



Motion Picture & Theatrical Division

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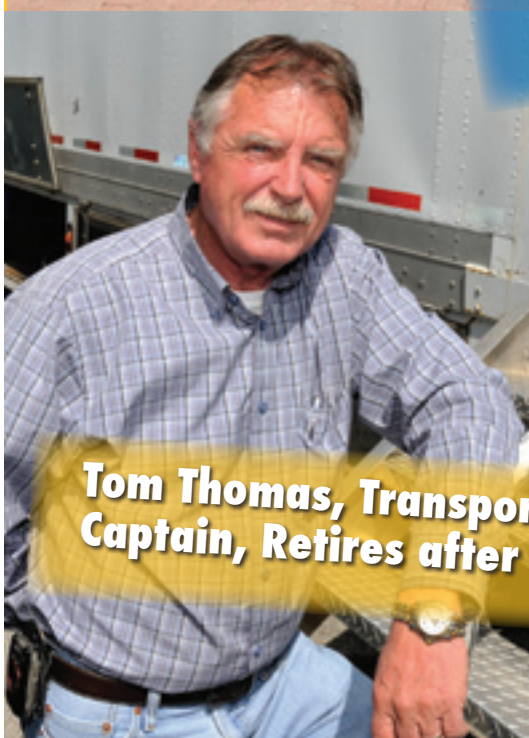
Teamsters Local 399 NewsReel

Secretary-Treasurer Leo T. Reed

May 2013



**Teamster Leaders Gather to
Discuss New Opportunities**



**Tom Thomas, Transportation
Captain, Retires after 47 Years**



40 members work on *Bloodline*

Message from the Secretary-Treasurer

Incentives and Keeping the Standards High



Leo T. Reed, Secretary-Treasurer,
Local 399 (Hollywood)

By Leo T. Reed

The race to lure filming has escalated tremendously throughout the United States. A lot of states have offered mega incentives and subsidies to Hollywood. I have covered this subject before, and I believe that it is imperative for me to deliver my message again. A total of 42 states are in this race. California, of course, is in it too, trying to keep productions home because Hollywood is going to the highest bidder. They are pulling the strings, and they have no loyalty.

It is all about economics, going from state to state for economic reasons and no longer for creative reasons. The trend has definitely changed, and we are certainly working with our State Legislators for more subsidies and incentives. One hundred million dollars a year doesn't do it. Although we had a lot of pilots and smaller productions, we need more! We need to expand in terms of larger feature productions and Network TV, which employs a lot of our members. We need to get those bigger productions back.

In the meantime, we will keep and maintain our standards because our labor cost is miniscule compared to the subsidies offered. I informed the Producers that we will not lower our standards. Even if we worked for free they will still leave, and some agreed because the huge incentives offered by some States and foreign countries will nullify the labor cost which is miniscule compared to the incentives.

The incentives and subsidies offered by the other states and those countries have finally forced California to seriously join the race by offering incentives too. No one took

us seriously in 1999 when we took over 200 trucks to the State Legislature in Sacramento and predicted this. There, in 1999, I said, "Wake up, California, before it's too late!" It is not too late if we can get more subsidies. One hundred million dollars a year is just not enough. We must get more!

We and the rest of the States are practically buying our jobs, and the Producers are enjoying this all the way to the bank. In the United States, it is called free enterprise. Others call it enticement, and there are worse terms and words, but I will not print them for obvious reasons.

We will stay the course. We will always maintain our standards while we continue to rigorously campaign for more subsidies. You, too, can help by calling your State Legislators.

Right now Business Agent Ed Duffy is on the Coalition of Entertainment Unions working with the respective lobbyists in Sacramento. He is on the Board of Film LA, working with Film Liaison of California, Council Persons Assembly Persons and Senators — all intent on expanding those vital incentives to keep production home. Business Agent Steve Dayan is on the Board of the California Film Commission. We are on it! Again, you can help by calling your State Legislators. Go to www.legislature.ca.gov to find your local representatives and demand their support! Our jobs depend on it!

Teamster Leaders Gather to Discuss New Opportunities



Brent Taylor, Secretary-Treasurer,
Local 745 (Dallas)

Motion picture locals from throughout the United States gathered in Southern California recently to tackle the challenge of creating Teamster jobs in our ever-changing industry.

Organizing of reality shows, commercials and low-budget productions, as well as the opportunities in new media were among the important subjects under discussion. Representatives from New York, across the country and Canada joined the Hollywood-based motion picture division staff.

“All producers – big and small – must be made to understand that union agreements are part of their budget,” reported Secretary-Treasurer Leo T. Reed, who chaired the meeting in his role as Director of the Motion Picture Division and Theatrical Trade Division.

In this role he is able to set policy for the entire nation.

“Reality TV and new media are trends that are not going to go away,” he advised the 20 motion picture representatives gathered to discuss new opportunities.

Using Southern California as an example, he reported that in the past year commercials generated more than 670,000 hours of work. A report from the actuary to the Motion Picture Pension and Health Plans showed that 78.2 million hours have been worked by the Teamsters and IATSE, a record year for the industry.

Secretary-Treasurer Reed has been concerned about filling the jobs gap created by a decade-long loss of over 70 percent of our feature films to ‘runaway

continued on page 4



Frank Connolly, Jr., Secretary-Treasurer,
Local 817 (New York)



Al Porter, President, Local 362 (Calgary) — Ken Marsden, Secretary-Treasurer, Local 155 (Vancouver) — Wayne Garner, Business Agent, Local 362 (Calgary)



Moises Ortega, President, Local 492
(Albuquerque)



Brian Mainville, Joint Council 25
(Chicago)



Tom O'Donnell, President, Local 817
(New York)

Leaders

continued from page 3

productions.' They have been filming in heavily subsidized states of the US or in less expensive countries like Hungary, Czechoslovakia, New Zealand and Australia. A vigorous organizing effort by Local 399 has partially filled the gap.

The program received enthusiastic support. Tommy O'Donnell, President of New York Local 817 stated, "I applaud you on the organizing of the reality TV shows, but I really believe that this is something that we don't need to do individually but collectively." O'Donnell has the only other all-movie local in the US. He suggested a coordinated effort with all the Teamsters throughout the country along with even the IA.

"All of you in leadership roles have an obligation to make sure every production is organized," commented Secretary-Treasurer Reed, "The playing field must be level!"

The Motion Picture Division meets on a regular basis to discuss challenges and opportunities in the industry. Secretary-Treasurer Reed has served as

chairman for almost two decades and has been effective in gathering national support for Teamster contracts.

The attendees at this year's conference were Jerry Carter and Tony Lefebvre (Local 728, Atlanta); Tommy O'Donnell and Frank Connolly, Jr. (Local 817, New York); L.D. Fletcher (Local 509, Columbia, S.C.); Brent Taylor (Local 745, Dallas); Frank Perkins (Local 657, San Antonio); Moises Ortega (Local 492, Albuquerque); John Coli Jr. and Jon Magna (Local 727, Chicago); Mark Harrington (Local 25, Washington, D.C.); Ken Marsden (Local 155, Vancouver); Wayne Garner and Al Porter (Local 362, Calgary); Brian Mainville (JC 25, Illinois); Mike Scott (Local 769, Miami) and Ron Schwab (IBT). The Local 399 representatives included Secretary-Treasurer Reed, Attorney Joe Kaplon, Business Agents Steve Dayan, Ed Duffy, and Leo Reed, Jr., Auditor Jason Han, and Office Manager Greg Karson.



Jerry Carter, Local 728 (Atlanta)



Jon Magna, Business Representative
& John Coli, Jr., President, Local 727
(Chicago)

LARRY PEARSON, LOCATION MANAGER

"We're trying to make a difference."

— Larry Pearson

Location Manager Larry Pearson recently made his way to San Pedro, aiming to prevent the demolition of port sites that have been used as filming locations for years. "We're trying to make a difference," he said. This was just one of many things Pearson has done to keep film and television production work in California.

Currently a Location Manager on the TV series *Raising Hope*, Pearson became a Teamster in 1977 as a driver for UPS. In the mid-1980s, he shifted gears and launched what would prove to be a successful career as a Location Manager. For the past 28 years, he has been busy working on top TV shows and movies including *24* and *CSI: NY* as well as several Charles Bronson films.

As Shop Steward for Location Managers and Location Assistants, Pearson answers members' questions and helps with grievances. Then he goes above and beyond, supporting the work of Business Agent Ed Duffy and others to keep film and television shoots in California.

"Ed Duffy is in meetings constantly about keeping production in California. I want to step in and help," Pearson said.

"He helps me in so many ways," said Duffy. "He is level-headed and truly there for his fellow members."

Through the union's Education Committee, Pearson teaches classes such as Locations 101, and attends and supports all of the other monthly classes.

Pearson credits Business Agent

Steve Dayan for inspiring him to get more involved in the union. "In the beginning I was quiet, just did my job and didn't get involved. But Steve Dayan came in and gave us the energy to *want* to get involved. He made it feel important, and let us know that we could make changes."

In addition to working on *Raising Hope*, Pearson just completed a pilot for CBS. He attributes his success in part to the help of fantastic Location Assistants.

Outside of work, he has enjoyed a rich life involving motorcycle and car

racing and a 13-year relationship with Location Manager Briana Burke. The couple has two foster daughters.

"I love my job, and I've had an incredibly good life," said Pearson. "In our job, if we didn't have a union, I could see us working an ungodly amount of hours, and not having protection. I have a retirement that I'm going to be making use of fairly soon. I have savings. I have medical benefits. All of these things happened through the union. I feel we all need to look inside and give something back."



Location Manager Larry Pearson

Retirement Beckons Transportation Coordinator Tom Thomas

"It's been a great ride."

—Tom Thomas

If you want to know what Hollywood was like during the last 40 years, Local 399 Coordinator Tom Thomas is a great person to ask. The industry veteran was first grouped in 1966, and for the last four and a half decades has collected enough stories to fill a honeywagon.

"My first coordinating job was *One Flew Over the Cuckoo's Nest*," recalled Thomas of the iconic 1975 film. "I could tell you some stories about the way it used to be, before most of these new guys were even born," he added with a laugh.

According to Thomas, the biggest change has been the transition of the industry into a more corporate atmosphere. Yet while the 'old school' way of doing things has faded, he has continued to pass on lessons he learned to the younger Teamsters he has worked with over the years.

"When I was younger we were always told that we had to learn as much as we could," remembered Thomas. "The new guys coming up now need to work hard to help preserve our union jobs. How far they go in this business is up to them."

For the last 13 years, Thomas has



Transportation Coordinator Tom Thomas and Dan Briggs

been passing this message along to his fellow members on the set of *CSI Las Vegas*, on which he has been Coordinator since the third episode. "I have the best job in town; we all really get along," he commented about the 14 drivers on set. "This is the best group I've had. They help the crew, the captains, anyone who

needs it," he explained. "I've known one of my Captains, Kim Latina, since she was eight years old. We really are like a family."

Local 399 Secretary-Treasurer Leo Reed praised Thomas for his service in the industry and dedication to keeping union jobs secure. "I wish Tom well in his



life after Hollywood. He has put in more years of hard work than most people in our industry,” praised Reed. “He understands that strong representation requires strong members. The best way to protect our jobs on a daily basis is to bust our butts on set.”

“I am a huge fan of Leo’s,” added Thomas, “He has done more to keep us in the game than anyone I can think of. He has fought hard to make sure our



Eddie Lee Voelker, Transportation Coordinator Tom Thomas and Steve Latina

jobs are protected.”

Even though his career as a Teamster Transportation Coordinator is coming to an end, Thomas is looking forward

to life after Hollywood. “I feel great and I’ve saved enough energy to really enjoy my retirement,” he added with a chuckle. “It’s been a great ride, but it’s time to go.”



The Teamster crew of CSI Las Vegas

Bloodline Pilot Employs 40 Local 399 Drivers

In the just-completed TV pilot *Bloodline*, an epic family battle comes to modern suburbia. If the show gets picked up and stays local, it could mean more production jobs come to Local 399.

Full of martial-arts action, the one-hour thriller has the pulp style of films like *Kill Bill*. An orphaned young girl is caught between two warring families of mercenaries and killers. With the aid of a Chinese mentor, she must find and defeat her mother in mortal combat.



John Simanovich

Forty Local 399 drivers worked on the pilot, which was shot all over the LA area. "We had 26 locations in a 14-day shoot," said Transportation Coordinator and longtime Teamster Rod Bearden. "We had a great team of drivers who got everything where it needed to be in timely fashion."

Driver Michael Moreno said, "I work on pilots every year. We never know which will get picked up and stay local, but it's fun to work on them."

Business Agent George Nadian points to Ed Duffy's work in pushing for production jobs to stay in California. "Keeping film work in LA keeps our drivers employed along with the other crew members, keeping our families fed and our insurance strong," he said.

A production of NBC Universal and Film 44, the *Bloodline* pilot was directed by Peter Berg, who is also an actor with credits including *Friday Night Lights* and *Collateral*. *Bloodline's* creator is David Graziano, a Hollywood veteran who went from being a staff writer of *Felicity* in the 1990s to co-producing the LAPD drama *Southland* two decades later, with many credits in between.

"NBC Universal is very Teamster-friendly. They're one of the studios that gets it," said Bearden.

Don Haggerty, a Local 399 driver for 24 years, drove a Production Van on the *Bloodline* shoot. "We all hope pilots and full series will stay in LA. Any job you can keep in California is the best thing for us," he said.



Bobby Lee



Michael Moreno



Evan Sklov, Fuel Truck Driver



The Teamster crew of *Bloodline*

Quarterly Membership Meeting Features Political Action Presentation



Over 200 Teamsters spent their Sunday morning crowded into Pickwick Gardens recently to take part in an informative general membership meeting, hearing updates from both their Local Union and news from the IBT.

After calling the meeting to order, President Tony Cousimano introduced Jack Peasley, a representative from the Teamsters Department of Field and Political Action. He gave a very educational presentation on the Teamster's DRIVE organization, which focuses on supporting members through political action. "It doesn't matter where you fall on the political spectrum," explained Peasley. "As Union members, we shouldn't be voting along party lines. We should be voting for candidates who support working men and women."

Mr. Peasley also discussed the anti-union Right to Work Legal Defense Foundation, and the danger it poses to labor unions' ability to negotiate strong pension and medical benefits for its members. "It is funded by CEOs and billionaires and was formed solely to destroy unions," he continued. "We won a great victory in defeating Proposition 32 in California, but the battle isn't over. We still need to stop this War on Workers."

Secretary-Treasurer Leo T. Reed then gave his financial report, and described how Local 399 is one of the most stable local unions in the country. He also reported on the recent Motion Picture and Theatrical Trade Division meeting in Santa Barbara, which you can read about in more detail on pages





3 and 4. “This was a very important meeting, and I urge all members to carefully read my report in this issue.”

Local 399 Legal Counsel Joe Kaplon then reminded the attending members that knowing the contract is a vital part of staying effective as a union. “You need to know your contract and not accept anything less than what it guarantees you,” he explained. “Notify the union if your contract is violated. The members have to help us help you.”





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Mike Scott, President, Local 769 (Miami)



Tony Lefebvre, Assistant Business Agent,
Local 728 (Atlanta)

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See story pages 3-4