



NEWSREEL

TEAMSTERS LOCAL 399

LEO T. REED, SECRETARY-TREASURER

November 2008



COLAs

Hollywood
Teamster
Membership
Meeting

Member Donates Kidney
to Fellow Teamster



Retiree Reunion in Vegas

A National Contract

By Leo T. Reed

On December 10, 11, & 12, 2008, the Teamsters International Motion Picture Division Policy Committee, which represents this industry, will meet in Santa Barbara to finally formulate the National Contract. The majority of the committee members and guests are noted members of our International. Our General President, James P. Hoffa, has been invited, and his Administrative Assistant, along with his General Counsel, have already committed. Of course our two friends Jim Santangelo and Randy Cammack were also invited. Other guests are from our IBT Communications and Legal Departments,



along with the Principal Officers of Local 362 and Joint Council 90.

On the Policy Committee are three International Vice Presidents, five Joint Council Presidents, and the Principal Officers of Locals 25 (Boston), 817 (New York), 107 (Philadelphia), 391 (North Carolina), 728 (Georgia), 509 (South Carolina), 769 (Miami), 891 (Mississippi), 568 (Shreveport), 657 (San Antonio and Austin), 745 (Dallas), 337 (Detroit), 727 (Chicago), 492 (New Mexico), 996 (Hawaii), 399 (Hollywood), the Director and Assistant Director of the Division, and our International Representative. With 399 covering the 13 Western States, I believe that the Locals listed above cover the lion's share for the entire nation.

Why must we have a National Contract? It will give us tremendous clout in negotiations. We will have solidarity – which is all

about strength in negotiations. The studios have successfully kept us separated too long. This has been going on for decades. I believe that the rest of my Brothers and Sisters throughout the country are now aware of it.

During this time the studios have been very gracious with one Local in the East Coast. Yes, they have been very amiable to that Local as they screwed, or try to screw, the rest of the country, including us.

Still, for over a decade so far, we have done a competent job in negotiations because we had the support of other Teamsters locals. At the same time, we have helped those locals whenever they needed help, but that is not enough. We can do a lot more if we remain, and stay, connected. Our alliance must be permanent, not only in time of need or when we have a common adversary. When there is none, the bickering among us might start up again. Everyone, stop! We will do it! We will have a National Contract that will establish permanence and stability, because Administrations do come and go. We need a National Contract as a foundation that we can continue to build on to secure our future, also for our children and grandchildren if they choose to work in our industry. It is all good!

It took us over 20 years to

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Teamster Donates Kidney to Fellow Member

“I don’t know how I’ll ever repay Jason Ballard,” says Jeff Robbins about his fellow Teamster. “I mean, how do I thank someone who gave me the ultimate gift?”

“I do know that Jeff is an outstanding, wonderful person. And I know that I wouldn’t be walking around today without the support of Local 399.”

On August 6, Jason Ballard gave Robbins the gift of life — in the form of a kidney transplant.

Robbins and Ballard, who have been Teamsters for three years, had worked in the industry together for seven years when Robbins put the word out that he needed a kidney. He had been diagnosed as an infant with polycystic kidney disease and he was on dialysis. When Robbins asked for help, Ballard didn’t hesitate.

“There was a whole battery of tests,” explains Ballard. “CAT scans, X-rays and blood tests. We were a match. And I wanted him to have my kidney.”

But the transplant almost didn’t happen. The night before the surgery the two were in pre-op, prepped and shaved, when Robbins was informed that the procedure had been cancelled. It was five minutes to five pm. Motion Pictures tried to deny that Robbins had been on dialysis, despite the fact that the Trust Fund had paid for more than \$100,000 in medical bills, including dialysis.

Robbins asked for 30 minutes and placed a call to Local 399 President Anthony Cousimano.

“I don’t know what Tony said, but in less than an hour the surgery was back on. Without Tony and the Hollywood Teamsters, I wouldn’t have this kidney.”

“I made a phone call — it’s part of my job,” explains Cousimano, who along with Secretary-Treasurer Leo T. Reed is a director of the Motion Picture Trust Fund. “Local 399 has a great relationship with our colleagues at Motion Pictures. They simply needed to know how timely their approval was.”

“I’m proud to acknowledge the sacrifice Jason Ballard made for his fellow Teamster,” Secretary-Treasurer Reed says. “And I’m happy to report that the Trust Fund came through for our members.”

Because Ballard is young, strong and healthy, he was back at work less than a month after the surgery. To put the severity of the procedure into perspective, it was only after two weeks on the job that he was physically able to tie down ropes. “I tell my captains what I can and can’t do. But we get the job done.”

Robbins, who reports that he’s well on the way to recovery, won’t be back at work until the new year. “I’m anxious to get back — thank God for my Teamster health care.”

“I can’t describe what Jason did for me. I really don’t have the words to express how much I appreciate him. I’d like to start with ‘Thank you, Jason. Thank you.’”

“I just did what I could to help a friend,” Ballard says quietly. “Besides, Jeff’s scar is bigger.”



Jason Ballard (left) donated his kidney to fellow Teamster Jeff Robbins (right). President Tony Cousimano helped make the transplant happen.

— A National Contract *Continued from page 2*

bring everyone together. It is time! The International Brotherhood of Teamsters, the most powerful Union in the world, will definitely be a force to reckon with in this industry. I guarantee that negotiations will be a lot easier.

AMPTP, who dat? IATSE, who dat? Who dat dem guys, who dat?

COLAs: Hollywood Teamsters Recognized for Keeping Work in California

The annual California on Location Awards (COLAs) were held at the spectacular seaside Ritz-Carlton/Marina del Rey. Hundreds of industry professionals were on hand to recognize the incredibly hard work, drive and dedication of the location managers and their assistants. The lively event was hosted by comic and three-time Emmy-nominated actor Fred Willard. More than two hundred location managers and their assistants were in attendance.

Now in its 14th year, the COLAs salute location professionals,

Location Professional of the year for Episodic Television

Paul Willson: *CSI*, CBS/Jerry Bruckheimer Television

production companies and public employees for professional excellence while working on location in California. These men and women must continually balance the needs of their producers, directors and designers, as well as the surrounding community.

"Just as it has become more important to keep productions here in California," explained Local 399 Secretary-Treasurer Leo T. Reed, who attended the event, "so has location management become more complex."

Because location managers scout locations for a production, they must be good photographers, map makers, permit specialists, diplomats and problem solvers, Reed explained.

"These are highly skilled, energetic and diplomatic people. They are the first and last contact between government agencies, the community and the production company," said Business Agent Ed Duffy, who was also in attendance.

"Local 399 knows that without the hard work of assistants, the job of the location manager would be impossible to accomplish," Reed continued. "This is why Local 399 is proud to sponsor the Assistant

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Location Professional of the Year for Commercials

David McKinney: "Hertz"



Location Team of the Year for Features

Dreamworks: *Eagle Eye*

Craig Van Gundy: Supervising Location Manager

Paul "Caleb" Duffy: Location Manager

Key Assistant Location Managers: Ted Alvarez, Brian Dittmar, Kai Ephron, Peter Gluck, Ron Haynes, Cat Kagen, Clay Valenti, Nancy Wong; Assistant Location Managers: Jason Kaplon, Leif Tilden; Location Scouts: Bob Craft, Scott Dewees, Tyler Elliot, Bridget Pope, Dan Rosenthal, and Casey Boynton



Location Team of the Year for Features: Eagle Eye. The team's Supervising Location Manager, Craig Van Gundy, is seen on page 10.

— COLAs

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Location Managers in Feature and Television categories.” This year, Local 399 was also a Diamond-level sponsor of the COLAs.

Teamsters Local 399 Assistant Location Manager of the Year for Television

Dan Beal: *Life*

In a statement, Governor Arnold Schwarzenegger expressed his gratitude to the talented location professionals who “deserve a big hand for their artistic eye and hard work. Thanks to them, California’s beauty and diversity are known to millions of people around the world.”

The COLAs are produced through the generosity of many film industry companies that support all aspects of production above and below the line. The California Film Commission and the Film Liaisons in California Statewide (FLICS) co-sponsor the event. FLICS is a network of regional film offices and commissions that work cooperatively with the California Film Commission to retain, attract and facilitate

Teamsters Local 399 Assistant Location Manager of the Year for Features

Kathy McCurdy’s: *Star Trek XI*



Location Professional of the Year

Gregory Alpert: *Frost/Nixon*,
Universal Pictures/Imagine
Entertainment

film, television, commercial and print media production in California.

Winners of this year’s COLAs were selected from a pool of very qualified finalists by a film industry panel. The judges on the panel represent various professions within the entertainment industry and included Local 399 Business Agent and Trustee Ed Duffy as well as Location Managers and Local 399 Members Mike Fantasia and Debbie Laub.

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Lifetime Achievement Award

Ron Quigley



Location Team of the Year for Episodic Television (Tie)

20th Century Fox Productions: 24
Larry Peterson: Location Manager
Tristan Daoussis: Key Assistant
Location Manager
Clay Dodder: Key Assistant
Location Manager
Yoshi Enoki Jr.: Location Manager
Leo Fialho: Key Assistant Location
Manager

And

CBS Studios, Inc: *NCIS* (Tie)
Jim McClafferty: Location
Manager
Joe Sinderman: Assistant
Location Manager
Michael Soleau: Assistant
Location Manager
Emily Kirylo: Assistant
Location Manager



Location Professional of the Year for Features: Frost-Nixon: Greg Alpert



Location Team of the Year for Television

Jim McClafferty, Joe Sinderman, Michael Soleau and Emily Kirylo

Disease Management

It's no surprise that the nation is in the middle of a health care crisis and costs continue to skyrocket. What is surprising – and controllable – is that 5 percent of the Motion Picture Health Plan participants generate over 50 percent of all the costs in the plan.

While this fact is alarming, Motion Picture Health Plan Administrator Tom Zimmerman explained recently to a crowded Local 399 General Membership meeting that there are ways to control costs and preserve funds for the future.

Many of the high-cost participants in the plan suffer from one or more chronic health conditions that require ongoing medical attention. These ailments include diabetes, asthma, lung disorders and cardiovascular disease.

Currently, just 13 percent of the participants with a chronic condition are enrolled and actively participating in a disease management program. While this participation rate exceeds industry norms, that is simply not good enough.

"We are here to help our participants lead better, healthier lives, and the chronic disease management program can help them do

that," he noted in a handout. "Working with the Motion Picture Health Plan, we have developed a comprehensive management program targeted at helping participants who have any of these conditions."

The highly successful program is a win for both the participants and the plan. People with difficult, ongoing conditions lead better, healthier lives and the plan spends less money on high-cost care, thereby ensuring that more funds are available for the future health needs of all participants, says MPHP guidelines.

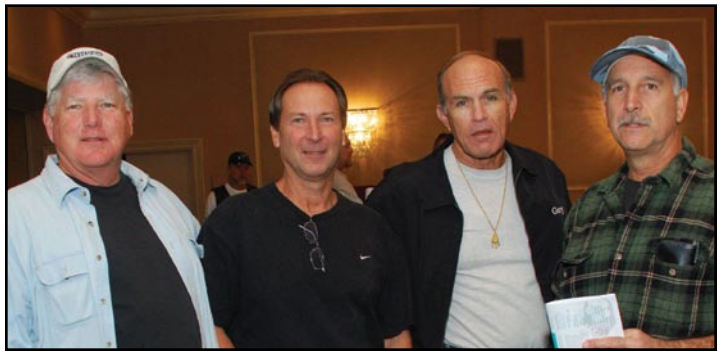
"While the Motion Picture health plan is secure, every member can do their part to control costs by using their benefits wisely and taking care of their good health,"

Local 399 Secretary-Treasurer Leo Reed said. "And if you suffer from a chronic ailment, there is no better program in place to help you manage your condition while saving you, and the plan, unnecessary costs."

The program combines education, planning, coaching and follow-up care to help participants reduce the likelihood or frequency of urgent, critical or life-threatening health events. Moreover, the program improves the overall quality of life of the participants, and can extend their life expectancy.

Members with a chronic condition are highly encouraged to contact the Motion Picture Health Plan to find out more about the disease management program.





Jackpot of Memories

Local 399 Retirees Reunion in Las Vegas

In September more than 75 Local 399 Retirees and their spouses gathered for a three-day reunion in Las Vegas. Organized for the first time by former Hollywood Teamsters Bob Fish and Dennis Hollis, this year's wildly successful event was held at the Tropicana and featured buffets, a happy hour and photographs from "the old days."

While previous reunions may have boasted spectacular scenery, like the coastal casino in Lincoln City, Oregon, this year's gathering hit the jackpot in attendance.

"Bob Fish and Dennis Hollis are just the guys for the job," said Secretary-Treasurer Leo T. Reed, who attended the reunion. "Thanks to the great work they did, our retirees enjoyed a classy and fun event."

"It was a very good time. So many old faces — and old stories," said Bob Fish, who retired in 2003. "We couldn't have done it without the help of Local 399 and Secretary-Treasurer Reed." The local helped get the word out to retirees living in the Western states, Fish explained. "Next year we'll get the word out nationwide."

To pay for the reunion, Fish and Hollis called on their industry contacts. The mostly anonymous

sponsors included water truck and truck rental companies, caterers and movie industry transportation companies. "We even got our website paid for," Fish said.

"These companies really respect the Teamsters and were very generous," said co-organizer Dennis Hollis. "Thanks to them we were able to host a very nice reunion."

Hollis, who retired in 2000, is a second generation Teamster. His father, Leroy, was one of the first co-ordinators in the business. The junior Hollis officially began his Teamster career after he completed his service in the Army. "I joined my dad to work on *The Way West* and after three months — making great money — I was a Teamster for life."

Co-organizer Fish started his Teamster career with a single honey wagon. By the time he retired, he had five wagons and had built a company he could pass on to his children. "Retiring is the greatest thing since Wheaties," reported Fish with a laugh. "I retired at 60 with 38 years and tons of hours. I'd like to say a big thank you to Motion Pictures and thank God for the Teamsters."

"Our Teamster Retirees are the very foundation that makes our union

what it is today," said Reed. "These dedicated union members fought for the health benefits, wages and job protection that 1.4 million members enjoy today. Spending time with them as they enjoy their hard-earned retirement is always inspiring."

Fish and Hollis are already at work on the logistics for next year's reunion, and, they reported, Local 399 will contact an even larger number of retirees. "If you receive a pension check, you'll receive an invitation," added Hollis.

Contact Bob Fish or Dennis Hollis at Local399reunion.com with questions or suggestions. "But if you want to see Teamsters you worked with," finished Fish. "Tell them to come. And bring photos from back in the day!"

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2008 Local 399 Reunion



— COLAs

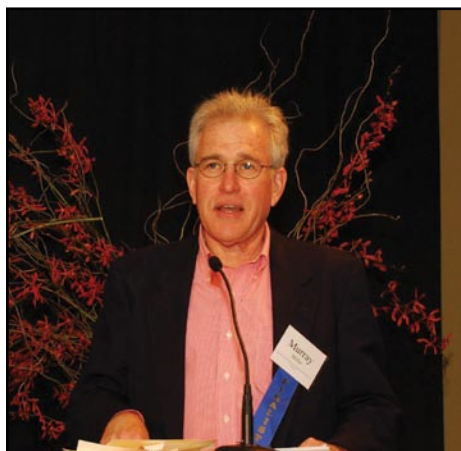
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***Location Team of the Year for TV: Episodic 24
Tristan Daoussis, Leo Fialho and Larry Peason***



***Location Professional of the Year for Television: Episodic CSI
Paul Wilson***



***Supervising Location Manager
Murray Miller, nominee***



***Location Professional of the Year for
Feature: Fired Up: Doug Dresser***



***Supervising Location Manger Craig
Van Gundy, winner of Location Team
of the Year: Eagle Eye***



***Ed Duffy, Sheri Davis (COLAs Co-chair and
Inland-Empire Film Liason), Pauline East (COLAs
Co-chair and Antelope Valley Film Liason), Murray
Miller and Kathy Duffy***



Ned Shapiro, John Panzarella and Ted Alvarez

William Esparza Retires

Forced into early retirement by an accident after 40 years behind the wheel, William Esparza still remembers his first day on the job.

"I was driving for a catering company and we were out at the Disney Ranch," recalls Esparza, who is better known as Billy. "There were all these stars around; it was very exciting. After I realized they're people just like you and me, I was no longer star-struck. And besides, I had a job to do!"

Ready to start a family, Esparza knew that by becoming a Teamster he could make a good living. He was 21 years old.

"I was young, but I made the right choice. My wife and I raised four kids while I was behind the wheel."

Over the next four decades, Esparza says he did it all, from his time on the honey wagon to his years as a transportation coordinator, to driving 40-foot semis and camera trucks. Esparza worked on dozens of films, and was a driver for the likes of John Wayne, Clint Eastwood, William Holden, Ryan O'Neal, Burt Lancaster, Jennifer Lopez and James Cameron.

His star-struck days are long past, so it's the travel and exploration that Esparza remembers with fondness.

"I spent a lot of time in cities across the United States. I've always been curious, so I took the opportunity to snoop around, get to know the city I was in. At a very young age, I came to see how beautiful a place like San

Francisco is, and later I explored foreign cities." Esparza worked on 18 films abroad, in countries like Mexico, the Dominican Republic and Belize.

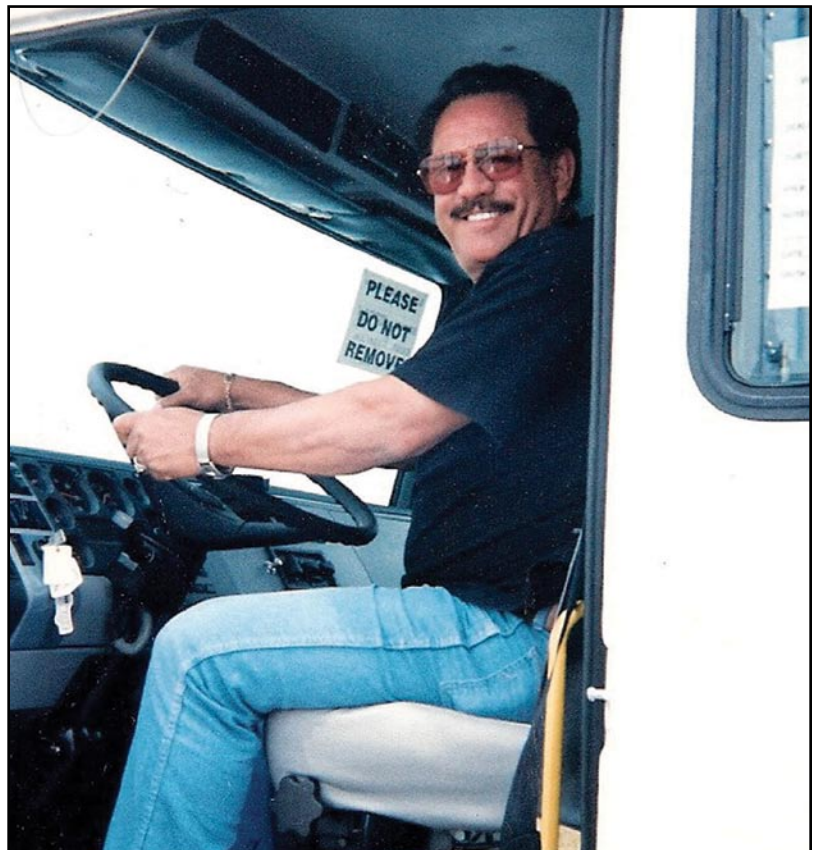
"I worked on too many TV shows to remember and on some of the biggest movies," he says with pride. "I worked with great guys, all around the country."

"I've known Billy for 30 years," says Secretary-Treasurer Leo T. Reed. "He'll be missed on the set, but he's a hard-working Teamster who has earned his retirement."

"I'll miss the guys, and the job, and it's nice to take a break from the traveling. I've got a grandson who keeps me busy. Thank goodness for the Teamsters and their benefits."

A partial list of motion pictures Billy Esparza worked on:

Planet of the Apes
The Dukes of Hazzard (TV)
Bonanza (TV)
The Color Purple
Dirty Harry
Far and Away
Heaven Can Wait
The Falcon and the Snowman
A Few Good Men
Cast Away
Apollo 13
Forrest Gump
The Champ
Death Wish 2
Honky Tonk Freeway
Helter Skelter
The Onion Field
Zorro the Gay Blade



— **2008 Reunion**

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