

— TEAMSTERS
STRONG
—
LOCAL 399

— TEAMSTERS
UNITED
—
LOCAL 399

WORKING HARD FOR THE MEMBERS

GREETINGS SISTERS & BROTHERS

I am happy to report that our Members have overwhelmingly ratified both the “Black Book” and Location Manager agreements. For the first time, we chose to have a ratification vote by mail. The reason we chose to ratify in this manner was to be more inclusive of our Membership. As you may recall, we ratified the “Black Book” contract in 2012 at a specially called meeting with less than 10% of our Members deciding the outcome for everyone in 2012. By doing a mail ballot, approximately 35% of our “Black Book” covered Members participated in this ratification process. We had even better results for the Location Manager ratification. While we still need to do more work to engage the Members who didn’t vote, it’s obvious that the mail ballot process was a resounding success and one that we trust will set a new standard for future ratifications. Another change that I’ve implemented is having our Driver Steering Committee involved in our negotiations. The committee Members who attended saw the whole process and understand far better how complex and difficult negotiations can be. We all spent many evenings and weekends here at the Union going over the surveys, putting together proposals and identifying effective strategies for the negotiations. As a result, we made good gains in both contracts. I’d like to thank them all again for their hard work on behalf of our Membership. While dealing with many other issues for our Members, we’ve also been meeting with our Casting Director & Associate Casting Director Steering committee to discuss the issues prior to negotiations with the AMPTP. We very much have our work cut out for us in these negotiations but I have faith that both Locals 399 and 817 (NY) will do everything possible to achieve the best agreement we can for this hard working group of Teamsters. During the ratification process, some of our Members posted to social media



After the “Black Book” votes were counted and the contract was announced as ratified.

outlets, many issues that were of concern to them. I have no problem with an open, honest debate but I was taken aback by the misinformation and lies that were expressed by and between our Members. We are a fraternal organization. You are all Brothers & Sisters. Please remember, what you post on social media is read by the producers and other Locals around the country. It is hurtful to the Members you disparage

and it is harmful to this institution, not to me personally. It may also cause harm to your own reputation in the industry. We should be striving to bring this Union together in solidarity. If you read something that troubles you on social media, stop by the Union, call us, email us or come to a meeting and ask your questions. You can also call anonymously. I welcome criticism & debate. I do not condone the behavior exhibited by a handful of our Members. Think before you post!

I want to give you a sense of how far we’ve come in balancing our budget since 2014. Over the five-year period between 2009 and 2013 our Local had an average yearly deficit of \$316,527.65. In 2012 alone, our deficit was \$636,155.33. In 2014 I was able to reduce that deficit to \$150,385.00 (excluding the \$115,000.00 in wages, benefits & credit card expenses that was paid to the previous staff). While I don’t expect we’ll be in the black until 2016, I do believe our deficit for this year will be reduced by another \$100,000.00 putting our Local in a much better financial position than we’ve been in since 2008. I invite any Member who has any questions about the financial health of this Union to make an appointment and come down to the hall to review our books. I have personally negotiated every contract for every bargaining unit no matter

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RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

CALIFORNIA ‘HAS STARTED TO REVERSE’ RUNAWAY PRODUCTION, STATE SENATE LEADER SAYS

TED JOHNSON - VARIETY SENIOR EDITOR

Speaking on the Paramount Studios lot to the Hollywood Chamber of Commerce Kevin de Leon, a Democrat, cited the 11 TV series awarded credits in the first round of selection under the expanded program. Among them were four series relocating to the state, including HBO’s “Veep”.

“The film tax credit is working, and it will maintain our status as the entertainment capital of the world,” said de Leon. Last year, state lawmakers more than tripled the size of the credit to \$330 million annually, and shifted the selection process from a lottery to a ratio based on wages paid to workers. De Leon said that the series getting the credit will provide \$216 million in wages for crew members and \$524 million in direct spending.

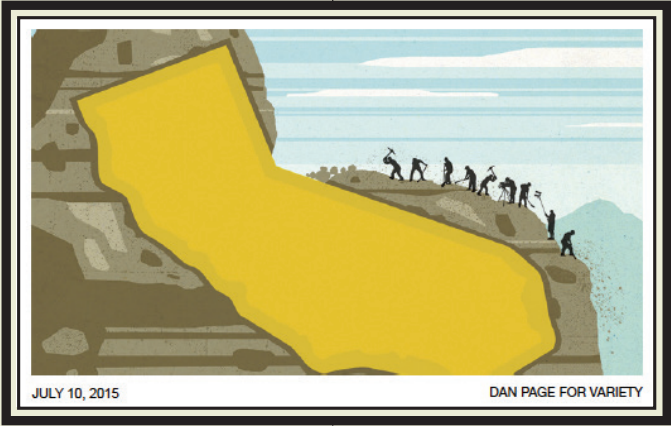
The state’s 20% tax credit is not as generous as say, Georgia’s, at 30%, but de Leon said that a lure for studios and producers is the ability to keep their workforce close to home. “We are actually reuniting families so they don’t have to go elsewhere to make a living,” he said, adding that “children want to see their mothers, they want to see their fathers on a daily fashion.”

California does offer some sweeteners, like an extra 5 percent credit for series that relocate or movies that do visual effects work in the state.

State Senate President Pro Tem Kevin de Leon said Friday that California’s overhauled film and TV tax credit is reversing the flight of production from the state.

California has seen the flight of big-budget movies and one-hour dramas to other states like Georgia and Louisiana, as well as other countries anxious to boost employment and tourism. De Leon, the leader in negotiating the final agreement with Gov. Jerry Brown to expand the tax credit, declared, “We have started to reverse that trend here in the state in 2015.”

“Once again, we are showing the world that there is no better place for film as well as television production than right here in California, and in Hollywood, California specifically,” he told the crowd.



His speech was billed as a “state of the state speech,” and he addressed other topics, like the revitalization of Hollywood proper, education funding and climate change.

He also addressed concerns that the entertainment industry is lagging when it comes to hiring women and minorities,

pointing out that such demographics will be making up an increasing share of the marketplace.

“It is incumbent upon us to recognize this responsibility and fight for better inclusion of women and minorities in the business and on the screen,” he said. “This will be good for your bottom line in the end because, quite frankly, they will be your audience more and more.”



On June 13th, 2015 Teamsters Local 399 hosted its first ever Classic Car & Motorcycle Show! The event was held at Reseda Park and was open to all Members and their families as well as the general public. Overall, the day was a big success. There were great cars and motorcycles, and great vendors, food and music. We want to thank all of you who brought your cars and motorcycles out for everyone to enjoy



1953 CHEVY & 1932 FORD

at this inaugural event. As the first-of-its-kind and long-overdue event, we know we've got some kinks to work out as we move forward with future events, but overall we were very pleased by the responses we got about the day. To all those who came out and participated we truly appreciate your enthusiasm, support, and your input on how we can make future events even bigger and better. For those of you who missed it this time, we look forward to seeing you at next year's celebration!

There were cars and motorcycles of every shape and size and from every era. Even the Joint Council 42 Teamster semi-truck stood proud on Victory Blvd for the day. The 42 North Horsemen were out in full force along with the Teamsters Local 399 Women's Caucus who were selling their Rosie-The-Riveter-inspired t-shirts, designed by 399 Organizer Ernie Barraza. This was their first event and we look forward to seeing more from this group soon. (If you are interested in joining The Women's Caucus email Lindsay Dougherty at ldougherty@ht399.org)

Some notable groups that brought out their classic cars and motorcycles, as well as some high-tech gadgets were: the Yak-kity Yaks, West Coast Customs, Teamster Horsemen, Funky Junk Farms and the one and only George Barris! Vendors had car memorabilia and t-shirts



1950 CHEVROLET TRUCK

TEAMSTERS LOCAL 399:

SUCCESSFUL 1ST ANNUAL CLASSIC CAR & MOTORCYCLE SHOW!

A big thank you to the bands: A Touch of Grey, Rock Tribe, & Desert Dragons for keeping the day lively with great tunes all day long!

We'd also like to say a special thank you to the following fine folks. This 1st Annual Classic Car & Motorcycle Show would not have happened without you:
Secretary-Treasurer Local 399, Steve



JOHN AGNEW REPRESENTING FUNKY JUNK FARMS.

Dayan, Jack Fisher, Business Agent and Chief Event Organizer, Woody & Donna Wood, Keith Green, Courtney Brignoni, Amy Gorton, Donna Culwell, Dean Winton, Anthony Shields, Larry Tozzi, Greg Patone, Nick Davis, and Department of Recreation & Parks – Reseda, all the Local 399 staff who came out to work the event.

"I had a great team of people on my side for this event. Couldn't have done it without them," Jack Fisher said. "It was a great accomplishment to see this whole event come together. I have wanted to see something like this available to the Membership for quite some time now. The positive response surrounding the event makes me excited for next year."

This marks the beginning of a new family tradition for Local 399 Teamsters' Members - an event BY Teamsters FOR Teamsters. It's time to celebrate the expertise, artistry, heart and (yes, sometimes) obsession, that this group exhibits in these finely restored machines. Check out more photos on our Facebook page www.facebook.com/teamsterslocal399. Documenting the event were the talented photographers; Rock Choquette, Lluvia Higuera and Shannon Curfman. If you see a photo of your car and would like a copy of the file please email amy@ht399.org.



SOME OF THE 2015 CAR SHOW ORGANIZERS: AMY GORTON, COURTNEY BRIGNONI, WOODY WOOD, JACK FISHER, STEVE DAYAN, ANTHONY SHIELDS, GREG KARSON, AND DONNA WOOD. NOT PICTURED: KEITH GREEN, DEAN WINTON, MIKE CHISHOLM, NICK DAVIS, AND DONNA CULWELL.



JENNIFER FOX, OFFICE MANAGER GREG KARSON, BUSINESS AGENT LINDSAY DOUGHERTY AND JOSHUA STAHELI, VANESSA LATRAY, AMY GORTON AND ROSE FALCON

for sale. We also had many food trucks available throughout the day.

Chief Event Organizer Jack Fisher had this to say about the day: "It was great to see the Membership coming together for a fun event! We have a lot of Members that spend a lot of time working on their classic cars and motorcycles; it's fun to give them a place to show them off."



1938 CHEVY

CALIFORNIA TAX INCENTIVES KEEPING MEMBERS LOCAL

— A 'PRETTY LITTLE LIARS' CREW STORY —

By: Matthew Klekner

In 2009, the first wave of the entertainment tax incentives were handed out in California. This early incentive program was designed to help retain cable television shows and smaller features. At that time, those two categories were the hardest hit by runaway production. This incentive program was a lottery system and it was almost impossible to guess which shows would qualify. One show that did qualify, was a small ABC Family show called *Pretty Little Liars*. Set in the fictional town of Rosewood, Pennsylvania, the series follows the lives and interactions of four high-school girls, who are shocked by the disappearance of a friend. Based on a young-adult book series, the concept for the show is “Desperate Housewives for teens,” in that the prettiest girls sometimes have the ugliest secrets. *Pretty Little Liars* premiered on June 8, 2010 and became ABC Family’s highest-rated series debut. It went on to become the number-one scripted show with Women 18–34 and Women 18–49. Season six is set to air mid-2015 and season seven is set to air mid-2016. This makes *Pretty Little Liars* ABC Family’s longest running original series. The pilot was shot in Vancouver and the series, due to the incentives, was able to shoot in Los Angeles. The series is primarily filmed at Warner Bros. Studio and according to Location Manager Barrett Larson, the WB Back-lot gives them the “East Coast look” that they need for the show. He says it’s doubtful the show would shoot in Los Angeles without those incentives. He also says *Pretty Little Liars* is a big draw for the tour at Warner Bros, which brings tourism dollars to the area. “I can’t tell you how many times I have heard a teenage girl say, ‘There’s Emily’s house,’ as she runs over to get her picture taken in front of the house,” notes Larson. Most people don’t realize how integral tax incentives are to the production process. When a script is picked up for a pilot, teams of studio accountants run the numbers of all the incentive programs available and, in most cases, they go to the state that offers the most

lucrative ones.

An example of this was ABC Family’s spin-off of *Pretty Little Liars*, called *Ravenwood*. That series, now canceled, failed to win in the California lottery system and was sent to Louisiana. Even though the producers wanted to keep it in Los Angeles, the financials mandated they send it out of state.

Business Agent Ed Duffy elaborates, “the whole game is really about tax incentives. That is the way

the world works today. They base a lot of what they are doing on what type of tax advantages they have.”

While the previous incentive program served its purpose, everyone knew it was far too modest and it also became evidently clear that the lottery process

“We might not have the most rewarding tax advantage in the country, but we offset that by having the best infrastructure”...

wasn’t working.

“It did its job, to keep some of those productions here in CA, but what we ended up losing were bigger network television productions and much larger, tent-pole, features and pay television, like HBO and Showtime,” says Duffy.

As time went on, “We had to come up with a different scenario to cover the pre-existing shows in addition to network television and bigger budgeted features. The only way to do that was to expand the program,” says Duffy.

In today’s political climate, expanding the program was much easier said than done. But Teamsters are good at organizing, and all of Hollywood rallied behind AB 1839.

“It was a major effort on all of our parts, to bring together as many different voices as we could throughout the state, from southern California to northern California,” says Duffy.

“We put together an alliance with a number of other Unions, studios and vendors. We partnered with the authors of the bill and we worked together for over a year in an effort to expand the current tax credits and to make sure it selects projects

based on economic impact and middle class job creation.”

While it targets the entertainment industry, AB 1839 is a jobs bill. Regardless of the type of show applying for the tax incentives, the goal is to create jobs by keeping new projects in California, retaining projects already here, and bringing projects back home if they’ve been filming in other states. The selection process now considers a “job-ratio-score” to ensure that happens.

“We might not have the most rewarding tax advantage in the country, but we offset that by having the best infrastructure, vendors and a knowledgeable, and deep, workforce. It balances the ability for studios to keep productions here,” says Duffy.

The cast and crew of *Pretty Little Liars* are very thankful for having a show close to home and they identified the fact that their tax credits were critical to keeping their production here. And when push came to shove, they stepped forward to help defend them.



PRETTY LITTLE LIARS TRANSPORTATION DEPARTMENT
FRONT ROW LEFT TO RIGHT: RANDY GUILLORY, DENNIS FAHEY, RICHARD LIMBAUGH, ALBERT COTO, CRAIG WILLIAMS MIDDLE ROW LEFT TO RIGHT: BERT FERNANDEZ, RICK LOCKE, MICHAEL BELPEDIO TOP ROW LEFT TO RIGHT: IGNACIO TRUJILLO, MARK HYSEN

As Ed Duffy recalls, “We had a mobilization day at a very critical point in the voting on the bill in Sacramento and we had to make our push and *Pretty Little Liars* brought many Members of their crew up. We brought them on the assembly floor where they were introduced and they made their presence known.”

Pretty Little Liars Transportation Coordinator Richard Limbaugh and Location Manager Barrett Larson passed out flyers, which helped explain the benefits of the Bill, to the offices of State Senators and Assembly Members. They sat in on a session of the Assembly, and attended the rally outside on the steps of our State Capitol.

“We truly felt our participation and effort made a difference with the lawmakers,” says Larson.

Limbaugh adds that, “Ron Stein with Exclusive Sedan and Company Move Studio Transportation, Inc. helped by donating people movers to get our folks to and from airports and I believe Local 399 and IATSE helped with airfare. I believe the entire cast and crew would have gone had that been possible. Those that were not there were there in spirit, and we had a lot of spirit.”

Lisa Cochran-Neilan, a Co-Executive Producer on *Pretty Little Liars*, was the main driving force in keeping the show in California. She is acutely aware of the runaway production issue. Lisa’s husband, Jim Neilan, is a Member of Teamster’s Local 399, and together they have two daughters, both involved in the studio business.

“She went to Warner Bros and made her pitch and basically got them up there, because she knew how important incentives were to the show,” says Duffy.



PRETTY LITTLE LIARS CREW IN SACRAMENTO RALLYING FOR AB1839.

“We feel truly blessed and appreciate working on a show ‘in town’ and especially for this long. The Producers are fantastic and understand the importance of keeping shows in California. Much of the crew has been here for many Seasons now. It is truly a family atmosphere,” says Larson.

He continues, “I have been extremely fortunate working locally in L.A., while raising my 3 boys with my wife Dawn. I know many people, however, that have had to travel to find work, and some who have relocated to other states completely. Hopefully L.A. will mean Los Angeles again, and not Louisiana come this July when the new incentives begin.”

“I truly believe it will help, as the incentives are a driving force in where productions go. Hopefully, we have witnessed the low, and the number of productions shooting locally will improve and keep building,” Larson says.

Limbaugh adds, “Our crew is made up of some of the most talented people that live in, and love, Southern California. I can tell you from firsthand knowledge that these men and women are grateful every day to go home and see their families and sleep in their own beds, and to keep California’s economy booming by spending their money where it is earned, right here at home.” California Assembly Bill 1839, The Expanded Film and Television Job Creation Act, was introduced in February by Assemblymembers Raul Bocanegra and Mike Gatto and signed into law in September of last year.

On May 19 the California Film Commission announced the first 11 projects to receive credits based on their jobs ratio score, which ranks each project by wages to below-the-line workers, qualified spending and other criteria.

The state Film Commission estimates that these 11 projects will create \$544 million in direct in-state spending of which \$216 million will be wages for below-the-line crewmembers.

“We are always going to be looking at the program and the potential expansion of the program in terms of dollar amounts. If the tax credits prove to be advantageous in terms of a return on investment for the state, then the \$330 million we get per year could expand in the future,” says Duffy.

“But we have to make sure the new system that the California Film Commission backed does what it intends to do. The new system is based on job creation and we have to make sure the system rewards those ideals,” says Duffy. He adds, “But we can’t know that until after we work through the system the first few years of the five-year program.”

“The overall ideology of tax credits are something people will always be concerned about, because there is always that question: Is it worth it?”

“I think the tax credits that were created for the job creation bill were done in a very responsible way. They were earmarked in the proper direction and I think that is something most people that are critical of it are watching it closely.”

The commission took applications May 11-17th for studio TV projects and July 13-25th for independent and feature films. This is the first time in the state’s 6-year program, films with budgets over \$75 million will be eligible. There will also be a third allocation of funds sometime in the winter.

Los Angeles’ Mayor, Eric Garcetti, also played an important and vocal role in lobbying efforts.

Garcetti is aware of the economic value of

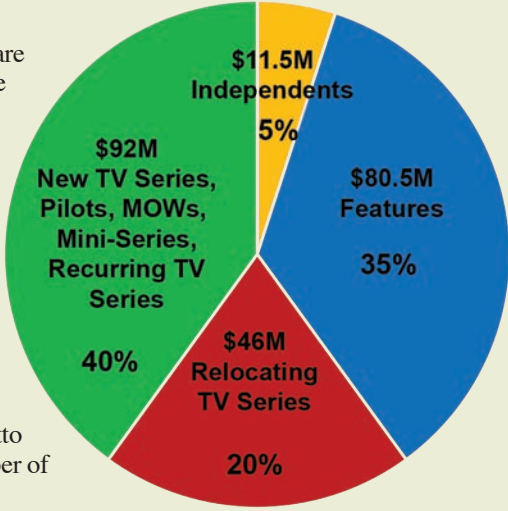
production in Los Angeles and how it is critical to our economic well being as a city. His office rallied other Mayors and directly lobbied the Governor in support of this bill. Secretary Treasurer Jim Hoffa and Members of Joint Council 42 and Joint council 7 met privately with the Governor and also lobbied on behalf of the bill.

It’s worth noting that many other productions sent representatives to Sacramento in support of the Bill. Local 399 also took a delegation comprised of rank and file Members, Secretary-Treasurer Steve Dayan, Wes Ponsford, Ed Duffy, Business Agents Lindsay Dougherty, Joshua Staheli and Chris Sell. It would not have passed, if not for the hard work and dedication to the cause for everyone involved. Many crewmembers of California based productions were on hand in Hollywood when Gov. Jerry Brown signed the bill into law last September.

This is a win for both the State of California and the workers across this state that will no longer have only one choice— to leave their families to feed their families. Behind the glitter that most people associate with Hollywood is the glue that holds it together—the many talented and often unheralded men and women whose names fly by in the credits. Their voices are rarely heard but they are today: because Assembly Bill 1839 was passed for them.

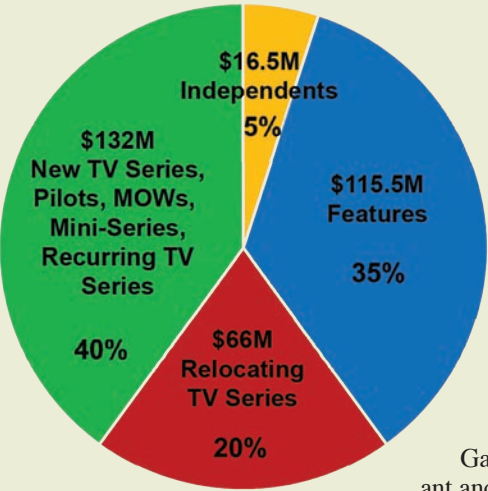
FISCAL YEAR FUNDING CATEGORIES

Program Year 1 - \$230 Million



FISCAL YEAR FUNDING CATEGORIES

Program Years 2-5 \$330 Million



AFLAC



IS NOW AVAILABLE TO TEAMSTER 399 MEMBERS

There are two plans being offered at a Group Rate for 399 Members. We encourage you to take a look at what is being offered to the Membership through Aflac and see if these plans are right for you and your family. Aflac is currently accepting applications on an ongoing basis for all 399 Members. If you have any questions regarding the plans available to you please contact our Aflac Representative Courtney Coe: Courtney_coe@us.aflac.com or call her at: (323) 388-3113.

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*Spouse and children can also be covered

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CONTACT YOUR UNION VOLUNTARY BENEFITS COORDINATOR for more information, to schedule a meeting or to sign up:

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Find out the AFLACTS:

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Major medical pays for doctors, hospitals, and prescriptions. Aflac pays cash directly to you to help with daily expenses due to a critical illness or accident

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When you’re critically ill or hurt, Aflac pays cash benefits directly to you to help you and your family with unexpected expenses. The benefits are prede-termined and paid regardless of any other insurance you have.

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The Accident plan pays cash benefits for injuries both work and non-work related, so benefits are paid on top of Workers Compensation and on top of State Disability.

5. Aflac pays cash benefits even when you’re healthy

We want you to be healthy, so we encourage you to go for annual check-ups by paying you a wellness benefit. The wellness benefits can cover several months of premium depending on the plan type.

6. Guaranteed Issue coverage

There is no medical exam or physical required to qualify for coverage. Get coverage even with a pre-existing condition.

7. Aflac is affordable

Aflac Group Plans are discounted and will fit most budgets. The Accident plan is the same rate for all members age 18-64 (\$24.65/month). Aflac will never raise your rate when you file claims. The Critical Illness plan is based on your current age and tobacco use—you lock in your rate at the age you are today.

8. Aflac pays claims quickly-usually within 4 business days

Aflac provides prompt service and fast payment of qualifying claims to help you pay your bills. While you’re focusing on your health, we focus on getting you cash as quickly as possible.

MPTF CELEBRATES THE POWER OF SERVICE



Volunteerism is the bond of any community. It bridges the gaps where services are needed and it brings people together to experience the joy of giving and receiving.

Article By: Motion Picture Television Fund Volunteer Program

As someone who works in the entertainment industry, you understand the creative energy and camaraderie developed among colleagues from months on a production, a show or a project. Becoming a volunteer at MPTF offers you that feeling and much more. Through a variety of opportunities, as an individual or as part of a group, you can provide entertainment, companionship, and assistance to your fellow industry Members, young and old. You will also become a part of a community that is passionate about coming

together to give back. No one understands this like the volunteers who were recently honored at the 49th Motion Picture & Television Fund (MPTF) Guild Volunteers Recognition Awards Dinner. For the first time, nearly two dozen of them received the prestigious President's Lifetime Achievement award for each serving more than 4,000 hours of volunteering at MPTF. The award included a personalized certificate and signed letter from President Obama along with a President's Call to Service Award pin.



More than two dozen MPTF Guild Volunteers were honored with the prestigious President's Lifetime Achievement Award for each volunteering more than 4,000 hours of time at MPTF.

MPTF was founded on the principle of the entertainment community taking care of its own, and these volunteers are living examples of that spirit. "The mystique of entertainment is when hard work comes together to create something magical, and that's also the essence of volunteering at MPTF," says Bob Beitcher, President and CEO of the Motion Picture & Television Fund (MPTF). "The magic of volunteering isn't measured in hours spent or dollars contributed; it's measured in how it makes us feel to give back to the community. That's the power of service and it's what makes the entertainment industry so great." Nearly 50 years ago, nine women established the MPTF Guild Volunteers to make a difference in the lives of seniors living on MPTF's campus in Woodland Hills. Today, 100 MPTF Guild Volunteers of all ages give more than 35,000 hours a year to helping

these seniors enjoy more fulfilling lives. In addition to assisting MPTF staff with an array of services and programs, it's not uncommon for volunteers to help residents write their memoirs, stay fit as their Fitness Buddies or simply give companionship over the phone. MPTF also has a growing cadre of volunteers who spend time in the community helping entertainment industry retirees with home safety, grocery shopping, computer tutoring and more. Two of the biggest obstacles to volunteerism are a perceived lack of time and uncertainty of what one can offer. MPTF volunteers demonstrate that everyone has time and talents to share and the return is life enriching. We encourage all 399 Members to take the time to giveback. The MPTF Volunteer Program is a great way to get involved and donate your time and talents to others with-

in our industry. No amount of donated time and energy is too small or goes unnoticed. We encourage all Members to look into these opportunities below and considering giving back in whatever capacity your time will allow. Below is a list of Volunteer opportunities you can get involved with:

PHONE BUDDIES:

Volunteers are matched with seniors who benefit from weekly socializing on the phone. Many times seniors are socially isolated due to frailty or medical issues. Phone Buddies provide companionship, support, and help someone to feel connected to the entertainment community.

HOME SAFE HOME PROGRAM:

With the help of volunteers to make home

<p>repairs and improvements, seniors can continue living independently in their own homes. Home Safe Home addresses minor home improvements and repairs.</p>	<div>FUNDRAISING / EVENT VOLUNTEERS:</div> <p>The MPTF Foundation hosts events throughout the year to raise contributions to support the organization’s services and programs. Volunteer with us if you would like to assist with duties such as stuffing</p>	<div> <div>ELECTRONIC AGE</div> <div>IN THE ENTERTAINMENT INDUSTRY</div> </div>
<div>FRIENDLY VISITORS:</div> <p>Volunteers are matched with seniors in their neighborhoods who benefit from regular social visits from fellow industry members. Friendly visits offer tremendous benefits to seniors including improved physical, mental, and emotional health — and keeping a positive outlook.</p> <div> <div>  <div> Dominic DiMascio received the prestigious President’s Lifetime Achievement Award at the 49th Annual MPTF Guild Volunteer Recognition Awards Dinner for his more than 4,000 hours of volunteer time </div> </div> </div> <div>POOL BUDDIES / FITNESS FLOOR BUDDIES:</div>	<p>packets, mailing RSVPs, manning a will-call table, or other event activities.</p> <div>ADMINISTRATIVE VOLUNTEERS:</div> <p>As MPTF is a nonprofit organization it would be hard pressed to accomplish all it does without the needed assistance of volunteers. One way we are able to stay in touch with our constituent base is through the help of administrative volunteers</p>	<div>ELECTRONIC LOGGING DEVICES</div> <p>As we move further into the digital age, hand-written notes and paper documentation is quickly becoming a thing of the past. Our fast paced society and work environments call for more efficient practices that seek to eliminate the potential for human error. The entertainment industry is not free from these changes and must grow and evolve to keep up. With that being said, several changes are already in the works to help aid our Members in proper documentation practices, as well as save time and energy.</p> <p>As time goes on we will see more technological advances within our industry continually replacing old and outdated practices. Secretary-Treasurer Steve Dayan “Many of the payroll companies will soon begin to provide our Members with digital start paperwork. This will allow our Members the ability to securely update only the changes to their personal information, making the process faster and easier for all concerned.”</p>
<p>Volunteers are matched with seniors who may need assistance getting in and out of the pool or with fitness equipment at the Saban Center for Health and Wellness. Seniors who love the water, but may have balance or coordination challenges, can go back into the water thanks to their Pool Buddy. Fitness Buddies assist seniors with work out equipment to stay fit and healthy.</p>	<p>who assist us with such items as answering phones, filing, and other light office duties.</p>	<div>ELECTRONIC LOGGING DEVICES</div> <p>Beginning September 30th, 2015 the US Department of Transportation’s Federal Motor Carrier Safety Administration will begin to implement the requirement of Electronic Logging Devices (ELDs) in interstate commercial trucks and bus companies. This ruling is in an attempt to improve compliance with the safety rules in regards to hours Drivers are eligible to work.</p>
<div>GROCERY SHOPPERS:</div> <p>Volunteers help seniors who need assistance with grocery shopping due to frailty, balance issues, or who no longer drive. Grocery shopping assistance helps seniors maintain a sense of independence, as well as a home stocked with fresh food.</p>	<div>ADVOCATE VOLUNTEERS:</div> <p>We are looking for volunteers who take to heart our core mission of Taking Care of Our Own and can be an advocate to us out in the field. We have numerous opportunities to have advocate volunteers travel throughout Southern California with our Health Wheels Mobile unit and or to various Health Fairs and other events and spread the word of MPTF and all we do for individuals like you.</p>	<p>“By implementing Electronic Logging Devices, we will advance our mission to increase safety and prevent fatigued drivers from getting behind the wheel,” said Federal Motor Carrier Safety Administrator Anne S. Ferro. “With broad support from safety advocates, carriers and members of Congress, we are committed to achieving this important step in the commercial bus and truck industries.”</p>
<div>COMPUTER TUTORS:</div> <p>Volunteers instruct seniors on basic computer skills such as setting passwords, using help menus, e-mail, using the internet safely, and more.</p>	<div>VOLUNTEER GUILD:</div> <p>The MPTF Volunteer Guild was established in 1966 to enhance the quality of life of the residents of our Woodland Hills campus. Guild volunteers can be seen on campus daily, assisting MPTF staff, patients and residents with a wide variety of important services. More than 100 men and women are available to assist patients and residents. Active retirees, current industry members and their families, people of all ages and with an endless variety of skills are here every day making a difference.</p>	<p>The ELDs will be installed into each vehicle and the logging will take place automatically. The only thing a Driver would be responsible for is turning the device on. All of the monitoring will take place in a back office recording each and every movement of the vehicle. This new system will eliminate confusing and time-consuming paperwork. This will also allow an added protection from work demands and pressures often put on Drivers to compromise various laws in an attempt to cut corners.</p> <p>These new Federal regulations are designed to improve safety for motorists by reducing the risk of truck Driver fatigue. Safety both on set and traveling to and from set should be the ultimate concern within our Industry. No one should have to sacrifice their life or the lives of others to create a film. As an industry we must look out for one another and abide by rules that are put in place to protect our own.</p>
<div>CHANNEL 22:</div> <p>The Shavelson Media Room at our Wasserman Campus provides opportunities for residents and volunteers to develop and create programming that serves the MPTF residential community. Integrating volunteers (current industry members and ‘junior’ volunteers from high schools) into the process preserves the tradition of shared knowledge in the entertainment industry. The media room is looking for volunteers who have previous experience in editing, camera work, graphic design, production support, hair and makeup, or scenic design and those willing to learn. Volunteering with the media room’s Channel 22 can be per project and/or multiple hours weekly.</p>	<div> <div> DOWNLOAD A VOLUNTEER APPLICATION FORM AT </div> <div> www.mptf.com/volunteer </div> <div> and return it to Derek Krull at: Derek.krull@mptf.com </div> <div> or fax: 818-876-1527. </div> <div> If you have questions or would like more information please call: 818-876-1915. </div> </div>	<p>There are some obvious concerns that Studios are raising in regards to how this law will play out throughout our unique industry. Drivers in the entertainment industry tend to differ from other forms of commercial truck and bus companies. Various studios are already working to develop an exemption request for certain aspects of this new requirement. Details of such exemptions will not be made available until after the law actually goes into effect on September 30th for no exemption request will be granted or even considered until that date. As the law currently stands, all would be expected to implement ELDs in all vehicles by September 30th, 2017.</p> <p>(Story to be continued in the 2015 Fall Newsreel: Electronic Start-Up Paper Work)</p> <p><i>If you have any further questions please email office@ht399.org.</i></p>

MEMBER SPOTLIGHT

Drivers Steering Committee

Last January we made a promise to create a Drivers Steering Committee. Making good on that promise, the new administration provided a sign up sheet at the General Membership Meeting for a Drivers



Steering Committee, among others. Drivers make up the largest part of Local 399's Membership and, for whatever reason there had never been a Steering Committee of rank-and-file Drivers before.

By Matthew Klekner

The goal of a Steering Committee is to foster better communication between the craft and the administration and to provide a forum for open discussions and direct lines of communication.

The sign-up sheet was open to all who were interested. The only requirement was mandatory attendance at Committee meetings but included a provision for excused absences. If you missed two meetings in a row, however, you were excluded from the Committee.

The Drivers Steering Committee is made up of Drivers and Captains, all of whom are working everyday in the industry and have years of experience in the field.

They donated their time to be Members of the committee.

"The Committee Members made themselves available to listen to anyone that wanted to reach out to them with questions or concerns. They fielded complaints and suggestions from rank-and-file Members and then we had a lot of frank discussions about whatever came to light," says Business Agent Wes Ponsford.

Business Agents Wes Ponsford and Jack Fisher head up the Drivers Steering Committee. The main point of recent meetings was the negotiation of the expiring Black Book Contract with the AMPTP. The Black Book is the major contract that covers all of our Drivers. It's negotiated every three years and committee meetings were held once a month and increased in frequency as negotiations drew nearer.

"We talked about the issues, such as what kind of raises we are going to get, changes to health and welfare, pension and specific changes to language in the contract that all parties agreed upon," says Ponsford. "They brought up really good points. It's hard to implement every idea or suggestion, but we were forthright and honest with each other, which is all you can ask"

Members of the committee were rewarded with unprecedented and un-paralleled access to the inner-workings of the Union and they were

groomed in how the negotiating process would take place. Five Members were also given seats in the negotiating room across from AMPTP members. Those Members were Bruce Callahan, Terry Owens, Rob Wood, Tony Ardolino and Anthony Shields.

"To be perfectly honest, it's a daunting task. On our side of the table there were maybe 15 people and on the other side of the table you have

dented. They didn't want to take anything away from us."

"We had just finished lobbying for the expanded tax incentive program and I think the producers, along with the different Unions, realized that if we didn't get a contract done without any difficulties it would have been a slap in the face to the people that passed this bill. I think it was important to have peace in the Labor market," says Ponsford.

"The Members of the Steering Committee were engaged and participated in the most professional way possible.

They were good hands to have on board and Secretary-Treasurer Steve Dayan does nothing but sing their praises," says Jack Fisher.

With the Black Book negotiations concluded, there are some questions about where the Steering Committee goes from here. Since it is in its first year of existence,

the Business Agents and committee Members are playing it by ear, and they will move forward to make sure any issues

Members have with their craft are addressed. For instance, a joint meeting of the Drivers and Transportation Coordinators Committees is planned for the future.

Bringing people together in an open conversation is a priority of this administration and it will look to help facilitate these discussions whenever and wherever possible, so that every Member's voice can be heard.

Local 399 thanks all the Members who have contributed their time as Members of the inaugural Drivers Steering Committee and wishes to encourage any Member who is interested in joining the Committee, or becoming active in the Union, to reach out to the Business Agents or to Members of the current Steering Committee.

We would like to share the comments of a few of the Committee Members below:



Steering Committee Members (Back Row) Terry Owens, Tony Akdplino, Wes Ponsford, Bruce Callahan, Steve Dayan, Mike Chisholm, Anthony Shields, (Front Row) Rob Wood, Jack Fisher, Martin Tajro, Armondo Santono and Adam Praw (Not Pictured: Mike Belpedio, Anna Muchern)

about 50 people from different studios, including the senior labor relations negotiators," says Ponsford.

"It's interesting because each studio has the ability to nix anything that we are discussing, so it only takes one person to say no and it takes everyone together to say yes. It's a tough nut to crack and you have to have lobbying efforts well in advance of negotiations if you want to change something in the contract."

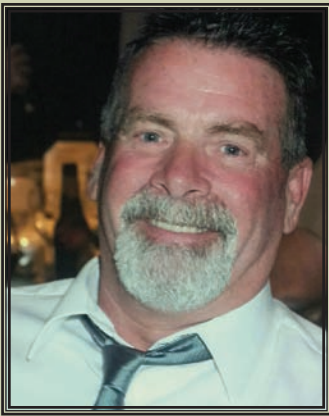
Ponsford goes on to say, "Our attorney, Joe Kaplon, who has been negotiating this contract for 30 years, said this is the first time where we went into negotiations and the AMPTP had no proposals specifically for Local 399. That's unheard of. They always come to us and ask us to get rid of grouping, for example, which is our seniority, but they didn't come at us with anything this time and that was rather unprece-

STEERING COMMITTEE MEMBER:

TERRY OWENS

“I wanted to learn more about the inner workings of the Union and wanted to see if they are sincere in their goals and direction. After being on the Steering Committee for a year I believe, with all sincerity, that they want to represent everyone in the Local.”

“I believe they are on the right track and I know the rank-and-file Members still have a lot of questions but they haven’t gotten to see everything that we



were privy to on this committee and in the negotiations. It was a good learning process for me.”

“There were a lot of questions about how people got on the committee but it was on a strictly voluntary basis. You had to start someplace and if people are not

happy with us, they should get involved and volunteer themselves and their own time.”

“Our names were all listed for anyone to see and we were introduced at some of the quarterly meetings so that people would know who we were and could reach out to us and contact us by phone. We were spread out all over town, in terms of where we were working by studio, so it was a good mix of people.”

“There were colorful disagreements on many issues, but as a committee we sat down and talked about all of them. We got to see everyone’s point of view and as a result we got to have a consensus on every issue that was brought up.”

“I have enjoyed this process. It was a learning experience and it was something that I believe anyone who cares about where they come from and where the Union is going should get involved in. It is a good place to start to understand the inner workings of the Union and what goes on behind closed doors. I do believe that if someone has the opportunity to do it, and the ambition to do it, they should get involved when the committee opens up.”

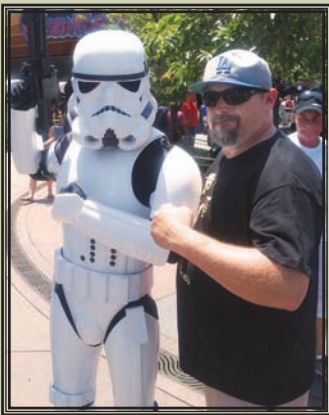
STEERING COMMITTEE MEMBER:

ROB WOOD

“I wanted to get more involved with the Union and know more about what goes on and hopefully have a say in my future.”

“I enjoyed my experience and learned a lot. I think, like anything, it had a little bit of a rough start, since it was the first time doing it, but everyone got it down and it smoothed out.”

“I felt that we were included. We were never ignored and



during negotiations we were asked what we felt and what our opinions were of the proposals. They definitely listened to what we had to say.”

“We were in the side-bars, we were in the caucus rooms and the main rooms throughout the

entire negotiations. I think it was good, because it’s nice that rank-and-file Members get to see what’s going on.”

“At first it was bit intimidating but you get used to what it is. It was definitely a learning experience that I was happy to be a part of it.”

“People reached out to me. I got calls from people I knew who had questions about what was going on and, since they knew me, they wanted to know

my personal opinion on how I felt the deal was – if we were represented correctly – being that this was Steve’s first “Black Book” negotiation as head of our Union.”

“I think it’s a good deal. It’s a good, fair deal for both sides.”

“I think Steve did a good job with the negotiations and getting us a fair contract. I think he is showing more involvement by offering these classes and trying to educate the Members. That’s the biggest step I see so far: the Union being involved in education efforts.”

“Jack and Wes did a good job too and they made sure we stayed on track in the meetings.”

“I think the administration could further look into certain issues the Steering Committee brought up, but there wasn’t enough time to look into everything.”

“If more people attended the meetings and actually read the contracts, they would feel more involved in the Union. I think it’s important for every Member to know what is in our contracts and understand them. People can take classes in Black Book or any of the other classes that are offered and get involved that way. They should know what their rights are as Members.”

“I think there was more work last year and more features and incentives are coming and it’s going to pick up a lot. I don’t know if it will be overwhelming, but there’s going to be a lot more work out there than there was previously.”

“We volunteered a lot of time, but I don’t think it was a waste of time. If it’s something you are truly interested in taking part of, if you are truly into it for the knowledge, and to help people get more involved with the Local, I don’t think that’s a waste of time.”

STEERING COMMITTEE MEMBER:

BRUCE CALLAHAN

“I joined the Steering Committee because I saw where our Union was going under our last administration and things seemed a little stale. It seemed like it was time to do something and step up for the Membership if I could. It seemed like, to me, the regular Members of the Union needed to get more involved.”



“I wanted to have a voice in the makings of the contract and to see how the inside communication worked in that conference room. I wanted to see the producers and see how positive or negative they would be. I was amazed with

their sincerity and their enthusiasm to make this work better and to keep work here.”

“There’s never been a Steering Committee for Drivers so there’s never been an inside perspective. This is as inside as you’re going to get. Steve Dayan was there at a bunch of the meetings. Jack Fischer, Wes Ponsford and a Member of the Committee would chair each meeting and put together an outline for the next meeting.”

“With the contract negotiations we had our work cut out for us. We didn’t need anyone to come up with new ideas about what the meeting would be about. We mostly talked about the contract and the questionnaire that was sent out to the Membership, about what issues were important to them. We came back with a very good general consensus about what was most important: wages, health insurance, pension, welfare and retirement straight on down the line.”

“I’m extremely happy with this deal and I’d be surprised if we could have done any better than we did. We pretty much got what we wanted. The only thing that we’re going to have to hammer out on the next contract is new media. It’s still a very undefined space. We are still on a case-by-case basis but we have an outline to work with.”

“I got some calls and emails, especially the week

before negotiations began, even though they knew I couldn’t get into any specifics.” I know a lot of Members, with this being my 20th year, so I know a lot of Brothers and Sisters in this Union and there was a lot of curiosity.”

“Negotiations, at first, were kind of scary, but we were prepped with how it was going to go. We walked into the room, with these long tables and all the representatives of the AMPTP at them. The most important people in the AMPTP were right across from us. The rest of us onlookers sat behind our representatives but we were allowed to take it all in and evaluate the whole thing.”

“I think we are on a very good terms with the AMPTP and have a good working relationship, more so than we’ve had in quite some time and it’s because of the openness and the willingness to work with them. It was an exciting opportunity.”

“I’m not sure how we are going to move forward with the Steering Committee, in terms of adding people and how people leave. We haven’t figured everything out. There was no favoritism for this committee. Anyone could have put their name on the list and attended the meetings.”

“We are not getting paid for this. This is just us volunteering our time for the love of the game; for being part of Membership and putting your voice forward to the point where it is heard. A lot of people don’t feel they have that ability, but they do.”

“You do have a voice. You could be a tram Driver at Universal. You could be a tractor-trailer Driver on a TV show. It doesn’t matter what you do. You have an opportunity to put your voice out there and if you don’t want to be on the Steering Committee, you can have your voice heard by the Steering Committee.”

“This is a brand new horizon as far as I’m concerned and, with work coming back to the state instead of leaving it, I don’t think people are going to have enough time to be so negative.” Of course, there are always going to be 10% of people that will have a problem regardless - if it was raining diamonds they would complain it was still raining.”

“I’m excited about where we are going and I hope everyone recognizes the growth we’ve had already.”

LETTER FROM STEVE DAYAN
CONTINUED FROM FRONT PAGE

how large or small and we have ratified every agreement with a margin of 80% or better. I listened to our Commercial Members and went back to the table to negotiate different conditions when the first contract was rejected. The approval margin for that agreement was more than 90%. We lobbied Sacramento and got the best tax incentive for our industry in our history. We organized Quixote and we’re also in the process of organizing other vendors. We’ve begun educational classes for our Members covering a variety of topics such as Shop Steward training, Log Book Classes, financial & retirement classes, “stick time” training and Black Book classes just to name a few. We have formed committees for almost every group, engaged them in developing contract proposals and have developed a means of communication between themselves and the Union.

We are supporting our retiree gathering which will take place in Los Angeles in September. We held our first ever car show that you’ll read more about in this newsletter. We’ve updated our website and Newsreel. We have re-affiliated with the Los Angeles County Federation of Labor and I now have the honor of serving on their Executive Board. We’re supporting our own Joint Council 42 and have strengthened the bonds with all of the other Locals in our great JC42. We’ve also strengthened our relationship with the IBT.

These are just some of the changes we have made since 2014. While there is still much more work to be done, I want to assure our Membership that everyone here is working diligently to improve the lives of our Members and be as responsive as we can be to issues and concerns. And it is my hope that you are seeing positive differences in the way we do business. Here’s to a busy and prosperous third quarter!

Fraternally, Steve Dayan



WITH STEVE
DAYAN

SECRETARY TREASURER



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

Q *What do you feel has been the biggest accomplishment in the past Quarter?*

A “The negotiation of both the “Black Book” and Location Manager contracts. The Drivers Steering Committee did an excellent job of formulating proposals based on the surveys that were returned to the Union. I’d also like to acknowledge the Location Manager Committee for their efforts on behalf of our Members.”

Q *What do you feel has been the biggest challenge(s) in the past Quarter?*

A “The “Black Book” negotiations. I’ve negotiated the Location and Casting agreements for many years now. I’ve participated in the “Black Book” negotiations for the past fifteen years but this was my first time heading up those negotiations.”

Q *Tell us a little about the “Black Book” Negotiations. How do you feel about the 2015 Contract that was ratified?*

A “While we never get everything we aim to achieve, I’m very proud of the contract we negotiated. I’m proud that the Executive Board decided to conduct a mail-in ballot ratification for the first time. About 35% of our Members voted compared to less than 10% at the last in-person ratification meeting in 2012. We are doing everything we can to engage our Membership and the results speak for themselves.”

Q *Tell us a little about the Locations Negotiations. How do you feel about the 2015 Contract that was ratified?*

A “I’m very pleased with the result. The Location Manager contract wasn’t easy to negotiate. One big issue for this group has always been gas reimbursement and our Location Professionals deserve to have their gas reimbursed. While we weren’t able to negotiate gas specifically, we did make gains in the car allowance rate, raising it from \$75.00 a day to \$85.00 a day by the end of the contract. That was another way to help them cover gas costs. They ratified by nearly 90%.”

Q *Did you have a good time at the 1st Annual Classic Car & Motorcycle Show? Do you think there will be more events of that nature in the future?*

A “I had a blast! We had many Members and retirees at the car show sharing an estimated 75 muscle cars, hot rods, classic

cars and motorcycles. One retiree drove all the way from Pahrump, Nevada just to spend the day with us! I have a ‘74 Triumph TR6 myself, that I have restored over several years and I had a lot of fun answering questions about it. There was live music, food and various vendor booths. George Barris, the Teamster Horseman and West Coast Customs brought cars & bikes. This was just our first car and bike show. We will do an even better event next year and my hope is to have more events like this for our Members in the future.”

Q *Why do you feel events like the Classic Car & Motorcycle Show are important to the Membership?*

A “It is important to engage our Members in different ways. Union meetings, classes and committees are essential but having events like the car show are a way to socialize with other Members and their families in an environment that honors them and their craft. It also allows us to showcase Local 399 to other Unions and, even more importantly, the greater community. Unions matter!”

Q *How do you feel the recently granted tax incentives will impact the Membership?*

A “The next five years are going to be busy for our Membership. Members who, in recent years, may have had to go out of state for work, can now stay closer to home with their families. The work is not over yet though. Before we know it, we’ll have to go back to Sacramento to lobby for an extension of the credits beyond the five-year period granted by the state. We have a great team in place to make certain that those credits are extended.”

Q *Looking forward, what are you most excited about for the next Quarter? What do you feel will be the greatest challenges?*

A “I’m really looking forward to getting out and spending more time with our Members to hear their concerns and see how we can continue to make improvements. We will also continue our organizing efforts of vendors in the industry. We also need to focus on enforcing our contracts and we can only do that with the help of our members.”
Now it’s time to focus on the Casting Director negotiations with the AMPTP. Those negotiations will be difficult as well and we’ve been meeting with them to hammer out proposals. We appreciate your support for our continued success!”

LOCAL 399 MEMBERS HAVE
OVERWHELMINGLY

RATIFIED “BLACK BOOK” & LOCATION MANAGER AGREEMENTS!

The Location Managers overwhelmingly ratified their new 3 year contract with the AMPTP with a final vote count of 187 YES votes - 16 NO Votes. Thank you to Location Professionals Eva Schroeder, Kent Matsuoka, & Alasdair Boyd for volunteering to count the ballots.

The new “Black Book” 3-year Contract with the AMPTP was overwhelmingly ratified with the final ballot count of 840 YES votes - 208 NO Votes. Thank you to Gene Alford, Mark Webb, Duke Stevens, Michael Dillin, and Brownman for volunteering to count the ballots.



Taking a quick photo before beginning the count of the Location ballots.

REMEMBER! RENT UNION!

As Members of Local 399 we must support our Union Companies and our Sisters and Brothers working in the industry. We must be mindful of where we rent our equipment from and rent Union as much as possible. Remember, the benefit hours being paid by those companies help EVERYONE’S health and pension.

Below is a list of companies we strongly encourage all to rent from:

TRUCKS:

- | | |
|----------------|-------------|
| • Warner Bros. | • Universal |
| • Paramount | • Fox |
| • Disney | • Sony |

EQUIPMENT:

- | | |
|------------------------|-------------------|
| • Paskal | • Cinelease |
| • Hertz | • Studio Services |
| • Quixote/Movie Movers | |

If you have any questions or need contact information for any of these companies please email us at: office@ht399.org.

THE YITZHAK RABIN AWARDS



Teamsters Local 399 would like to congratulate

President of Teamsters Joint Council 42

Randy Cammack

and

President of SAG-AFTRA

Ken Howard!

Source: The American Friends of Yitzhak Rabin Ceremony Booklet

Local 399 Secretary-Treasurer Steve Dayan, General President of the International Brotherhood of Teamsters, James Hoffa, son of Yitzhak Rabin, Yuval Rabin, President of SAG-AFTRA, Ken Howard and President of Teamsters Joint Council 42, Randy Cammack at the American Friends of the Yitzhak Rabin Award Ceremony.

Randy Cammack was awarded the Yitzhak Rabin Leadership & Public Service Award and Ken Howard was awarded the Yitzhak Rabin Legacy Award. Both of these awards are very high honors given to those who have lived an exemplary life with a commitment to public service. These two awards stem from the legacy of Israeli Prime Minister Yitzhak Rabin's life and his steadfast dedication to public service.

Rabin is remembered as a military leader, statesman, and a peacemaker. Winner of the 1994 Nobel Peace Prize, Rabin's dream was to have Israelis and Arabs living in a secure Middle East, who could enjoy the benefits of a country at peace and lead normal lives. During Rabin's second term as Prime Minister he initiated significant changes in the country's national priorities investing unprecedented resources in infrastructure and raising living standards for all Israelis. Rabin also doubled the country's education budget. Prime Minister Yitzhak Rabin was tragically assassinated on November 4, 1995 after his participation in a Peace Rally in Tel Aviv. The American Friends of Yitzhak Rabin have been honoring the deeds of leaders who exhibit the same ideals, values, courage and commitment that Yitzhak Rabin exemplified. The monies contributed to the event go to further education of Israelis in many areas including the labor movement in Israel and abroad. The Yitzhak Rabin Center is dedicated to furthering the principles and core values of Prime Minister Yitzhak Rabin.



Secretary-Treasurer of Local 399 Steve Dayan presenting Ken Howard with the The Yitzhak Rabin Legacy Award.

THE YITZHAK RABIN LEADERSHIP AND PUBLIC SERVICE AWARD:

Randy Cammack has devoted his life to public service as the President of Teamsters Joint Council 42, Secretary-Treasurer of Teamsters



General President of the International Brotherhood of Teamsters James Hoffa presenting Randy Cammack with his The Yitzhak Rabin Leadership and Public Service Award.

Local 63 and former International Vice President in the Western Region. He has served in all capacities with dignity and integrity. During this special year commemorating the legacy of Yitzhak Rabin 20 years after the assassination, it is a most appropriate honor that Randy Cammack was the recipient of the 2015 Yitzhak Rabin Leadership and Public Service Award. General President of the International Brotherhood of Teamsters James Hoffa presented Randy Cammack with this award.

THE YITZHAK RABIN LEGACY AWARD:

Ken Howard, as the 1st elected President of the merged Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) has created a legacy of his own. He is an award winning actor as well as a leader in the Labor Community. Ken is also a Vice President on the

AFL-CIO Executive Council. The Friends of Yitzhak Rabin take pride in presenting Ken with the Yitzhak Rabin Legacy Award.

Randy Cammack and Ken Howard were both presented their awards at a Ceremony on July 9th hosted at the Millennium Biltmore Hotel. The keynote speaker for the evening was Mayor Eric Garcetti. Notable individuals in attendance were General President of the International Brotherhood of Teamsters, James Hoffa and General Secretary-Treasurer of the International Brotherhood of Teamsters, Ken Hall. All the Western Region Joint Council Presidents and many International Vice-Presidents were in attendance as well as many other labor leaders. Also in attendance was the son of Yitzhak Rabin, Yuval Rabin who gave an impassioned speech about the legacy of his father.

Secretary-Treasurer Steve Dayan delivered a speech congratulating both of the award recipients. "It was an honor for me to present the Yitzhak Rabin Legacy award to my good friend and colleague Ken Howard. Randy Cammack has done so much good work on behalf of the Teamsters and the labor community throughout the United States. I am proud to be associated with both of these great labor leaders."



Mayor of Los Angeles Eric Garcetti with Randy Cammack and Ken Howard at the Yitzhak Rabin Award Ceremony.



**399ers RETIRED TEAMSTERS
2015 REUNION
SEPTEMBER 14TH-16TH**

We are very excited for the 2015 399ers Retiree events. Huge thank you to Dennis Hollis for organizing this great event. If you are a retired Local 399 Member and have yet to register please notify Dennis Hollis immediately so that you don't miss out on the festivities! Call 541-935-0355. We hope to see all of our retirees!

2015 REUNION SCHEDULE

**Monday September 14th
RETIREE DINNER**

Where: PICKWICK GARDENS
1001 West Riverside Drive
Burbank, CA
When: 6PM- 10PM

**Tuesday September 15th
TOUR OF THE NETHERCUTT MUSEUM (MEET AT THE MUSEUM)**

Where: NETHERCUTT MUSEUM
15200 Bledsoe Street
Sylmar, CA
When: 10:00-11:30AM:

BOWLING TOURNAMENT

Where: PICKWICK BOWL
1001 West Riverside Drive
Burbank, CA
When: 12PM-6PM

**Wednesday September 16th
BREAKFAST AT BOB'S BIG BOY**

Where: Bob's Big Boy
4211 West Riverside Drive
Burbank, CA
When: 8AM

**September 20th
DOT CLASS**

Where: TBA
When: 9AM
This class will be hosted by the CHP and will consist of Interstate and Intrastate logging as well as DOT and Motor Vehicle Regulations.
To secure your spot please RSVP to Business Agent Chris Sell at csell@ht399.org.

**October 25th
GENERAL MEMBERSHIP MEETING**

Open to ALL Members
Where: Pickwick Gardens
1001 Riverside Drive
Burbank, CA 91506
When: 8AM
Details TBD. Check ht399.org for more information

**November 8th
"BLACK BOOK" COURSE**

Where: TBA
When: 9AM
Designed to help the Membership understand the Black Book and cover the new provisions from the 2015 negotiations.
To secure your spot please RSVP to Business Agent Chris Sell at csell@ht399.org.

ANNOUNCEMENTS

- ★ **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 Callboard everyday.
- ★ **Remember; check your roster status with CSATF.** If you are not listed on the roster in good-standing you are not eligible to work and could be losing days towards your seniority.
- ★ **Grievances have been filed with CBS,** Paramount, and Minim Productions because the companies failed to hire rostered Animal Trainers, Wranglers, and Drivers. Please remember to call in when animals are working.
- ★ **Teamsters Local 399 had its first ever Women's Caucus** Meeting. The Women's Caucus is still welcoming all Women to join! Email Ldougherty@ht399.org if interested.
- ★ **Transportation Coordinators, Captains, and Dispatchers,** please remember that Quixote is a now a Union company and you should be renting from them as much as possible. Please support your fellow brothers and sisters that are employed at Quixote.
- ★ **A large grievance has been filed with Universal** over the production "Steve Jobs" filmed in San Francisco. Local 399 has received a large portion of the call sheets, production reports and Captains reports and has begun auditing the information received.
- ★ **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)985-2131

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.

Charles Balsley	Thomas Briggs	Jim North
Daniel Conte	James Damico	Franz Pleth
Trini Gonzales	Ronald Dinson	Bruce Randall
William Kurtz	Luis Lara	Terence Scott
Jack Sanders	Eucario Mireles	Henry Thompson
Ernest Taylor	Mark Roberts	Greg Vangorder
David Bloom	Bruce Smith	Tony Cousimano
Albert Amerman	Rene Veluzat	Vince Talamantes
	Bill Puluti	

OBITUARIES

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:

Robert Arterburn	Frank Todaro	Ken Lang
Donald Cannon	Chip White	Victor Anderson
Mahrez Djelmane	Gary Chapin	Larry Dukes
John Lackey	Maurice Forss	Steven Ferrell
Thomas MacDonald	Raymond Holston	Horst Harter
William Murphy	Kenneth Bilbee	Charles Williams
Frank Nicosia	James Johnson	Jerry Gordon
Stewart Satterfield	Timothy Sheehan	Fred Scobie
	Marlene Judd	Chuck Ramsey

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