

TEAMSTERS  
**HARD WORKING**  
LOCAL 399

TEAMSTERS  
**STANDING STRONG**  
LOCAL 399

# NEW YEAR NEW CHALLENGES

## GREETINGS SISTERS & BROTHERS

**W**e had a great 2014! We were busier this year than in recent years and 2015 looks to be an even better year for our Membership with the passing of tax incentive bill AB1839!

We reached settlements with Warner Bros. over meal money violations. To date, WB has paid our members more than \$40,000.00 in meal penalties that occurred from August 2013 on, and our Courier Dispatchers received an additional \$23,000.00 in meal penalty payments.

We had a near-record turn out for the ratification meeting on January 11th regarding the tentative agreement with the AICP, which covers approximately 500-600 Members who work regularly in the commercial industry. Those in attendance voted at that time to reject the initial agreement, thus authorizing a strike action, and we are asking all members to contact the Call Board to sign up for picket line duty. Obviously, a strike is never the first choice in resolving issues and we are continuing to work towards an equitable solution. It was a spirited meeting, and I want to acknowledge all who attended for taking an active roll in their union and encourage all to do so. Go to [ht399.org](http://ht399.org) for updates on this issue. There is much more work ahead for the staff in the coming year. Negotiations for our basic agreements with the major studios will be taking place this year. We have prepared a Membership survey (please see survey notice in this issue) for you to fill out online or return to us via mail. Please take the time to let us know where you think we should focus our attention in these negotiations.



Standing in Solidarity with our Port Drivers



We will also be discussing your ideas for contract proposals at the upcoming general membership meetings.

As you know, we have not had a dues increase since 2010. To help put our Local on a sound financial footing going forward, beginning in April, our dues will go up \$5.00 per month. This will also greatly reduce the need for special assessments in the future. Please read the “Dues Increase in 2015” article in this issue for much more information on this change.

We will continue to meet with all of our committees and look forward to greatly expanding our education classes in 2015. Our revamped website will roll out in February and our new callboard software system should be in place by the end of the first quarter. We will continue to be visiting you on sets to discuss your issues and concerns.

I believe we’re making the difficult decisions that need to be made in order for our Membership to thrive and prosper into the future. We cannot do it without your support and counsel. I hope and encourage you to make every effort to participate in your Union and make this a great year!

*I wish you and yours a happy and prosperous New Year!*

**Fraternally, Steve Dayan**

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[www.ht399.org](http://www.ht399.org)





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The Hollywood Reporter

HUFF POST

American Cinematographer

DEADLINE HOLLYWOOD

VARIETY

FILM JOURNAL INTERNATIONAL

FILMMAKER

THE BiZ

THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

THE WESTERN CONFERENCE OF TEAMSTERS PENSION TRUST

In mid-December, Congress passed, and the President signed the Omnibus Spending Bill. The legislation is lengthy, complex and controversial. Yes, it kept the doors of government open, but it also included a section dubbed the Multi-Employer Pension Reform Act of 2014, which makes major changes to the multi-employer funding and withdrawal liability rules. You may hear this new law referred to as MEPRA.

The changes under MEPRA are comprehensive, as we said controversial, and in some instances misunderstood.

The media stories following the law's passage have created a myriad of questions and generated emotions, running the gamut from concern to panic.

Hopefully this communication will -- answer questions that Retirees, Members, staff and representatives might have about the new law -- reduce Member/Retiree anxiety levels -- and point out what the legislation will do, what it won't do, and the specific impact it will have on the operations of the Western Conference of Teamsters Pension Trust and your Motion Picture Plans.

“Answers to your questions about the Omnibus Spending Bill & Multi-Employer Pension Reform Act 2014”

By: Chuck Mack  
January 2, 2015

WHAT MEPRA WILL NOT DO

It will NOT reduce retirement benefits of retirees or actives under the Western Conference Plan and MPIPHP. We have never been deeply troubled, seriously underfunded or in a critical declining state. We are, and always have been, in the PPA's “green zone”, the best funded zone under law. The Plan's actuaries believe our future funding outlook remains strong.

It will NOT affect our asset or liability base. The Western Conference Plan is the largest multi-employer plan in the United States, and we continue to grow. Our assets are close to 37 billion dollars.

It will NOT affect how our assets are invested. Over the past 20 years, our annual return on investments has averaged 8.4%.

In short, the new law will NOT affect the operations of our Plan and the benefits of our retirees and members will NOT be reduced.

In light of the controversy and misinformation generated by the passage of MEPRA, I wanted to share this information with you.

*In Union,  
Chuck Mack, Chairman WCTPT*

WHAT WILL MEPRA DO?

It extends the Pension Protection Act (PPA). The PPA was originally passed in 2006 and was set to terminate at the end of 2014. The new law extends PPA indefinitely.

It increases the Pension Benefit Guarantee Corporation premiums for multi-employer plans. The premium, which is used to subsidize insolvent plans, will go from \$12 to \$26 per participant in 2015. Thereafter premiums are indexed based on the national average wage index.

It makes a number of technical changes to the original PPA. In general, the changes will ensure greater efficiency and quicker response.

PAGE 2

NO COST FINANCIAL WORKSHOP

★ FREE ADVICE FOR ALL LOCAL 399 MEMBERS ★

The Society for Financial Awareness, through AFL-CIO Labor Community Services has introduced a program to help Members find financial comfort and success. The time has come to break the cycle of Financial Mediocrity and level the playing field by raising the bar for all. Just like a trade, you can learn to master the art and science of personal finances – all it takes is knowledge and discipline. SOFA offers 3 workshops to equip and empower all Members to plan and achieve financial goals: Early Career, Mid Career and Pre-retirement. Teamsters Local 399 will be setting up these workshops in the coming months and offering them to the Membership free of cost. Whether you are just starting your career or a seasoned Teamster the time is now to start planning for your retirement. The Local is looking to empower and educate Members so that they and their families are equipped to plan for the future and protect against unforeseen financial burdens. You work hard for your money, let SOFA teach you how to make your paycheck go farther and help to minimize financial stress in your life.

WHO

SOFA

A 501(c)3 Non-Profit organization providing relevant financial education as a value added service through...

AFL-CIO

COMMUNITY SERVICES

LIVE UNITED

United Way

AFL-CIO Community Services and United Way Partnership

FINANCIAL WORKSHOPS

WHAT

EARLY CAREER

Fundamentals of personal finances with an emphasis on understanding employer savings plans and getting started on the right track

MID-CAREER

Fundamentals of personal finances with an emphasis on building wealth and reducing risk while gearing up for funding retirement

RETIREMENT PLANNING

Developing plans for reducing debt, distribution planning, taxation, Social Security maximization and avoiding outliving financial assets

\*\* Custom workshops also available at no cost

WHY

Some of our Brothers and Sisters struggle from paycheck to paycheck in an endless pattern of financial frustration while their co-workers find financial comfort and success. The time has come to break the cycle of financial mediocrity and level the playing field by raising the bar for all. Just like a trade, you can learn to master the art and science of personal finances. It only takes knowledge and discipline. These workshops are offered to equip and empower all Members to plan and achieve financial goals.

WHERE & WHEN

The first SOFA workshop hosted by Teamsters Local 399 will take place on

**Saturday, February 7th, 2015.**

The workshop is open to all Teamsters Local 399 Members however space is very limited only 20 spots available. You must RSVP to attend.

Contact Business Agent Lindsay Dougherty at: [ldougherty@ht399.org](mailto:ldougherty@ht399.org) to reserve a spot.

HOW

**Attend the workshop being hosted by Teamsters Local 399 or Contact Local 399 for more information**

PAGE 3



# COMMERCIALS AN EVOLVING INDUSTRY

By Matthew Klekner

The Entertainment Industry is a cornerstone of the Los Angeles economy. While motion pictures and television productions get the lion's share of all the press, commercial production should not be overlooked.

Much like their long-form counterparts, commercials are a key economic indicator of a thriving Entertainment Industry. The money spent on commercials in and around Los Angeles trickles down and ripples throughout every single goods and services sector in in the economy, and provides Union jobs for our Members.

*The Local 399 Commercial roster is the same Industry Experience roster as features and television, but there are approximately 700 Members working in commercials full time. This includes almost 400 Drivers and Gang Boss Drivers (Which are the equivalent of Captains in TV/film) and about 200 Location Scout/Managers, in addition to roughly 100 Wranglers, Animal Handlers and Trainers. This represents about 20% of total Membership.*

Commercial production is a different beast than film and television. As Business Agent Ed Duffy, who represents Commercial Location Scout/Managers, explains:

"Once a commercial budget is approved and awarded to a commercial company, it could be 4 or 5 days before they have to start shooting and most departments put together their entire crew and schedule just days before a shoot."

"It's very rapid and fast paced. That's not to say that television and features are not, but they are in and out of situations very quickly. Because of that, they have to hit the ground running and setup shop a lot faster" Business Agent Joshua Staheli commented. "In the 5 years since I worked full-time in commercials we've seen the size of the trucks shrink and the number of locations shot in a day grow."

Commercial productions can bring a film crew of 100 people to up to 4 or more locations per day. Each location requires dressing, rigging, shooting and complete wrap out. All of the crew cars, picture cars, crew shuttles, equipment trucks and catering trucks have to be accounted for on multiple fronts in a day.

*"Commercials make you learn to be comfortable with last minute bookings and cancellations, schedule changes, equipment and crew demands on a daily basis.*

*It's challenging to manage the entire rolling stock at such a quick pace, and on such short notice," notes Commercial Gang Boss and Driver Damian Baker.*

FULL TIME COMMERCIALS WORK IS  
**APPROX. 20%**  
OF LOCAL 399 MEMBERSHIP

TEAMSTERS LOCAL 399  
MEMBERSHIP

DRIVERS/  
DRIVER GANG BOSSES

LOCATION  
PROFESSIONALS

ANIMAL TRAINERS  
& WRANGLERS

*"We've gone from a film and photographic society to a digital, online, society and that has completely changed commercials. Things are looked at online, and that has changed the perspective of how they even do their jobs," says Business Agent Ed Duffy.*

It can be a grueling daily schedule, with longer hours per day, but Baker notes there is a tradeoff. Since each job is only a few days at a time, and rarely more than a week, there is more time between jobs to spend with family or take vacations.

The margin for error on a commercial is razor thin and Locations Managers working on Commercials must also work with lighting speed and efficiency. Commercial shoots require teamwork in order to pull off a successful shoot. The short production schedules leave little time to scout and lock each location of the shoot.

"We work hand-in-hand with our counterparts, Local 399 Location Managers," continues Baker. "The Locations department

carries the task of preparing all locations for the production company on short notice. They arrange contracts, pull permits, and maintain a relationship with the city and with homeowners in neighborhoods we're filming in."

From 2009 through 2013, Commercial producers working in Los Angeles have shifted approximately 11% of their work from soundstages to on-location filming due to shrinking production budgets, according to the Association of Independent Commercial Producers' (AICP) Annual Industry Survey.

Over the past few years, FilmL.A. has observed explosive growth in the production of Commercials for web-based distribution. This reflects a change in the Commercial production market as increased broadband connectivity, coupled with the proliferation of smartphones, tablets and other media consumption devices, has created promising new opportunities for online advertising.

"New Media," including video games, web development and other interactive technologies, are emerging as an important, high-growth area of the commercial economy.

So while Commercial production may be up thanks to new media, the share of Union jobs has not risen along with it.

"Digital technology in cameras and editing has taken commercials and advertising in a new direction," says Baker, "and hopefully everyone can adjust to this trend." Baker has been a member of Local 399 since 1996. He focused on features and television until approximately 2001, when he starting working in commercials full time.

Local 399 recently concluded contract negotiations with the AICP. On January 11th Local 399 held a ratification meeting. Over 600 Members were in attendance at the meeting. After hearing from the Membership it became clear the proposed MOA for the Commercial Contract would be voted down. The Low Budget provision proved to be of the most concern amongst the Membership.

The current AICP Contract is set to expire on January 31st, 2015. Per the International Brotherhood of Teamsters Constitution a "no" vote authorizes a strike action. All Members working in the Commercial Industry are expected to register for Picket Line Duty with the Call Board by phone (818) 985 -7550 or by email: callboard@ht399.org (If emailing the Call Board, please provide your First & Last Name, Craft, Phone Number and Email Address).

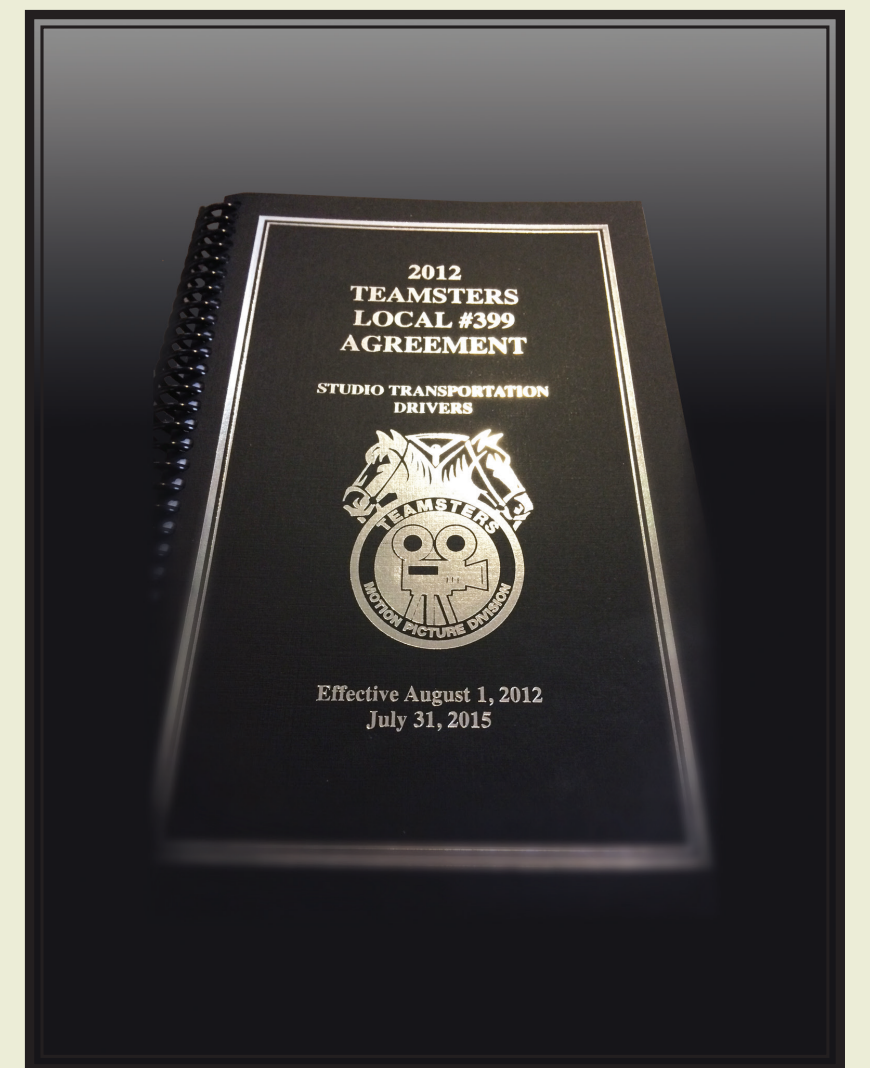
Please head to ht399.org to get the most up to date information regarding the Commercial Contract.



**THE PROPOSED COMMERCIAL AGREEMENT WITH THE AICP WAS VOTED DOWN BY THE MEMBERSHIP ON JANUARY 11TH. A "NO" VOTE AUTHORIZES A STRIKE. PLEASE VISIT **HT399.ORG** TO RECEIVE THE MOST UP-TO-DATE INFORMATION REGARDING THE SITUATION. ALL MEMBERS WORKING IN THE COMMERCIAL INDUSTRY NEED TO REGISTER FOR PICKET LINE DUTY WITH THE CALL BOARD (818) 985-7550**



## AMPTP CONTRACTS SET TO EXPIRE IN 2015



As many of you know, our major contracts are set to expire in the summer and fall of this year. In preparation for negotiations, we will be sending out survey forms for you to fill out online or return by mail. Your participation really does make a difference! When you receive your survey, please take a few minutes to fill it out and give us your feedback on the changes you'd like to see in your contract. In addition, we will be discussing contract proposals at the January and April Membership meetings. We encourage you to come to those meetings to give us your input. Head to 399.org to sign up for email updates from the local and to be notified when the survey is published online.

Our major goals in these negotiations will be to make certain your Wages, including Pension Health and Welfare Benefits, keep pace with the cost of inflation. We will also be looking at ways to provide for more employment opportunities for our Members in every contract. We will not consider any changes to our Grouping provisions under the "Black Book" agreement. We will be negotiating the "Black Book" and Location Manager agreements first and, if time permits, we may be negotiating the Casting Director agreement at the same time, before its expiration this fall.

For the first time ever, Driver & Transportation Coordinator Committees have been formed to consider your proposals and make certain we are focused on the changes you'd like to see in your contracts. Our Location Manager and Casting Director committees will also be formulating and reviewing proposals. We will be focusing our attention on these negotiations and working hard with our committees to make certain we get what's important to you.

We must show our solidarity to the major studios to let them know that we expect a good contract from them. The International Brotherhood of Teamsters Union, our Joint Council 42 and all of the Basic Crafts Unions with whom we negotiate, stand in solidarity with us. Together, we can negotiate good contracts this year that provide certainty, security and continued employment for our members.



# DUES TO INCREASE



*In 2015 we will be increasing dues moderately, by \$5.00 per month, bringing the new quarterly total to \$273.00. In light of this change, we want to take a moment to explain the importance of Membership dues and the reasons behind this rate increase. If there are any questions that you do not see answered below, please feel free to contact the Local by emailing [office@ht399.org](mailto:office@ht399.org). We will also be sending official notices in the mail when the dues increase is set to take place.*



Have a question you would like to see answered in our next Newsreel? Email : [amy@ht399.org](mailto:amy@ht399.org).



WITH STEVE DAYAN  
SECRETARY TREASURER

## Why are dues set to increase?

Let me answer that in 2 parts:

- Simply put, our dues increases have not kept up with wage increases and inflation. Per our International Constitution, Article X, Members of all locals are required to pay a minimum of 2-and-a-half times their hourly rate in the form of monthly dues payments. In 2010, Leo Reed addressed a letter to the Membership stating that the dues rate at that time should have been \$95 per month. However, the Executive Board at that time increased the dues to only \$86 per month. Meanwhile, our wages have increased a compounded 8% since that time. As our wages increased our dues should have as well. Our current dues rate should be \$103 per month. In light of that fact, we are proposing a more moderate increase of \$5.00 per month, bringing the total monthly rate to \$91.

- There has been a significant change in philosophy regarding our approach to the enforcement of our contracts. Historically, another source of income to this Local was liquidated damages. These monies were paid from producers directly to the union fund when specific individuals could not be identified as recipients of damages in a grievance. Our main focus is all about jobs. So, we now take a different tact. We will waive damages if we can put people to work instead, as a resolution to a grievance. This approach has reduced our income but has served our Members by getting individuals their hours and putting money in their pockets.

## How often should we expect to see Member's dues increase?

We propose to increase dues by the same percentage as your wages are increased on August 1st of each year, rounded to the nearest dollar. We are raising the dues on April 1, 2015, but additional increases will not take effect until August 1, 2016. So, for example, since your dues rate will already be \$91.00 per month by August 1, 2016, if your wages increase 3% on August 1, 2016, your dues rate would also increase by 3%. Keep in mind that we are starting from a dues rate that is \$12.00 below the \$103 per month you should be charged, so your dues are still at a discounted rate.

## I am already paid through 2015. Will I be expected to pay the remaining balance brought upon by the increase?

Yes, you will have to pay the difference. Local 399 will notify you of the difference and you will be given 60 days to pay your remaining balance.

## Why are Members expected to pay dues?

The bulk of the income generated by Teamsters Local 399 comes in the form of initiations fees, re-initiation fees, and dues. Of that, the Teamster International collects 15% of the initiation and re-initiation fees paid and 22% of all dues paid by our Members. In addition, the Joint Council is paid \$2.25 per month per Member as well. As you can imagine, it takes significant resources to run the Union at all levels. Dues have not been increased in nearly five years even though wages have increased in the Black Book and other major contracts by 8% compounded.

## How does the Local use the Member's dues money?

The following is not intended to be exhaustive but are some of the ways dues help pay for operating costs.

### LOCAL 399:

- Negotiates collective bargaining agreements with major studios that are part of multi-billion dollar corporations.
- Chases independent producers around the country to make sure our Members are treated properly.
- At times, must litigate issues with the producers either in a court of law or in arbitration, which costs significant money in attorneys' fees and other costs.
- Must enforce our contracts to their fullest extent, which means we must employ the best Business Agents possible who work 24/7 to represent you. These employees generally come from our industry, which means they came from well paying jobs. In order to attract talent, we need to compete in the areas of wages and benefits to lure them away from their employers.
- Must participate in International affairs to make sure other locals do not destroy your right to work in other jurisdictions. These other locals now want to take away your right to work outside of Hollywood.
- Must conduct maintenance and repairs to the 399 Union Hall systems and facilities. The bottom line is the cost of running Local 399 is not cheap and our major source of income is initiation fees and dues.

## What are the methods Members can use to pay their dues?

It is our goal to help our Members pay their dues easily and on time. We have many payment methods set up in order to better serve the Membership.

### WAYS YOU CAN PAY YOUR DUES ARE AS FOLLOWS:

- Mail a check: When a new Quarter begins you have the entire first month of the Quarter to get your Dues paid without accruing a late fee. Mailing a check helps save on credit card transaction fees as well as keeps you from having to drive down to the Local. Mail Check to: P.O. Box 6017 North Hollywood, CA 91603
- Make A Payment Online: Starting October 1st, 2014 we launched our online dues payment option. You can make a one-time payment or setup a quarterly recurring payment plan. We are still working to improve this method of payment, however currently you can make a \$258 payment, which covers most of our Members' quarterly dues. This amount will be changed on the website as of April 1, 2015 to reflect the new amount due as of that date. We will also be expanding this method further as time goes on.

[www.ht399.org](http://www.ht399.org)  
click on Quarterly Dues Payment

- Stop by the Local: We are open 9AM-5PM Monday through Friday. Pay with cash, check or debit card to avoid any credit card transaction fees. If you stop by and our office is closed you can always drop a check off in our Drop Box located to the right of our entrance when approaching the front doors.

- Give us a Call (818) 985 - 7374: One of our staff would be happy to assist you with your payment over the phone. Please note you can only make a credit card payment over the phone so additional credit card transaction fees will apply.

- Contact your Bank: Most banks have an automatic bill pay option. You set the day and regularity that you would like the bank to send a check on your behalf and it automatically pulls from your account.

## Why does it cost more if I pay online or over the phone?

When you pay online or over the phone your payment card has to be run as credit. The additional amount you are paying is the credit card transaction fee that our merchant charges us. The amount you are paying in credit card fees is proportional to the amount you are paying for dues.

## How often are dues due?

Members' Dues are to be paid on a Quarterly System. January, April, July and October are the months in which payment is expected. Payment outside of these 4 months will result in additional late fees.

## At what point am I at risk of going Suspended?

Dues are due within the months of January, April, July and October. Any payment received outside of these months will result in a late fee. If you fail to pay within the month your dues are due, late fees will increase each month until suspension. Please see the chart below for a visual representation of when dues are due, when fees are expected and when suspension will occur.

Please see the chart below for a visual breakdown of when dues are due.

## JANUARY:

NORMAL DUES AMOUNT

## FEBURARY:

DUES + \$20 LATE FEE

## MARCH:

DUES + \$40 LATE FEE

(You will go suspended if you fail to pay of or before the last business day of this month)

## APRIL:

NORMAL DUES AMOUNT

## MAY:

DUES + \$20 LATE FEE

## JUNE:

DUES + \$40 LATE FEE

(You will go suspended if you fail to pay of or before the last business day of this month)

## JULY:

NORMAL DUES AMOUNT

## AUGUST:

DUES + \$20 LATE FEE

## SEPTEMBER:

DUES + \$40 LATE FEE

(You will go suspended if you fail to pay of or before the last business day of this month)

## OCTOBER:

NORMAL DUES AMOUNT

## NOVEMBER:

DUES + \$20 LATE FEE

## DECEMBER:

DUES + \$40 LATE FEE

(You will go suspended if you fail to pay of or before the last business day of this month)

## What happens if I go Suspended?

If you get suspended, you will be expected to pay re-initiation fees in order to restore to a status of "Member in good-standing".

- First suspension is \$200.
- Second Suspension is \$400, if the second suspension is within 3 years of the first offense.
- Third Suspension is \$600, if the third suspension is within 3 years of the second offense.
- Thereafter is \$1200. Under this new procedure, the re-initiation fee for First Suspension will no longer be waived.

## What are some ways to ensure Members are not late with their dues?

One way to stay up to date with your payments is to set up a recurring payment plan either through our website or directly through your bank.

ANOTHER WAY TO STAY ON TOP OF PAYMENTS IS TO STAY CONNECTED WITH OUR VARIOUS COMMUNICATION CHANNELS.

- Sign Up for our Emails  
[www.ht399.org](http://www.ht399.org)

- Like us on Facebook  
[www.facebook.com/teamsterslocal399](http://www.facebook.com/teamsterslocal399)

- Follow us on Twitter  
[twitter.com/TeamLocal399](https://twitter.com/TeamLocal399)

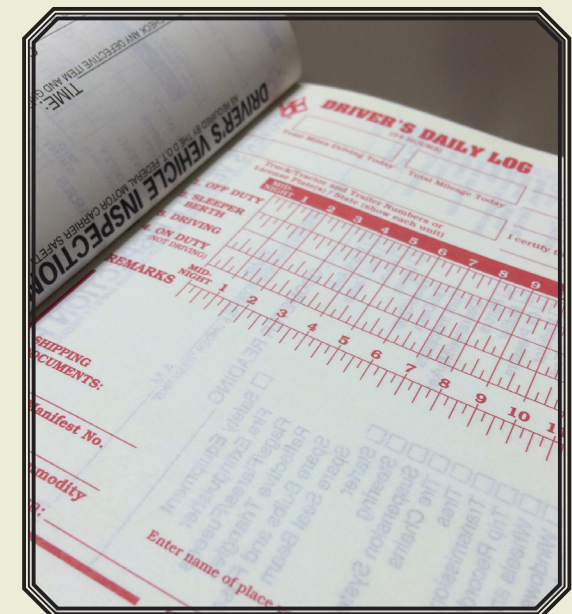
- Read the Quarterly Newsreels

If you have any further questions or suggestions regarding dues for Teamsters Local 399 or your personal account please contact

[payments@ht399.org](mailto:payments@ht399.org).



# IMPORTANCE OF THE LOGBOOK: 7-DAY RECAP



All major studios and most independent production companies require Local 399 Drivers to fill out a 7-day recap before employment commences. It's imperative that each Driver knows the total amount of his or her "On Duty" hours. On Duty hours are line 3 (Driving) and line 4 (On Duty) of the Driver logbook added together.

To ensure accuracy and compliance, use the carbon copies of the Driver logbook to help keep track of the amount of "On Duty" hours that have accrued. Some studios will ask to physically see the previous carbon copies of the logs as well as the 7-Day recap to confirm DOT compliance. According to Federal Law, if a Driver is going to travel interstate it is mandatory that he or she has copies of the 7 previous days of logs. Please remember that the 7-day recap is a Federal DOT document and must be accurate. If a studio concludes that a 7-day recap is falsified or inaccurate then possible discipline such as suspension or permanent termination can occur.

If any Driver finds himself or herself in a situation where less than an 8-hour turnaround is unavoidable then the Captain, Coordinator, Dispatcher or Transportation Department on the production should be notified immediately. If it has been less than 8 hours in between employment with various studios, please remember that work can still be performed for that day.

To further explain, it is not illegal to have less than an 8-hour turnaround as long as the "On Duty" hours are managed and are logged correctly.

Please contact the appropriate person on production for information regarding hours of service. Also, please contact Teamsters Local 399 if you have any questions or concerns regarding this matter.

### STUDIO CONTACT PHONE NUMBER:

CBS.....(818) 655-5351  
Paramount.....(323) 956-5151  
Universal.....(818) 777-2966  
Warner Bros.....(818) 954-4106  
Sony.....(310) 244-7016  
20th Century Fox.....(310) 369-2533  
Disney.....(818) 560-1285



# SPOTLIGHT

## "CASTING THE FIRST STONE" Casting Associates

A CASTING ASSOCIATES SEARCH FOR A LIVING WAGE

*Finding an Actor is easy. Head to any Starbucks in Los Angeles and I'll bet you will find one. Head to the beach, or to the mall, or ask around at your favorite restaurant, and I bet you will find even more. The hard part is not finding an Actor; it is finding the perfect Actor for a role. Casting Directors and Casting Associates, who have been Members of Local 399 since they were organized in 2006, take on this search*



*for perfection daily. A Casting Department must find and audition Actors for every role in a television or film production. On any given day this could range from lead roles, to bit parts or to cattle calls for behind the scenes extras. To handle the massive task of casting dozens, and even hundreds of roles, a Casting Director needs a seasoned Casting Associate to act as their right hand.*

By Matthew Klekner

**T**he Associate is steering the ship, and the Casting Director, through contact with the Producers, is saying which way the ship should go," says Allen Hooper, the Shop Steward for the Casting Associate Steering Committee.

In that regard, it's no different than any other department. Just as Transportation Coordinators need Captains, Location Managers need Key Assistants and Directors need A.D.'s, so too do Casting Directors need Casting Associates to make sure their department runs smoothly.

Casting Associates spend much of their time seeking out actors with the right look, appropriate skills and who fit the roles the office is given to cast. It is the Casting Associate who does the bulk of the administrative work required to narrow down a pool of Actors, get them auditioned for a role and get them hired on a production.

Casting Associates are the people in the trenches daily, pushing paper, making calls, scheduling meetings, re-scheduling meetings, video taping sessions, editing video, sending correspondences and finally, when that perfect Actor is found, they hire the Actors too.

"My boss negotiates the deals for the name actors, but I do all the other deals. I create all the deal memos, contracts and the cast lists. I believe that's fairly standard for TV," says Hooper.

In order to do their jobs well, Casting Associates must draw upon years of experience during which they've developed instinct, taste, and an encyclopedic knowledge of the many different local, national and international actors in the world.

"There is always a desire to find somebody new, somebody 'fresh' as they say,

but at the same time, on a TV series, they don't want someone brand new – so they'll go to England or Australia and



find somebody that is new to America, but has a resume of work that would allow them to do quality work and succeed at it," notes Hooper.

"Their jobs have grown with the internet and the expansion of their casting umbrella," Says Business Agent Ed Duffy. "They are expected to cover much more ground, they have to be Global, making

it can be quite demanding."

"Casting Associates do an awful lot of work," says Duffy, "and they are not paid a salary that reflects how much work they really do. They need a raise, and that's something we are working hard to do and I think Casting Directors are as well, because Associates are an integral part of what they do."

"With technology, everybody thought it was going to allow us to work less, but it does not," says Hooper. "I've got an iPhone with email on it and I am expected to respond to emails and phone calls regardless of if they are during office hours or not."

As Hooper points out, the minimum hourly rate for a Casting Associate is \$11.22 an hour right now, which is barely above California Minimum wage. And like other crafts, their work is seasonal, so they rarely work the whole year.

With their rate being roughly \$770 per week and unemployment only being \$450 per week (\$400 if you elect to take taxes out), if an Associate only works half the year their net income is under \$30,000. This has forced Members out of the Union because they were unable to support their families. Even Hooper has had to take time off to "shore up his finances" by working in computer programming.

"If the California legislature has its way, the state minimum wage will surpass an Associate's minimum wage within two or three years. It seems insane to me, that any Hollywood craft would be making that little, much less a Teamster," says Hooper.

"If you look at the numbers, the Associate craft has become like a First A.D. or a Second A.D. and it should be a position that you could do for your whole career," he continues.



Casting Professionals in attendance at the 2012 Casting Contract Ratification Meeting

The issues facing the Casting Associates will be taken up in earnest this year as Local 399 begins to plan for their new Collective Bargaining agreement, which is up this coming September.

In the Spring of this year the Union and the Steering Committee will meet with Casting Directors and Casting Associates to develop ideas about what they need to get in their next collective bargaining agreement and the best plan of attack to move forward.

"One of my concerns," says Hooper, "is if we get the wages up to where we want them, the studio has the option of saying the Associate position is just an assistant position, and assistants are all non-union. So all the benefits we have fought for go out the window."

Hooper would also like to see Local 399 implement a permit system for new Casting Associates, to make sure the current Members are working before they bring new ones in.

"I know with the Drivers, they have to all be employed when they get into permits, so I think there is precedent there, which I hope could be applied to our Craft as well," says Hooper.

"We have a very good working relationship," says Duffy. We are working with them on a continual basis and I think that everyone is striving hard to focus on improving their salary position and to address any other concerns."

"Steve (Dayan) has been very pro-active with the Associates," says Hooper. "I know he has ideas and plans to get us what we need and has awareness of how little we are paid."

"And hopefully we can get the support of the Drivers and Location Managers and all the other Crafts in 399, so that Hollywood understands our plight and supports us in our fight for what we want next year, which is a living wage," says Hooper.



# ★ ATTENTION ★ ALL SONY PICTURES ENTERTAINMENT EMPLOYEES PAST & PRESENT

*Sony Pictures Entertainment has released the following statement directed to all Members that have been employed by the Company. Please follow the directions below as Sony Pictures Entertainment works to correct the issue and protect their employee's private information that may have been compromised. We encourage all Teamsters Local 399 Members that have been employed by Sony Pictures Entertainment to follow the directions below, and take the necessary steps to protect all personal and professional information.*

## "SONY PICTURES ENTERTAINMENT ("SPE") EXPERIENCED A SIGNIFICANT SYSTEMS DISRUPTION ON MONDAY, NOVEMBER 24, 2014.

SPE has determined that the cause of the disruption was a brazen cyber attack. After identifying the disruption, SPE took prompt action to contain the cyber attack, engaged recognized security consultants and contacted law enforcement. SPE learned on December 1, 2014, that the security of certain personally identifiable information about its current and former employees may have been compromised. SPE has made arrangements with a third-party service provider, AllClear ID, to offer 12 months of identity protection services at no charge to potentially impacted current and former production employees of SPE or an SPE affiliated company.

**Please contact AllClear ID directly to initiate the enrollment process and/or learn more about their services.**

**AllClear ID US/Canada: (855) 731-6013**

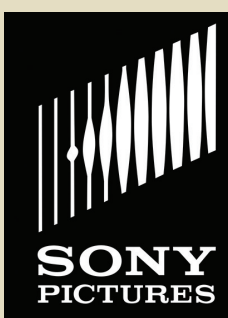
**Outside of US/Canada: (512) 201-2183**

Please note that in most cases, current production employees will be able to enroll in the AllClear ID services immediately.

IF YOU ARE A FORMER PRODUCTION EMPLOYEE YOU WILL BE ASKED TO PROVIDE THE FOLLOWING INFORMATION IN ORDER TO CONFIRM YOUR ELIGIBILITY FOR AllClear ID SERVICES:

- ☐ Legal First and Last Name
- ☐ Email Address
- ☐ Capacity in which you worked for or with Sony Pictures or an affiliated company
- ☐ Whether you worked on a TV or Motion Picture Production (or other)
- ☐ Name of production (if applicable)
- ☐ Union Affiliation (if applicable)
- ☐ Position/Title
- ☐ Approximate dates you worked for or with Sony Pictures or an affiliated company
- ☐ Location: (City and state, or country)

*Due to the high volume of inquiries, it may take several days (generally between 2-4 business days) for AllClear ID to validate your eligibility.*



We appreciate your understanding and patience during this time. Potentially affected individuals can review the full text of the individual notifications and learn other information about how to protect yourself from identity theft and other potential loss at [sonypictures.com](http://sonypictures.com).



# THE JAMES R. HOFFA SCHOLARSHIP MEMORIAL FUND

**Application for the 2015-2016 Academic Year of the James R. Hoffa Memorial Scholarship Fund Application**  
**Deadline March 31st, 2015**

James R. Hoffa became a Teamsters Member in 1934, served as General President for 14 years, and, in recognition of his tireless service to the Union, was honored as General President Emeritus for life. At the November 1999 General Executive Board Meeting, then Secretary-Treasurer C. Thomas Keegel presented a resolution to establish the James R. Hoffa Memorial Scholarship Fund.

Scholarship applicants compete in one of the five geographic regions where the Teamsters Union affiliate is located. One category of awards totals \$10,000 each. These four-year scholarships are disbursed at the rate of \$2,500 per year and are renewable annually. Other awards are one-time \$1,000 grants. These scholarships are disbursed to the college or university at the beginning of the recipient's freshman year. Eligibility requirements and application procedures are the same for all awards. Recipients are selected by an impartial committee of University admissions and financial aid directors based on academic achievement, SAT/ACT scores, character, potential and financial need. We consider all applicants without regard to race, religion, gender, disability or any other legally protected status.

The James R. Hoffa Memorial Scholarship Fund awards scholarships annually to outstanding high school seniors. All applicants must comply with the following eligibility and application criteria.

## GUIDELINES:

The scholarship Fund has established some guidelines to be used by students when deciding whether or not to apply to this program.

Applicants should:

1. Rank in the top 15 % of their high school class
2. Have, or expect to have, excellent SAT or ACT scores
3. Demonstrate Financial Needs

Due to the highly competitive nature of the program and the large number of applicants, students should carefully consider these criteria before submitting an application.

## MAKE SURE YOU:

- Do not send the application directly to the Scholarship Fund.
- Send the completed application to Local 399
- Do not send any IRS statements or W-2 forms. The Scholarship Fund will not accept these documents
- Do not send a picture

## ELIGIBILITY REQUIREMENTS:

Students:

1. Applicants to the current program must graduate from high school during the 2014-2015 academic year. Students participating in a concurrent enrollment program, where they are attending college courses prior to completion of their high school requirements, must apply the year before they begin full-time college course work.
2. The applicant must be a son, daughter or financially dependent grandchild of a Teamsters Member. Financially dependent grandchildren and other financial dependents (i.e. stepchildren and wards) of Teamster Members are eligible if the Member contributes in excess of 50% of the applicant's financial support and if the applicant is a financial dependent of the Member for federal income tax purposes.

## Teamster Member Relation:

1. In the application, the Teamster Member whose child, financially dependent grandchild or other qualifying financial dependent is applying for the scholarship is referred to in the application form as "Teamster Member Relation"
2. The applicant's Teamster Member Relation must have been a Member in "good standing" as defined in Article X, Section 5 of the International Constitution on the application deadline of March 31, 2015. In addition, the Teamster Member Relation must not have been a full-time elected officer or full-time employee of the International or Teamster affiliate during this period.
3. If the applicant's Teamster Member Relation is retired, he or she must be retired from a craft represented by his or her local Union and must have been a Member in good standing for 5 years prior to his or her retirement. In addition, the retired Teamsters Member Relation must not have been a full-time elected officer or full-time employee of the International or Teamster affiliate during this period.
4. A seasonal employee eligible to vote pursuant to Article XXII, Sec. 4 (c) of the International Constitution, shall also qualify as a Teamster Member Relation.

To receive an application, come down to the Local or follow this link to find the application online: [goo.gl/LbIICy](http://goo.gl/LbIICy). Please be sure to read through the application carefully to ensure you are not missing any piece and are also eligible to apply. If you have any questions please email: [scholarship@teamster.org](mailto:scholarship@teamster.org).

*Wishing all of our applicants the best of luck!*



# THE TEAMSTER LOCAL 399 WEBSITE

## Is Getting A New Look!

**PROJECTED LAUNCH FEBRUARY 2015**



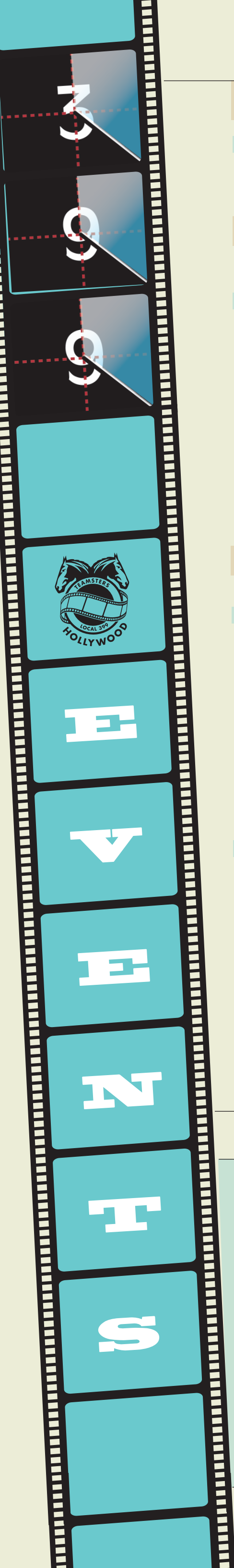
We are seeking to improve communication with the Membership - tailoring information and updates to each unique craft. We must stand as a united, informed Membership to protect our jobs and constantly improve and adapt with the changing times. Our new website will be more visually engaging and will have a cleaner look to simplify navigation. We are excited to give each Member a specific page to check for updates and event announcements pertaining to their craft.

This is a big year for Teamsters Local 399. We have a lot of information we need to disseminate to the Membership in a timely manner. 2015 is the year to get and stay connected with the Local! We want all Local 399 Members to be in the know and actively engaged in the Local's operations.

## Coming Soon!

*More information about our new website*





## January 25th

### GENERAL MEMBERSHIP MEETING

When: 8AM  
Open to ALL Members  
Where: Pickwick Gardens  
1001 Riverside Drive  
Burbank, CA 91506

## January 31st

### FEDERAL MEDIATION AND CONCILIATION SERVICE SHOP STEWARD TRAINING CLASS

When: 9AM-12PM  
Where: Teamsters Local 399 Hall  
4747 Vineland Ave  
North Hollywood, CA 91602  
What: The FMCS (Federal Mediation and Conciliation Service) will be teaching the Shop Stewards training class. The FMCS is an independent agency of the United States government that provides mediation services in our industry and helps mediate labor disputes around the country. This course is meant for new Shop Stewards or Stewards that need a refresher on how to represent employees, working with supervisors, and how to avoid a Labor Charge. This course will also be offered to Members that are interested in becoming a Shop Steward. To RSVP contact Business Agent Lindsay Dougherty at ldougherty@ht399.org or (818) 432-3319

## February 7th

### SOCIETY FOR FINANCIAL AWARENESS (SOFA)

When: 9AM-12PM  
Open to all Members.  
Space is very limited must RSVP to attend - only 20 spot available  
Where: Teamsters Local 399 Hall  
4747 Vineland Ave  
North Hollywood, CA 91602  
What: Helping Members find financial comfort and success. Teaching Members to master the art and science of personal finances. To RSVP contact Business Agent Lindsay Dougherty at ldougherty@ht399.org or 818.432.3319

## Saturday March 7th

### ORGANIZING TRAINING CLASS

When: 9AM-12PM  
Where: Where: Teamsters Local 399 Hall  
4747 Vineland Ave  
North Hollywood, CA 91602  
What: Teamsters Local 399 is proud to announce that the Joint Council 42 Organizing team will begin training here at our Local. There are (7) trainings that JC 42 offers and we will start these trainings in March of 2015. Our Members will walk through the steps of organizing and will be able to learn the intricacies when it comes to organizing. Space will be limited to 20 students per class. Each class can only be attended by an RSVP that has been confirmed. More details will be announced at a later date. Please contact Business Agent Lindsay Dougherty at ldougherty@ht399.org or (818) 432-3319 if you have any questions or if you were like to request more details about the Class.

## COMING SOON

Classes Coming Soon in 2015:  
Please check ht399.org on a regular basis to stay up to date with the classes we are offering to our Members:

LOG BOOK\CSA 2010 CLASS (FEBRUARY)  
CONTRACT SERVICES CLASS (APRIL)  
MPIPHP CLASS: GENERAL & ON RETIREMENT (TBD)  
BLACK BOOK CLASS  
CLASS "A" / STICK TIME CLASS

## ANNOUNCEMENTS

- ★ **Bill signed into law reverts 34-hour restart back to prior version:** President Obama signed the FY 2015 Omnibus Appropriations bill into law late on December 16, 2014. Language in the legislation immediately prohibits the enforcement of the 34-hour restart restrictions as currently written in Section 395.3 of the Federal Motor Carrier Safety Regulations. As a result, the Federal Motor Carrier Safety Administration (FMCSA) is forced to revert back to the pre-July 2013 provisions for use of the restart even though the agency is not ordered to change the actual regulation. The new law will remain in effect until September 30, 2015, or until the FMCSA completes a study involving the use of real drivers in their natural environment, not in a lab. FMCSA is mandated to begin the study within 90 days of the law taking effect. FMCSA has indicated it is preparing a Federal Register Notice to advise the public that it is suspending enforcement of the restart restrictions. FMCSA also stated it is working with state and federal motor carrier enforcement personnel to ensure a smooth transition back to the prior version of the 34-hour restart.
- ★ **Reminder to ALL MEMBERS** – Drivers, Casting, Wranglers, Trainers and Location Managers please remember to call in ALL your shows. All Transportation Coordinators and Captains are to send in daily rundowns to the Call Board everyday.
- ★ **Please keep in mind** that it is your responsibility as a Teamster to report non-union productions. Per section 32(n) of the Teamster 399 Bylaws, "A Member having knowledge of a non Union production or a proposed non Union production shall immediately report the same to the Local Union business office." Working Non Union without any benefits not only undermines your future, but also that of your fellow Teamster sisters and brothers. You can call the callboard anonymously, email a call sheet or call your favorite Business Agent. We will make every effort to get the project signed, so that you can receive the benefits that you deserve.
- ★ **Make sure you are up to date with your safety classes** to prevent suspension from the roster. You can check your status online at csatf.org and click on the General Access link or call contract services 818-565-0550. This is VERY important. Being suspended for an extended period of time will affect your grouping.
- ★ **Please make sure to open ALL of Contract Service's mail.** If they send you something in the mail, they may require a response. Failure to pay attention to their announcements and requests could affect your work and your grouping.
- ★ **Location's Educational Classes for 2015** will be announced by February 1st. Please check ht399.org for more information.
- ★ **Associate Casting Directors availability list** is being kept at the Callboard. If you are available and looking for work please register by calling: (818) 985-7550
- ★ **Laminated Social Security cards** cannot be excepted as evidence of employment authorization if the card reads on the back "not valid if laminated". Lamination of such cards renders them invalid. Employers may except a Social Security card if it has not been signed. Employers cannot accept printouts in lieu of the Social Security card. Only an official Social Security card or a receipt for a replacement card issued by the Social Security Administration is acceptable.
- ★ **Don't forget to pay your 1st Quarter Dues!** They must be received before the last business day in January to avoid any late fees. Head to ht399.org to pay online!
- ★ **Every weekend we have a Business Agent that is on-call.** To reach the on-call Agent please call: (818) 397-2131.
- ★ **Remember: Starting January 30, 2015,** the DMV requirements for medical examination certificate (MEC) states that you only need to have it in your possession for 15 days after your exam. The FMCSA requires you to provide a copy to every employer. Due to the transient nature of our work & multiple employers, you need to keep your MEC with you at all times.

## RETIREES

Local 399 would like to take a moment to recognize the hard work put forth by the Members listed below. Our most recent retirees have devoted years of service to this Local and we cannot thank them enough for their dedication to our Teamster family. We wish them the best of luck in their next chapter and appreciate their contribution to the tradition and legacy of Teamsters Local 399.

<i>Michael Allen</i>	<i>William Kulak</i>	<i>Donald Riesau</i>
<i>Arthur Bauer</i>	<i>Stephen Latina</i>	<i>David Scher</i>
<i>David Bianga</i>	<i>Molly Lopata</i>	<i>Charlene Smith</i>
<i>Tom Calzia</i>	<i>Richard McLaughlin</i>	<i>William Smith</i>
<i>Michael Clark</i>	<i>Kenneth Mofhitz</i>	<i>Edward Thomas</i>
<i>Kelly Colgan</i>	<i>Clifford Morton</i>	<i>Raymond Van Holten</i>
<i>Ronald Cowan</i>	<i>Sergio Olvera</i>	<i>Melanie Williams</i>
<i>Edward Graham</i>	<i>Robert Poto</i>	<i>Gary Zimmerman</i>
<i>Jacqueline Kaptan</i>		<i>Barry Jones</i>

## OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since May 2014. To those that have lost a Father, Mother, sibling, spouse or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten:

<i>Gary Davis</i>	<i>Joe Gary</i>	<i>Jonny Johnson</i>
<i>Steven Grossman</i>	<i>Ken Fredine</i>	<i>Anthony Santoro</i>
<i>Jayce Garcia</i>	<i>Geoff White</i>	<i>Tony La Scala</i>

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