home trophies and four Cobra Fairway Woods

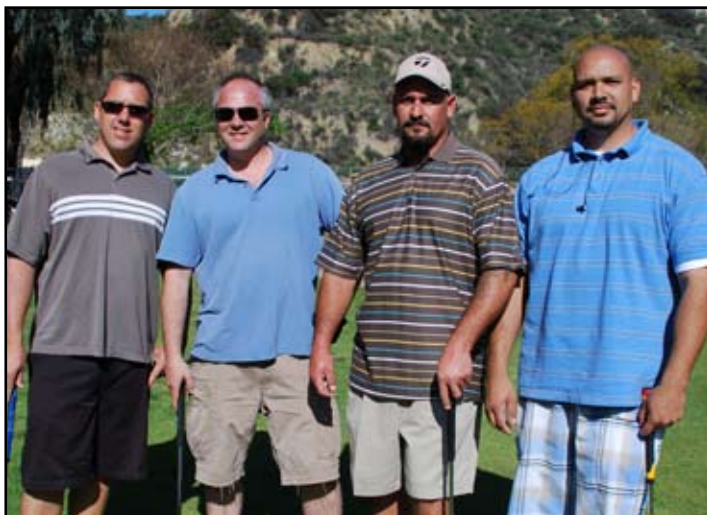




Winners



- **1st Low Net:** Jim Frear, Buck Compton, Gary Paulsen and Steve Morey.
- **2nd Low Net:** Martin Perez, Johnny Cota, Mark Walsh and Christian Okoye.
- **3rd Low Net:** Greg Nutt, Adam Nutt, Billy Grace and Chris Gordon took home four Titleist Sand Wedges
- **4th Low Net:** Leo T. Reed, Leo Reed Jr., Dewey Reed and Heine Fontaine.
- **Closest to the Pin (Four holes):** Danny Defires, Joey Banks, Heine Fountain, Geovane Campos
- **Longest Drive:** John Cota
- **Putting contest winner** Mike Swan



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