

— TEAMSTERS
SISTERS —
LOCAL 399

— TEAMSTERS
BROTHERS —
LOCAL 399

UNITED WE STAND

GREETINGS SISTERS & BROTHERS

I am happy to report that we have had full employment this Pilot season! We actually got into permits for the first time in many years. We had approximately 150 productions on our books in the first quarter, which is more than we've had in quite awhile, we've been that busy even though no tax incentive money has yet been allocated. The outlook for the rest of this year looks even better, as I expect the incentives to boost our employment for the remainder of the year. The tax incentive money will be allocated in three periods this year. The final allocation of \$100 million from the previous lottery system began in April. The new incentives' first application period will run from May 11-17 for non-independent TV series' only. The third allocation will run from July 13-25 for feature films and independent projects. With a total of \$330 million dollars allocated for this year, I expect we'll have even better employment than we did in 2014, which was already a very good year for our Membership. We are in the process of formulating our proposals for the upcoming "Black Book" and Location Manager contracts. While we cannot divulge the proposals prior to negotiations, I can tell you that both committees are focused on the issues that are of major importance to our Membership: wages and benefits. I can promise you that we will not make any changes to our grouping system nor lower our wage scales from their current levels. We are going to negotiate a good contract with no givebacks. We continue to reach out to many of the Locals around the country to strengthen our relationships. We have much work to do with our sister locals and a lot of it starts with you. Please remember that when you are working outside of Hollywood, you are a guest in those jurisdictions. Please treat your fellow Teamster Sisters & Brothers from other locals with courtesy and respect. I also ask that our Coordinators and Captains notify the



From Left to Right:
Dan Canamar, Kenny Farnell,
Mike Menapace, Chris
Gordon at the 2015
Ralph Clare Golf
Tournament

Locals you are travelling to as soon as practicable. Also, please let us know as soon as possible so that when we get asked we will know. I hope you take the time to read the articles focusing on our hard-working women Teamsters. We plan on doing a series of articles focusing on diversity in our Union. The revised commercial contracts were overwhelmingly ratified by our Membership. I'd like to give a big thank you to our Driver & Location/Scout Manager committees for all of their hard work and to all of our staff Members who worked so hard throughout the entire process. We have revamped our website. Check it out at: www.ht399.org. Also, our Call Board is now open during the lunch hour and our new Call Board system will begin rolling out this month. Eventually you will be able to register and remove your name from the Call Board with a mobile phone app. so stay tuned. We have an open door policy. If you have an issue, come down to the hall and express your concerns directly to me, or any Member of the staff. Our Business Agents are out in the field checking shows and making certain the Membership knows we are keeping an eye on the companies. There is a Business Agent on-call on the weekends. If a Coordinator or Captain needs to hire over the weekend, there is a Business Agent available to assist with that and any other issue a Member may have. We are working very hard on behalf of our Membership. My hope is that you are seeing a positive difference in the way we do business!

Fraternally, Steve Dayan

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RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

NLRB RULE CHANGE

EXCESSIVE DELAY TACTICS MAY BE COMING TO AN END

*As Published in the
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February/March
2015 Edition*

You may not have noticed, but in December, the Obama administration took away one of the biggest roadblocks to Union organizing: Excessive delay tactics by the employer. The National Labor Relations Board (NLRB) issued a final rule speeding up the election process for workers seeking to form a Union. The rule will require employers to postpone litigation on Union eligibility issues until after the election itself. The rule will also, for the first time, allow for the electronic filing and transmission of Union Election petitions. The Teamster Union's experience with the pre-rule election procedures is that they are unfair, confusing and outdated. Further, they are susceptible to abuse by unscrupulous employers seeking to prevent their workers from exercising their right to organize by obstructing and delaying the process. The proposed changes will streamline the election process, reduce uncertainty and promote fairness. "Workers for too long have been forced to endure unnecessary delays when they have tried to start a Union," Teamsters General President James P. Hoffa said. "The Teamsters Union is pleased the NLRB moved forward with these changes so hardworking Americans can organize and better provide for their families." "The deck is stacked against Unions today as never before. We all know that delaying elections is a standard Union-busting ploy. A 2011 study by the Institute for Social and Economic Research and Policy found that "nearly 50% of all serious allegations of Union busting tactics – both legal and illegal – by employers happens after workers express initial interest in a Union, but before an official petition has even been filed requesting a vote on Union representation." "I am heartened that the board has chosen to enact amendments that will modernize the representation case process," NLRB Chairman Mark Gaston Pearce said in a statement. "Simplifying and streamlining the process will result in improvements for all parties. With these changes, the board strives to ensure that its representation process remains a model of fairness and efficient for all."

LEVEL PLAYING FIELD

Before this rule change, the playing field was dramatically tilted toward Union-busting employers. Now, those seek-

ing a voice on the job will have a more streamlined procedure for getting a Union. The Teamsters Union has been pushing for this change to Union organizing elections for years. The rule was long in the making. The board proposed a similar change in 2011 but the U.S. Court of Appeals for the D.C. Circuit struck it down, ruling that the board lacked a quorum

to issue the rule. The five-Member NLRB re-proposed the rule in February. Since the board first started delving into the issue in 2011, more than 75,000 public comments were taken into consideration, including those of the Teamsters Union.

TEAMSTERS SUPPORT

Hoffa submitted a letter in support of the rule changes when it was first brought up. In it he wrote: "Delaying elections has become a routine strategy by employers seeking to buy more time to conduct anti-Union Campaigns. True enough, employers have the right to express their views about collective bargaining. They do not, however have to engage in frivolous or pointless litigation pursued solely for the purpose of achieving delay. The current procedures place enormous stress on rank-and-file workers and their managers, inhibiting productivity and souring working relationships. The bad feelings generated by long protracted election campaigns often extend to a company's customers. Everyone loses – the company, the workers, the Union and the customers.

"Our organizers have found that employers consistently and aggressively delay elections to discourage workers from forming Unions. They take it for granted that workers who want to form a Union will have to fight a lawyer or consultant-driven battle involving threats, pressure and costly litigation. In many cases, workers overwhelmingly want to join a Union. But employers are skilled at taking advantage of antiquated rules and preventing workers from benefiting from a collective bargaining agreement. They are able to waste the government's resources with frivolous appeals. "The Teamsters strongly support the NLRB's proposed changes to election rules and regulations. These are modest, common-sense changes that preserve due process and strengthen the secret ballot process. They update election methods so they are compatible with today's technology. And they eliminate the uncertainty that costs so much in time, money and productivity," Hoffa wrote.

The new NLRB rules will almost certainly be challenged, and since the announcement, the usual choruses of millionaires have whined about how unfair it is for them. The rule, if it goes into effect, would eliminate existing hurdles that can delay Union-organizing votes with meritless and unnecessary litigation. The changes would streamline pre- and post-election procedures to help facilitate agreement and consolidate all election-related appeals into a post-election appeals process. Taken together, they would help stop companies from abusing the legal process to stall election votes, as many do now.



1ST ANNUAL CLASSIC CAR AND MOTORCYCLE SHOW

Teamsters Local 399 will be hosting its 1st Annual Classic Car & Motorcycle Show at Reseda Park!

Join us June 13th, 2015 for a great day at the park! All Locals & Unions are welcome to participate in this family event. There will be live music, food trucks, exhibitors, and lots of classic cars and motorcycles to observe.

If you wish to showcase your Classic Car or Motorcycle please sign up on our Online Registration Form which can be found at:

<http://bit.do/car-show2015>. We will be accepting cars and motorcycles on a first come, first served basis.

A \$15 registration fee is expected in order to participate. You will also need to submit a photo of your car or motorcycle. You can email a photo to amy@ht399.org or you can bring a hard copy down to the Local. Hard copies of the registration forms can be found at the Union Hall as well.

Business Agent Jack Fisher will be organizing the Classic Cars and Motorcycles.

More details about the event will be released over the coming months. Check out ht399.org for the most recent updates regarding the event.



DATE:	WHERE:	TIME:
June 13th, 2015	Reseda Park 18411 Victory Blvd Reseda, CA 91335	10AM – Keep checking ht399.org for more information about the car show! We also will be sending out updates on Facebook, Twitter and via email newsletter. Make sure you are connected to our channels of communication to get all the information!

LIVE MUSIC PROVIDED BY:

**Rocktribe
&
Otis and the Elevators**

PARTICIPATING FOOD TRUCKS:

Grilled Cheese Truck – Famous for it's wild take on a childhood favorite – Grilled Cheese
Captain BBQ – Tri-Tip Sandwiches, Chicken, Links, Hot Dogs and BBQ Beans

AND MORE!

If you are interested in performing at the 1st Annual Classic Car and Motorcycle show or have any questions please email: amy@ht399.org. We are very excited for this event and hope to see you and your family at Reseda Park on June 13th! Help us spread the word! RSVP on Facebook and share the event with your friends and family.

D-R-I-V-E

DEMOCRAT, REPUBLICAN, I

Big Business spends big money in Washington to influence members of Congress and push their anti-worker plans. They outspend working families on politics by more than 15-1.

AS POSTED ON TEAMSTERS.ORG

Through grassroots political action and aggressive lobbying on Capitol Hill and in State Houses and City Halls across America, Teamsters have stopped some of the worst attacks on working people. But Big Business is pushing their agenda harder than ever. That means we have to fight back stronger than ever. We have to move forward with our own programs, like



D.R.I.V.E. In Minneapolis.

improving job safety, fighting for affordable childcare, and stopping abuses by corporate health providers and insurance companies. You can take a stand for working families by contributing to D.R.I.V.E. – the Teamsters’ political action committee. Your contribution will support grassroots action by Teamster families to stand up to Big Business interests. Your membership to DRIVE will help elect political candidates who care about working people.

CONTRIBUTIONS TO DRIVE SUPPORT A WIDE RANGE OF TEAMSTER ACTIVITIES:

- Keeping members and their families informed on the key issues that affect our future, including voter guides that show the records of our Senators and Representatives in Congress.



D.R.I.V.E. Executives speak on behalf of the impact of political action.

- Rallies, news conferences, advertisements, and phone banks to build support on issues of concern to working people.
- Voter registration, and financial support

for political candidates who will stand up for working families. DRIVE is non-partisan and independent from any political party.

HISTORY OF D.R.I.V.E.

In 1959, The Teamsters recognized the need to develop comprehensive legislative and political programs within the union following the passage of the Landrum-Griffin bill and other anti-labor legislation.

In November of that year, James R. Hoffa established the Department of Legislation and Political Education. Hoffa called for the department to develop a political action program with member support. D.R.I.V.E. -- Democratic, Republican, Independent Voter Education -- is born.

OFFICIALLY LAUNCHED IN 1960, D.R.I.V.E. HAS TWO MAIN OBJECTIVES:

- To elect candidates to public office who are friendly to the interests of Teamster Members.



D.R.I.V.E. Motorcades arrive in D.C.

- Passage or defeat of legislation of D.R.I.V.E. committees are formed to meet those goals through activities such as screening and recommending favorable candidates, launching registration drives and developing plans for get-out-the-vote campaigns in primary and general elections. Funding is strictly voluntary and kept separate from dues.

TEAMSTER WOMEN TAKE THE WHEEL

Sid Zagri, D.R.I.V.E.’s first director, quickly realized that one of the best resources the union had was female Members as well as Member’s wives, who had a long history as political organizers. He developed a partnership with Josephine Hoffa, wife of the General President Jimmy Hoffa, to create

a women’s auxiliary political action program. The ultimate goal was to have a major auxiliary in every Joint Council and make each D.R.I.V.E. unit a political force at the precinct and block level.

Josephine Hoffa had seen her husband and others physically beaten and subjected to unfair court battles as they tried to improve workers lives. She knew unions could only



Promotional material for D.R.I.V.E.

hold on against tough odds by active participation and constant vigilance. She was one of the first to see that political action was the best defense against the erosion of worker rights in the 1950’s. She traveled from city to city in 1960 and early 1961 attending rallies that only a handful of people would attend. She and her family were subjected to negative editorials and nasty editorial cartoons for her actions, but she never stopped trying to create D.R.I.V.E. groups. On April 9, 1961, James R. Hoffa conducted the largest telephone conference to date, speaking with more than 1 million members. His message about D.R.I.V.E. and encouragement for women’s committees was wired into meeting halls and theatres in more than 170 cities. Finally, the tide began to turn. By 1963 the numbers of attendees at her rallies and luncheons ranged from 1,200 to 5,000.

D.R.I.V.E. IN ACTION

Hoffa’s efforts also included the “D.R.I.V.E. in Action” program, which included DRIVE magazine, issue specific political action kits, letter writing campaigns and political action training programs. Josephine’s most important achievement

NDEPENDANT VOTER EDUCATION

was the D.R.I.V.E. motorcades held throughout the 1960s. Between 1962 and 1968, more than 15,000 women delegates from Teamster joint councils, state conferences and auxiliaries -- women of all races, and from different neighborhoods and states -- boarded buses and traveled for hours to speak with their senators and representatives about labor and social justice issues.

When they returned home, the women visited schools, churches and even went house to house to talk about the experience and give an evaluation of how well the politicians understood or were meeting local community needs.

Senator Hubert Humphrey said he had never seen a more effective political action program than the Teamster women's motorcades.

D.R.I.V.E. quickly became one of the strongest political action groups in the country and remains so today.

Changes in the workforce, deregulation and economic hard times led to a drop in D.R.I.V.E. Motorcades and other activities, but the program kept going despite the difficulties.

Teamsters still fight anti-labor legislation through D.R.I.V.E. and work hard to protect all working families. The Teamsters have honed their political skills greatly in the decades since D.R.I.V.E. was formed and have become a leading voice for workers in Washington. But, D.R.I.V.E stays true to its principles and still depends on voluntary member support for funding; it still uses rank-and-file grassroots activities to achieve its goals.

HOW YOU CAN GET INVOLVED

- Sign up to receive "Action Alerts" from D.R.I.V.E. "Action Alerts" will provide you with simple ways to get involved in the ongoing efforts of D.R.I.V.E. Sign up at: teamster.org/content/drive
- Make a donation to D.R.I.V.E. – You can make a contribution by check. Identify Local 399 in the Memo and make Check out to DRIVE.

IBT DRIVE,
Attn: Amy Garcia
25 Louisiana Avenue, N.W.,
Washington, D.C. 20001.

- Teamsters working in the Commercial Industry that are interested in making direct contributions through payroll deductions please contact the front office for more information office@ht399.org.



"It's D.R.I.V.E. Or Disaster" Old D.R.I.V.E Slogan.

ANNUAL RALPH CLARE GOLF TOURNAMENT

Once a year the Membership unites on the green for the Annual Ralph Clare Golf Tournament. This year 36 foursomes competed against fellow Members for first place trophies, gift certificates, and bragging rights.

Historically, Local 399's annual golf tournament was held at De-Bell Golf Club in Burbank. The past two years however it has changed homes, with this year's event taking place at Brookside Golf Course in Pasadena.

Three different categories have developed in order to keep the competition fair: Eagle, Birdie, and Par and awards were given to the first place team in each category.

We would like to congratulate the following teams/Members for their great showing at this year's Ralph Clare Tournament!

FIRST PLACE: EAGLE




From left to right: Lu Powell, Mike Avila, Dave Martinez, David Gerry (Not Pictured)

FIRST PLACE: BIRDIE



From left to right: Tom Zimmerman, Jason Roach, Paul Egge, Chuck Killian

*ANNUAL RALPH CLARE GOLF TOURNAMENT
CONTINUED ON PAGE 9*



HONORING WOMEN IN THE INDUSTRY

Every year the Teamsters organize a Women’s Conference. Most recently, the 14th Annual Teamster’s Women’s Conference met in Chicago, where more than a 1,000 Members, of various locals, gathered for solidarity and sisterhood in fighting for wage equality for women. The Women’s Conference comes once a year, but Teamsters are forming women’s committees in their Joint Councils and Local Unions to get active year-round.

By Matthew Klekner

Local 399 has never had a Women’s Committee but that is about to change. Business Agent Lindsay Dougherty, who attended last years Woman’s Conference, is spearheading the effort. “The goal of the Teamsters Local 399 Women’s Committee is to strengthen positive representation for Teamster women throughout the union,” she says. “The committee will help support our Local Union with any Teamster activities such as organizing drives, charitable events, and Membership trainings.” “I also would like the committee to be involved with the Teamsters political action organization, DRIVE (Democrat, Republican, Independent, Voter Education). Since it’s inception, women have greatly contributed to the promotion of the program and have participated in political action committees. I’m not sure how active women are around the country, but I can tell you that we don’t have a strong DRIVE presence here at Local 399.” It’s no secret that women are under-represented in the entertainment industry. For instance, the latest Celluloid Ceiling survey from the Center for the Study of Women in Television and Film at San Diego State University found that of all the directors, executive producers, producers, writers, cinematographers and editors working on Hollywood’s top studio films last year, only 16% were women – a smaller percentage

than the previous year. The same things holds true for other below the line crafts. For instance, Teamsters Local 399 has about 713 women and 3550 men in the Local, which brings women to 16.7 % of Membership. Even though that seems like a small percentage, Dougherty adds, “Females in Casting make up 78% of that bargaining unit and females in Locations comprise 30%. Also, female Drivers that cover both TV, features, and commercials make up 6% of those bargaining units.” “As a Union, I think that we can continue to support our female Members and create opportunities for women.” “Years ago, it would have been more difficult for a woman to even drive a truck.” “As a female Teamster and as a Local Union, we would love to increase female Membership; however, it’s not necessarily up to us,” says Dougherty. “I think that the companies (that hire people) need to be more aware of who they hire and how they hire. It’s not just the Teamsters that have a lack of female Members,” she says. Women Teamsters have been forced to go above and beyond to advance their careers. Like all Teamsters they are tough and determined and we wanted to take the time to share the stories of a few female Teamsters and hear their thoughts on how they persevered in the face of adversity. Please email ldougherty@ht399.org if interested in joining the Teamsters Local 399 Women’s Committee.

EDITH BURRIS



For Local 399 it all started when Edith Burris came west with her six kids in 1946. She drove them from Montana to California and met up with her husband, Gerald, who was already making arrangements in town. Having six kids, and having grown up in a large family, Edith always knew how to cook. When Edith and Gerald were looking for work, they saw an opportunity and opened a small restaurant in Studio City called The Blue Onion, outside the gates of Republic

Studios (Now CBS/Radford). At the time, Republic was making up to 50 films a year, mostly Westerns but the lot was busy and the restaurant developed a loyal following with the talent, crew and studio employees who ate there everyday. After a few years, she closed the restaurant and transitioned into catering. Using all her contacts from the restaurant, she started driving catering trucks. Her reputation preceded her and she was in-demand on lots of shows. She had a lot of relationships after owning The Blue Onion, and there were a lot of actors and crew people who were fans of her, so she had a lot of supporters backing her. Edith met with Secretary-Treasurer Ralph Clare and asked that he sign her application as a Chef-Driver. As a result, Edith became the first woman to join Local 399 in 1956. Edith often worked with Caterers Rolly Harper and Ralph Green. She worked on many movies and shows, including: The Texan, Have Gun Will travel, Restless Gun, Roy Rogers and Dale Evans Show, Wanted



Edith's small restaurant in Studio City called the Blue Onion

Dead or Alive, Wagon Train, Gunsmoke, The Alamo, Jaws, The Rockford Files, Coal Miner’s Daughter, and Sometimes a Great Notion. “She was about doing the work and doing a good job. She was diligent, loyal and dedicated, so people brought her back over and over again to work,” says her Grandson Steve Molen. “She was independent, strong willed, educated and committed to her craft. She loved working with people and loved what she did,” he adds. Edith stepped away from the industry in the early 60s to finish raising her family and then reactivated in the 1970’s. Steve says, “She was proud of her association with the Teamsters and her ability to independently hold her own, and thrive, in a male dominated sector of the industry.” “She was a tough lady and very active up until her last few months. She was 95 years old when she passed last year.”





From left to right: Bea Rembeczky, Dottie Thompson, Nona Mason, Bonnie Yamahiro, and Yvette Peterson.



Rita posing with her Tractor Trailer



Brenda posing with her dirt bike

NONA MASON

Nona Mason became a Teamster in 1977. She was living in San Diego at the time but came back when she found out 399 was going into permits. She got the hot tip from her father, who was working as an Editor in the business.

Back then there was “lot seniority” instead of just a studio roster, so the studios could keep you working as long as they had work for you to do. She happened to get a call one day and began driving a young actress by the name of Carol Kane around. This was as she was starting her career and Nona formed a good working relationship with her.

When Nona was laid off due to lot seniority, Carol Kane stepped in and requested her as her personal driver. Nona was then hired back by the studio and soon got her 30 days. She got her Lot Seniority and finally she became a Group 1 while working at Fox.

“There weren’t very many women Drivers back then, I can remember a handful. We were few and far between,” Nona says.

“At the beginning, I didn’t really know how to drive all the different things. Some thought that this was a Man’s job, so of course I was tested on my driving ability.”

Back then you only needed a Class B license and when the Class A became mandatory there were Members who took her out with a tractor and trailer and helped her learn. She went on to pass her Class A test.

Nona says there were many people that were generous with their time and willing to teach her how to do things along the way. Back then there were no safety classes or training classes to teach you how to operate things, there was only what you knew and what you could learn from others. She says she was fortunate enough to have people willing to teach her and be generous with their time.

“I love being in the Union, I can’t imagine myself doing another job. It can be difficult to get work but people do. If this is something you want to pursue you have to know what you are doing. You need to be good at what you do. You need to be ready and available. Then you need to do your job.”

“I know a lot of women, and some guys too, who I met 10 years ago who are going to be Group 1’s this year. They are just so excited to finally have broken through to Group 1.”

“I was very lucky. I had a lot of support and there were far more people interested in helping me than there were who were out to get me or put me down.”

“I’ve been a Teamster for over 35 years and it’s been mostly positive. Sometimes it’s challenging but you can have fun and I’ve met such wonderful people in this union and made such wonderful friends with them and it’s been a very positive aspect in my life.”

“I’m happy I’m a Union member. I’m not shy about saying it. They’ve taken good care of me.”

RITA LUNDIN

Rita Lundin is a third Generation Teamster. Her grandfather was George Spahn, of 500 acre Spahn Movie Ranch. Her father was a Boss Wrangler for 20 years on Gunsmoke and spent 15 years Driving for the Wells Fargo Commercials. Her mother was also a Wrangler.

Rita worked a lot as a kid, doing extra work as well as stunt work. With her parents being Wranglers and Drivers, she had early exposure to both crafts. As a result, Rita was running movie jobs, on location, when she was 18 years old.

“Women Wranglers? There were a few. But I never really looked at it like that. It was always who could do the job. I never thought anything differently.”

“We always had a good time. We knew how to train a horse to do almost anything and we enjoyed doing it. We also showed horses professionally as well so it was natural.”

She’s been a Teamster for 34 years. She was a Wrangler for 19 years before switching over to a Driver for the past 15. She’s one a few women that can drive anything and one of only two to carry a 40 card, for driving and operating a Production Van.

“I run the generator. I drive the Semi. I provide power for basecamp and I pull the Wardrobe trailer and that has always been a man’s job. Just for a woman to get to do that is amazing.

“I absolutely love my job, but it’s all about who you know and then it’s what you know, because you better be good at it especially if you’re a woman.”

“I can stand side by side with the best of them and get my job done just as good, if not better.”

“When I went to New York and worked with those guys over there, and they are tough, – they were like, ‘Wow, you really can drive,’ and I said, ‘Yeah, being a woman I actually have to know how to do my job and they started laughing.’”

“I’ve done 15 features with a Coordinator named Jim Chesney and he’s been the best to me. He knows that I can do anything, even if there is a truck problem, or getting something moved, he’ll send me. He has a lot of confidence in me and he knows I’ll get it done.”

If I go with a new Coordinator that doesn’t know me he’ll be like, “Where have you been all these years?”

“I’m very, very, good at my job. Just call anyone I’ve ever worked for, or worked with and they will agree. They might say I’m a little tough, but hey, I never have to look for work. My phone rings all the time. I’m always employed. I get special requests a lot and I’ve taken care of some of the biggest stars out there. I love my job.”

“It hasn’t gotten much better. It’s really tough for women. If I hadn’t had been a Wrangler – and grown up in the country - I was raised tough and I can take care of myself, but I don’t know how the other women do it.”

BRENDA RYAN

Before moving to Los Angeles Brenda Ryan worked in a Lumber Mill in the Pacific North West. At the age of 23, she came to Los Angeles for New Years Eve and decided, along with her sister Brita McCollough, to get out of their small town of 1,700 people. So they quit their jobs and packed up their cars, and moved to Los Angeles without knowing anybody. They were very young and very naïve and for Brenda everything that could go wrong, did go wrong: She was almost homeless. Her car was stolen. Her rent money was stolen. It was just one thing after the next.

In a simple twist of fate, they met Frank Capra Jr. at a restaurant they were working at. He then introduced them to Wally Walters, who owned a Catering company. And that’s how it began.

“We were both cooks, because growing up in a big family, you had to know how to cook and it was pretty easy to step in and start cooking,” says Brenda.

“And at the time, we were making \$100 a day and working anywhere from 12 to 20 hours. We didn’t care because it was the most money we had ever made,” she continues.

But they were still young and even Hollywood preyed on their naivety as they worked for catering companies. They would be 1099’d. They had their per diems stolen

from them. They had employers sign their names on forged timecards. Brenda even drove a truck on Dead Poets Society while in New York, but the owner back in Los Angeles was credited as the Driver.

“And then we had to pay the IRS on money we never received. We learned really quickly.”

“I was taken advantage of because I was naïve in the business. A lot of people have fathers or family members that are already in the Union, and they get guidance of the rules and what to do, but I didn’t have that. We knew nobody.”

Back in the 80’s, they would often hire P.A. drivers to do all the runs and Brenda and Brita soon found themselves driving around town at all hours of the day for a terrible weekly flat rate.

“We were busy all day running and then had to drive the directors and producers around but I didn’t care because it taught me a lot about the business, like where all the vendors were and how to get around town and how to read a map book. I soaked it all in,” comments Brenda.

In the early 90’s she began to work for a Transportation Coordinator named John Casella on a low-budget, non-union show, through Chanticleer films. Sometimes he would say things like, “Brenda, can you run the set and I’ll be right back.”

“So I was thrown into being a Captain and running the Drivers and equipment and the set. Any time I had questions I would call and ask him about to handle certain situations and he guided me through it. He threw me out there, sink or swim.”

“He told me, ‘You’re a better Captain then a lot of the men out there’ and that felt real good.”

“So I started running things. Chanticleer had another show coming up right after and they asked Johnny, ‘Can we just hire Brenda, we really like her and do you mind?’ It was John’s account, and his guys, and I ended up being the in-house Coordinator for Chanticleer Films for the next two years and working non-stop for them.”

As Brenda rose to the top and started making hiring decisions, she never shied away from hiring women.

“I’ve always gotten more women involved. I’ve been a big promoter of hiring women in this industry. There are a few times I only had one or two guys on a show and the rest were women.”

“Once you lay the ground rules, you tell everyone that we are all a team, and there won’t be any, ‘I did this, or I did that, and that we don’t cut each other down – it worked great. You have to start at the top and set an example that, no, that’s not allowed, we treat each other like we are a team.”

“I’ve been pushing to get more women on trucks and out of vans.”

“Often times van Drivers are only hired as day-players, so they’re not full time employees. That’s a huge disadvantage for women in those positions. I pull a 5th wheel makeup trailer and I make as much as the guys do.”

“The point remains we are all Teamsters and it shouldn’t be a gender thing, especially if I can do the same job.”

“There are some women, who only want to drive vans, and that’s fine, but I know there are others facing an uphill battle to driving trucks.”

“At the end of the day, this industry has given me so much and I couldn’t be more thankful. It’s provided a great life and I’m very blessed and happy about it, but that doesn’t mean more doesn’t need to be done.”



MEMBER

SPOTLIGHT

Rosie Falcon

If you have stopped by the Union Hall in the past 36 years than you can be assured that you have met Rosie Falcon. A dedicated employee of Teamsters Local 399 since 1979, Rosie has spent the majority of her career representing the Local's Membership. She worked many years in the Call Board, but the Front Office is where she



has spent most of her time. Rosie is characterized by her giant heart and attention to detail, making sure that all the Members are well-informed, and going above and beyond to make the Membership feel welcomed and properly taken care of. Learn more about Rosie Falcon in her own words below!

So let's start off with the basics. How did you start your career in the Motion Picture Business?

Well, I started my career in the Motion Picture Industry in October of 1975. At the time I was working for what was known as the Burbank Studios. The Burbank Studios was a combination of Warner Bros. and Columbia Pictures. I actually began my career working as a temp. employee. I'd fill in at the different departments wherever I was needed. It didn't take long before they hired me as a permanent employee and I began working as Ivy Shepperd's Secretary in early 1976. I worked for Ivy until October of 1977 and then I started working for Chuck Bylos in Labor Relations as his Secretary.

What about getting into Local 399? How did that come about?

The way I got the job with Teamsters Local 399 was that the Heads of the Union would come into Labor Relations at Burbank Studios and would have meetings with Chuck. I met Pat Miller, the Secretary-Treasurer of Local 399 at the time, through some of these meetings. Eventually it came up that Pat had an opening at the Local and so he asked me if I would like to come work for him. I of course accepted. At the time, in my current position, I was not getting any pension so I jumped at the opportunity to take a Union job.

My Dad was a proud Union Member of IBEW Local 11, in the construction trades, and I learned from him the benefits of working in a Union.

What year was it that you joined Local 399?

I came here in January 1979. I started by working in the Front Office for about a year or two and then I moved into the Call Board. After some years in the Call Board I moved back to the Front Office until 1990, then I moved back to the Call Board again and worked there for 6 years until 1996. I've been working in the Front Office ever since 1996.



MEMBER SPECIALIST
ROSIE FALCON

Did you enjoy your time working as a Dispatcher?

I really enjoyed dispatching because back then we got to call all the Drivers directly. The Studios would call us for Drivers and then we would turn around and call the Drivers for job opportunities. I got to know and build relationships with a lot of the Drivers. I enjoyed being able to connect Members with work. I remember there was one Member I called for a job. Later down the line he thanked me, saying he stayed with that studio for over 30 years!

Tell us a little more about what it looked like to work in the Call Board at that time.

Well, when I first started back in the 80's everything was hand-written and on paper. We had legal pads for each Grouping (1's, 2's, & 3's) where we would register them, then cross their name off once they were dispatched.

Eventually the Call Board got a computer system in there, one of the first IBMs. It was probably in the early 80's.

Joe Henninger, a Dispatcher at Paramount, came over to the Call Board and set up the first Q & A program for the computer that the Callboard would use.

This was the first step to updating the process from writing to using computers in order to manage dispatching Members.

How about your job in the Front Office? What did that look like when you first started?

Well, when I first started we were using typewriters and used carbon paper to make copies. Our dues payment system was done on ledger cards before I started. It was archaic but now things have really advanced.

What were your job responsibilities when you first started?

Front Office was basically answering phones, typing, processing payments, and filing. Eventually I learned how to take the new Members in and post all of their information. It's essentially the same process we use today, now we just have different technology to manage it.

How has your job expanded in role and responsibility over time? How many years did it take for you to earn the title of "Member Specialist"?

After longtime Office Manager Carole Stepp retired in 2007, I took what I learned from her in order to continue helping the Members with issues over medical, disabilities, deaths, retirees, and all other facets of working with our Members.

Nowadays what are the tasks you take care of on a day-to-day basis?



Working for Chuck Bylos back in 1977 before moving over to Teamsters Local 399.



Behind the scenes in the Call Board in 1992.



Around the office in 1998. This photo was taken before all the major renovation made to the Local 399 office.



Rosie Falcon working in the Front Office in 2003.

I handle problems with paying dues, medical issues, including pension and grouping issues. I also resolve verification of employment for our Members. I spend most of my days working to help bridge the gap between the Administration and the Membership. Helping to make sure our Members understand the processes that can at times get confusing.

What have been some of the biggest challenges in your job, both now and when you first started?

I would have to say helping Members understand all of the different processes and making sure they know how to properly take care of everything. When you join there are so many different things you have to deal with us, Contract Services, Motion Picture for

your pension, health and welfare; it can get difficult to understand, both for new Members as well as longtime Members. At the end of the day, you are talking about a Member's livelihood for them and their family. I take great pride in trying to help the Members to the best of my ability because I know what is on the line if things aren't handled properly.

How about in the Call Board? What were some of the biggest challenges you faced there?

Well first and foremost, working in there with no computers was challenging. We had rolodexes for phone numbers and had to search for everything by hand. Now we can just look everything up with the last 4 of the Social. It certainly wasn't like that before.

What would you say is the most rewarding part of your job?

I would say getting the chance to listen to the Membership and empathize with them. I get to build unique relationships and watch Members move their careers forward. I work with great people and am proud to be part of this Union that is able to provide well-paying jobs. Our Members work hard so I enjoy being able to do my best to make their lives a little easier by being a source of information and advice.

When I first started working here I never thought I would stay as long as I have. 36 years! At the end of the day, I have a strong passion for Labor Unions, a passion that was instilled in me by my Dad.

Do you have any memorable stories to share about helping a specific Member out?

There truly have been so many over the years. Many Members will go out of their way to thank me. One year I even received a rose made out of dollar bills for helping out a Retiree. It is a great feeling to be able to invest my time into helping our Members learn about their benefits and encourage them in their career. It's my job and I'm happy to do it.

On the E-Board you serve as the Recording Secretary. How were you brought into this position? What does it entail?

In 1991 there was an opening in the position and I was appointed as Recording Secretary. The rest is history! My basic responsibilities are to record the minutes at Executive Board Meetings, General Membership Meetings, and Trial Board Meetings. Being the Recording Secretary has also allowed me to go to 4 International Conventions over the years as an elected Delegate to represent Local 399.

Last but certainly not least, with all your experience over the years, what sort of advice do you have for the Membership? Any words of wisdom?

Definitely. Don't forget to keep up with your classes! Can't stress that enough. Also, make sure to read all your mail from the Local and Contract Services. These simple practices can save a lot of hassle later down the line. The Administration is working very hard for the Membership. Cherish the fact that you have someone always seeking to get you better health and welfare benefits, pension benefits, along with higher wages. Also, try to always be the best Union Member. Help out your Sisters and Brothers and don't take anything for granted. We are a very unique family and we must stay united at all times, protecting one another. Don't take your job for granted. Our Members are some of the hardest working people I have ever met. We all have to pitch in and help one another out. Stand strong and stand together.

ANNUAL RALPH CLARE GOLF TOURNAMENT CONTINUED FROM PAGE 5

FIRST PLACE: PAR



From left to right: Antonio Pineda, James Ivanovich, Sal Mejia, Mark Bailey

Other Big Winners of the Day:

Putting Contest Winner:

Greg Gaulrapp

Longest Drive, Women (Hole #6)

Carolyn Couch

Longest Drive, Men (Hole #6)

Brian Cooper

Straightest Drive (Hole #11)

Mark Bailey

Closest to the Pin (Hole #8)

Justin Gavejian

Closest to the Pin (Hole #13)

James Ivanovich

Closest to the Pin (Hole #17)

Chris Gorden



Business Agent Chris Sell participating in the Putting Contest



Secretary-Treasurer addressing the anxious participants before they begin.

ANNUAL RALPH CLARE GOLF TOURNAMENT CONTINUED ON PAGE 10



WITH STEVE DAYAN

SECRETARY TREASURER



*Have a question you would like to see answered in our next Newsreel?
Email : amy@ht399.org.*

Q *Why did you choose to highlight our Teamster Union Sisters throughout this Issue of Newsreel?*

A I think printing articles like these serves a purpose. We come from all walks of life, with rich fascinating histories, and I believe it's important and appropriate to learn from and respect the many diverse Members who make up our Local Union.

Our By-Laws state that the purpose of this organization is to;

“Unite into one labor organization all workers eligible for Membership, regardless of their religion, race, creed, color, national origin, age, physical disability, sex or sexual orientation. To engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social, and other activities which further the interests of this organization and its Membership, directly or indirectly.”

When you take the oath of Membership to become a Teamster it is more than just words on a page. You are responsible to do everything you can to educate, promote, respect and acknowledge who we all are as a Labor organization.

I want to highlight the accomplishments of all of our Members and remind our membership that, while we've come a long way, we must continue to strive to do everything we can to encourage and support diversity in our industry. We will be highlighting many diverse groups within our Local in the coming months.

Q *How soon do you think the Membership will see the benefits of the newly increased tax incentives?*

A I think we are already seeing the benefits. I do believe that the program will really take off in years two through five once Producers fully understand the rules and benefits of the program. We must also make certain that the program is extended beyond the current five-year plan. That work will begin again next year by educating elected officials about the benefits to our economy that these incentives will most certainly achieve.

Q *As we get closer to Black Book negotiations, what advice/words of wisdom do you have for the Membership?*

A I believe we need to show the employers a united front. Solidarity is key to a successful negotiation. We are committed to improving and strengthening our pension plans while doing everything we can to protect our retirees. We will not make any concessions that will result in reductions to our wages and will do everything we can to improve working conditions.

Q *How do you expect the new dues rate to benefit the Membership?*

A We are spending money on education classes for our Membership to raise awareness, skill levels and educate our Members about their rights in the workplace. We are working to make certain that this institution is on a secure financial footing. We will be making necessary upgrades and repairs to the Hall to make certain it is one that all of our Members can be proud of. That will include improvements to our Call Board and front office as well.

Q *How do you feel our new website will benefit the Membership?*

A My hope is that it will provide more useful information to our Membership in a way that is easier to access. It will also provide craft specific updates organized on the Member section of the site. Each craft gets its own landing page that shares updates and events that are pertinent to your line of work. We have revamped our online payments to now allow our Members to make late dues payments. The slideshow on the homepage shows some of the most pressing and relevant updates within the Local and we have now added contact information for all the Business Agents. The purpose of everything we're doing is to engage our Membership in a meaningful way in an effort to provide and refine services to our Membership.

Q *What excites you most about the next quarter?*

A Getting to the bargaining table to secure continued job growth in our industry. I'm most excited that our Members will be able to count on a steady paycheck and good benefits in the coming years!

ANNUAL RALPH CLARE GOLF TOURNAMENT CONTINUED FROM PAGE 9



Larry Tozzi is ready to go!



Members and golf tournament participants warming up.



Women's long drive winner Carolyn Couch with Retiree Sonny Hodge.



Local 399 Office Manager and Golf Tournament Organizer Greg Karson and teammate Butch Domingo.

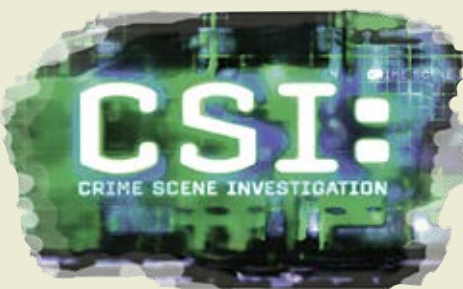
We want to thank all the Members that participated and made this year's tournament so great!

To check out all the photos from the day, head to **ht399.org** or head to our Teamsters Local 399 Facebook page.



CSI'S FINAL RESTING PLACE

CSI: Crime Scene Investigation premiered in the fall of 2000 with big ratings, ground-breaking production values and a storytelling form that influenced a generation of crime dramas.



The series ranked as television's #1 drama for seven seasons and became a global phenomenon, earning the title of the "most-watched show in the world" on six separate occasions.

By Matthew Klekner

In its 15th and final season, CSI was the most popular TV show on the planet and was syndicated in 200 countries around the globe to an audience of more than two billion people. On March 4 2015, CSI broke a Guinness World Record for the largest television drama simulcast of all time, airing in 171 countries. It was dubbed "World CSI Day" and cemented the show's legacy as one of the most popular of all time.

All of these people, all over the world, are fans of this show and they have spent over a decade watching CSI's unique blend of analytical science merged with the gritty subject matter of this one of a kind, character-driven, police procedural.

Although the show takes place in Las Vegas, the bulk of the location filming was done near Los Angeles, in Santa Clarita, CA. The surrounding landscape acted as a perfect double for Las Vegas, without having the logistical challenges of shooting in the actual Nevada desert. By shooting in Los Angeles, the show also had access to the best equipment and the best crews in Hollywood.

When CSI first aired on October 6, 2000, the world was still celebrating the turn of the millennium. It was in that year Kim Latina was in her early 20's and unsure of her future. She was going to school and thinking about a career.

Kim Latina was born and raised a Teamster, often spending her youth bouncing around back lots with her father, Captain and Coordinator Steve Latina, who is now retired.

Kim originally went to school thinking she wanted to be an editor. But when she interned with the editors of CSI in the first season, it didn't seem quite as fun as it was in class, since she was no longer editing her own projects.

"You're sitting there in a dark room with nobody to talk to, looking at the same take over and over again," says Latina, and that wasn't something that appealed to her sensibilities.

"In that first year (on CSI), when I was with my Dad and hanging around set, the Union opened up to permits and it was a good opportunity to get in and a good option to fall back on if I decided something else wasn't working."

Kim ended up day playing while finishing up college in the first season and stayed on as a Group 3 day player for the next two years. In 2003, she went out on maternity leave and later returned to become a permanent Driver on the show.

After the Writer's Strike, when the current Captain Eddie Lee left to do a project in San Francisco, Kim was promoted to Captain. When Eddie came back to CSI, they maintained two Captains on the show. That's when Kim started handling all the paperwork and, "that's when I really started learning how to become a Coordinator," she says.

Kim always paid attention to how her father and Coordinator Tom Thomas went about their business. Combined with her on the job training, it taught her everything she knows. Kim has known Tom Thomas since she was eight and like with her father, Kim picked up what she could along the way. She singles out their strong organizational skills and how they handled their Drivers as two keys areas.

And when Tom Thomas retired after season 13 of the show, it was his Captain, Kim Latina, who took over.

"We're all kind of family, and even more so for me, because I grew up with a bunch of the guys on set when I was there with my Dad," she says.

"I know it's not the norm to have a woman in my position, but I was accepted very

well by my crew – mostly because I had been working with them so long. When I took over everyone embraced the fact that I was becoming a Coordinator and I am grateful I was given the opportunity."

"I haven't been faced with any negativity towards me. It's more of a shock or a surprise that I am who I am - I'm young (36) and I am a female - but nothing bad has come of it."

When she took over as Coordinator, she didn't change much on her crew.

"I like to make my crews even-keeled. It is important to me that my Drivers are happy when they come to work, that it's not a horrible place to be and that there isn't any fighting, bickering or drama."

As a Coordinator she says, "It all rides on you so you have to be organized and take notes and pay attention to all the details." Kim says that regardless of gender, it's just about the business and getting the work done.

"Every show runs differently and every Coordinator runs their show differently and you have to take in everyone's strengths to come up with a plan and make your own way as you go about your business."

"I don't coordinate the same way Tom Thomas did or exactly like my Dad did, or any of the other Coordinators I've worked for. I took what I thought were the best parts of all of them and came up with my own plan."

CSI would typically shoot on location three or four days out of the 8 ½ day episode schedule. But having worked on the show for so long, and having such a great crew, the work wasn't too demanding.

"It was a fairly big company, we have tons of cast trailers, especially by the time you get to season 15, and everybody has their own trailer, so it gets bigger as the years go by. But they also didn't want to go on location as much towards the end."

Kim calls out the exceptional work of her crew on the series, which had up to 14 Drivers at any given time. She says the work of Captain Eddie Lee and Honeywagon Driver Rhonda Hansen was especially exceptional.

"With Eddie I never second guessed what he was doing or what decisions he was making. I never once thought that things wouldn't run smoothly; it never crossed my mind."

"Rhonda Hansen was my honey-wagon Driver but she's so amazing and so much more than that. I get compliments on her honey-wagon all the time, all day, everyday – no matter what show we take it on. Everyone is always impressed with how she keeps it up and all the little things she does, like how she decorates it for the holidays and makes it feel like home. She goes the extra mile to make sure everything is taken care of and she's also one of my key players at base camp. Personality wise, she's just an awesome person and a great Driver."

"My crew has been amazing on CSI and I consider them to be more like family to me and not just a group Drivers. Everybody is positive and upbeat and knows their job and knows their role and I couldn't ask for a better group," she says.

CSI will always hold a special place in Kim's heart and from the end of that show she starts a new beginning as a young and career minded Coordinator. She's already on her next gig, as Coordinator on the Rush Hour pilot for CBS and she has a lot of the same crew from CSI working with her.

"CSI broke a Guinness World Record for the largest television drama simulcast of all time."



Rhonda Hansen, Danny Briggs, Tom Briggs, Donna Hall, Steve Latina, Jim Africa, Ed Lassak, D.B. Wilson, Tom Thomas, Mark Russell, Tony Riedel, Eddie Lee Voelker, Kim Latina, Marco Orozco, Guy Duquette

DEADLINE TO APPLY FOR THE CALIFORNIA TEAMSTERS HISPANIC CAUCUS SCHOLARSHIP

Where: Visit ht399.org to download an application
or pick one up at the Union Hall

Attention Local 399 Members with High School Seniors graduating this year!

If you are a Local 399 Member who is active and current with your dues and have a daughter/son that is attending or has been accepted by an accredited University, College, or Trade School then the California Teamsters Hispanic Caucus has a scholarship opportunity for your child. Visit ht399.org to download an application and for the full list of rules and requirements.

1ST ANNUAL CLASSIC CAR & MOTORCYCLE SHOW

Where: Reseda Park
18411 Victory Blvd
Reseda, CA 91335

Welcome to all Locals and their families! Teamsters Local 399 in partnership with Reseda Park is hosting its first-ever Classic Car & Motorcycle show! There will be live music, food trucks, and most importantly some of the best cars and motorcycles around on display! We are still accepting applications to register your car or motorcycle for the show. More details can be found at ht399.org. If you have any car show related questions please email:
amy@ht399.org or jfisher@ht399.org

MPIPHP RETIREMENT SEMINAR

Where: Pickwick Gardens
1001 Riverside Drive
Burbank, CA 91506

“What you should know and how to prepare for retirement” This event is open to ALL 399 Members and their significant others or spouses. Must RSVP with number attending to Chris Sell (csell@ht399.org)

Topics Include:

- Surviving Spouse Coverage
- Coordination Of Benefits
- Retiree Health Insurance
- Benefit Changes Upon Retirement
- Pension Plan
- Vesting Qualification Requirements
- Benefit Types
- Disability Pension
- Death Benefit
- Working After Retirement/Benefit Suspension
- Individual Account Plans

Please RSVP to CSELL@HT399.org or call (818) 432-3317 if interested. More information will be emailed to all who express interest in the class.

FINANCIAL AWARENESS CLASSES

SHOP STEWARD TRAINING CLASSES

★ **Reminder to ALL MEMBERS** – Drivers, Casting, Wranglers, Animal 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.

★ **Attention Coordinators and Captains:** Hiring a 399 Mechanic is cheap insurance to handle the problems that can and does occur with vehicles on your show. It is a violation of the contract to allow a Driver to wrench anything on your show rented by the producer. We need everyone to start reporting Drivers that pick up a wrench and work on any vehicle on a show. That is not only the trucks we drive, but picture cars as well. We have Mechanics who are losing their benefits because they are not getting calls. Let's all keep an eye on things and help these mechanics get work.

★ **Location Managers, Keys and Assistants;** if you have not taken the required A-2 environmental safety class at CSATF, please remember this class is mandatory for employment with the studios along with the “Z-1” and “A” classes you should have already taken. Please refer to their website at CSATF.org for class availability under the safety pass program tab.

★ **New Teamsters Local 399 website has launched!** Check out the new ht399.org! Questions about the site? Please email amy@ht399.org

★ **New Quarterly Dues amount is now \$273 per Quarter.** Remember, dues are due the same 4 months every year: January, April, July & October. Failure to make a payment within these four months will result in additional late fees.

★ **Business Agent Lindsay Dougherty** is heading up the first ever Local 399 Women's Committee. Email ldougherty@ht399.org if interested in joining.

★ **If a Coordinator or Captain needs to hire over the weekend,** there is a Business Agent available to assist with that and any other issue a Member may have. Call (818) 397-2131.

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.

*Amy Breeher
Patrick Cleveland
Robert Gomula
Roger Good
Donna Hall
Leah Ichinose
John Jackson*

*Martin Kaptan
Hugh Kelly
Molly Lopata
John McInteer
Douglas Miller
George Nadian
Miguel Pelayo*

Jana Riportella
Luis Rios
Kenneth Schwartz
David Severin
Chester Sohn
Abraham Strozenberg
William Wolff

Local 399 extends our heartfelt condolences for those Members that have passed since January 2015. 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:

John Barba
Louis Cervantes
Henry Compton

Nancy De Amicis
Mike De Jaynes
Marty De Young
Godfredo Magno

Cliff McGarry
Tim Sheehan
Fred Tepstein
Ron Welch

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Never miss a dues payment, Membership gathering or important information again! Sign up for direct email updates at:

ht399.org

CLICK ON NEWSLETTER SIGNUP