

TEAMSTERS
— **SISTERS** —
LOCAL 399

TEAMSTERS
— **BROTHERS** —
LOCAL 399

TOGETHER

WE ARE STRONG

GREETINGS SISTERS & BROTHERS

We have had an extremely busy third quarter! We've enjoyed full employment and have even been into permits occasionally. That's great news for our Members and our industry, thanks to the expanded tax credit program. We expect to be busy over the Christmas hiatus period due to feature films starting in January and all the indicators are pointing to continued employment for the long term as well. Now is the time for our Members to report any violations to the Union. It's great to be busy but we must always make certain that we are enforcing our contracts. Remember, you can call us anonymously to let us know. Most grievances involve uncovered equipment, meal penalties, forced calls and grouping violations. We are out checking shows but it's impossible for us to be everywhere, so please, help us help you by letting us know. We are just concluding negotiations with the AMPTP regarding a successor Casting Director agreement. While I'm not at liberty to discuss the issues that we're having with the AMPTP, I can tell you we are working closely with Teamsters Local 817 and both Steering Committees to find a resolution to the outstanding issues. These negotiations have been difficult but I have faith that both Locals 399 and 817 have done everything possible to achieve the best agreement we can for our Members. Charges were filed by two Members against another Member for allegedly posting negative comments about them on social media. The case has been heard and the Trial Board is reviewing the charges, and a decision will be rendered shortly. I'd like to remind all of you to refrain from making negative remarks about a fellow Member on social media. It is hurtful to the Members you disparage. It is harmful to this institution and it may also cause harm to your own reputation in the industry. We are all Brothers & Sisters and we stand stronger together than we do tearing each other apart. I encourage all of you to read this Newsreel's article on



Local 399 Retirees at the 399er Retiree Reunion

Ernie Banks, paying close attention to the excerpt from the philosophy upon which our founding Members based this union. It is a good reminder of who we should strive to be as an organization and as individuals. We have accomplished so much here at the Local recently. We had a Retiree Reunion in late September and it was great to reconnect with our Retirees. We have committed to create a Retiree committee and do more to engage our Retirees. We sent members to the Women's Caucus in Chicago, to the Black Caucus in Las Vegas and are engaged with the Hispanic Caucus as well. We organized the commercial trailer company King Kong, and will continue to organize other vendors in the industry. I'm asking our Members to rent Union as it

not only supports those Union companies but our Pension & Health plans as well. We are hoping to roll out a mobile phone application before the end of the year that will allow you to make yourself available or unavailable without having to call the callboard. It will automatically update our availability lists making it easier for Department Heads and Studios to have the most accurate information. We are continuing to roll out educational classes for our Members covering a variety of topics we have formed committees for almost every group, engaged them in developing contract proposals and developing

a means of communication between themselves and the Union. As this is the last Newsreel of the year, I'd like to take this opportunity to thank you for your hard work throughout the year and for all of your comments & suggestions to improve our service to you. I wish you all the happiest of holidays and continued prosperity in 2016!

Fraternally, Steve Dayan

TABLE OF CONTENTS

PAGE 2

THE BIZ:
Californias Bid To Bring Production Back...

PAGE 3

The Biz: "Picture Quitting" Helping Members
Live Tobacco Free Lives
Chef Driver Announcement

PAGE 4

Secrets & Lies, Incentives In Action

PAGE 5

399ers - Retiree Reunion

PAGE 6 & 7

The IBT Caucuses, Unity within Diversity
Electronic Age

PAGE 8 & 9

SPOTLIGHT: Ernie & Joey Banks

PAGE10

Q&A With Steve Dayan
Attention Members 50 Years and Older

PAGE 11

King Kong Production Vehicles
Casting Update

PAGE 12

Events, Announcements, Retirees and
Obituaries

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RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

CALIFORNIA'S BID TO BRING PRODUCTION BACK TO STATE STRIKING GOLD

VARIETY ARTICLE By: DAVID McNARY
PUBLISHED ON: SEPTEMBER 8TH, 2015

Now that the California Film Commission has unveiled the first round of feature films to receive incentives under the state's recently expanded tax credit program, producers are indicating that the new scheme is an anti-runaway success.

The tax credit of up to 25% is aimed at keeping the industry in California, despite more lucrative government incentives elsewhere.

Two of the titles that got allocations from the state are set in locales that consistently have lured runaways: New Line's "Conjuring 2," partially set in the U.K.; and "Why Him," set in Michigan.

Besides "Conjuring 2," perhaps the best-known among the 11 films conditionally selected on Aug. 18 are Warner Bros.' CHiPs comedy, starring Dax Shephard; Alcon Entertainment's "Chicken Soup for the Soul"; and an indie film version of David Lynch's "Twin Peaks." The 11 films will receive a total of \$55 million in credits, and were picked from 254 productions that had applied.

"Twin Peaks" creators Lynch and Mark Frost, whose film received a \$2.5 million allocation, say that bringing the project back to California puts the picture "where it belongs."

"Chicken Soup for the Soul," meanwhile, will be the first project Alcon Entertainment — one of the more prolific production companies — has shot entirely in California in more than a decade.

Co-CEOs Andrew Kosove and Broderick Johnson, like many producers, cite the high level of industry support as being among the many factors for staying local. "We're looking forward to working with the greatest crews and top facilities, as well as the convenience of managing this project close to home," the two note.

The state's new incentive program stipulates that the qualification for tax credits be based on each project's "jobs ratio score," which provides a ranking according to wages paid to below-the-line workers and qualified spending for equipment vendors. The smallest allocation, of \$1.9 million, went to thriller "Code Name Veil," produced by Black Label Media, with Michael Cuesta directing. Matt Billingsly's Black List script centers on a young CIA agent who investigates the 1983 terrorist attacks at the U.S. Embassy and Marine barracks in Beirut — and has to resort to desperate measures when the station chief is taken hostage.

"We wanted to make this work in Los Angeles, even though it's set in Beirut," Black Label partner Molly Smith notes.

"This is a prestige indie film that's going to have a really big cast, and L.A. is where the talent pool is bigger than anywhere else. People want to shoot here if they can. We're convinced that you can shoot anything in California."

Casting is under way, with plans to start filming in mid-November. Had "Code Name Veil" not been awarded the credit, which covers 20% of production costs, it would probably have been shot out of state. "New Mexico would have been the logical place if we weren't able to shoot in California," says producer and Black Label partner Trent Lucken-

bill (Thad Luckenbill is also a Black Label partner). Last year, that's where Black Label shot Denis Villeneuve's upcoming drug drama "Sicario," starring Emily Blunt and Benicio Del Toro.

But an earlier Black Label movie, last year's Hilary Swank drama "You're Not You," shot in L.A. — and benefitted from the aforementioned deep talent pool. "Because we were shooting here, Smith notes, "We were able to get Marcia Gay Harden, Ernie Hudson and Loretta Divine for a day."

That's the kind of side benefit that's hard to put a price on.

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"...under the state's recently expanded tax credit program, producers are indicating that the new scheme is an anti-runaway success."

"PICTURE QUITTING"

PROGRAM TO HELP FILM INDUSTRY MEMBERS LEAD TOBACCO-FREE LIVES

www.mptf.com

Motion Picture & Television Fund Receives CVS Health Grant Supporting Tobacco Cessation Program

Los Angeles, CA – October 1, 2015 – MPTF (Motion Picture & Television Fund), the 94-year-old nonprofit serving members of the entertainment industry, received a \$25,000 CVS Health Community Grant to support smoking cessation and prevention. The MPTF grant is part of a nationwide focus by CVS Health to reflect its deep commitment to helping people lead tobacco-free lives.

CVS Health presented the grant to MPTF CEO Bob Beitcher during a special luncheon today where UCLA Health staff and entertainment industry representatives convened to learn about the Picture Quitting Smoking Cessation Program, the first entertainment industry-led program offered in the U.S. that combines free counseling with low-cost medication. Picture Quitting was developed 11 years ago by Certified Tobacco Treatment Specialist, Tina Nides, and Mitchell Nides, PhD, president of Los Angeles Clinical Trials, whose expertise spans over 28 years and includes serving as a researcher in the Pulmonary and Critical Care Department of the UCLA School of Medicine and Intervention Director of the UCLA Lung Health Study.

The support of CVS Health will help MPTF increase the reach and success of the Picture Quitting program, enabling more entertainment industry members to take charge of their own health.

"We are grateful to CVS Health not only for this generous grant to MPTF and the entertainment industry but also for making smoking cessation and prevention a core focus nationally for its organization. This grant to MPTF acknowledges the success of Dr. Mitchell Nides and Tina Nides and our implementation of the Picture Quitting Smoking Cessation program, which has maintained a quit rate that is twice the national average for more than five years," said Beitcher. "Our alliances with UCLA Health Systems and CVS Health help to advance our population health strategy, a model of care that extends beyond

medical factors and addresses the social, environmental and lifestyle factors impacting health and well-being."

"We are committed to building healthier communities and believe that investing in smoking cessation programs is one of the most effective ways to help people quit smoking and lead tobacco-free lives," said Faith S. Weiner, Senior Director Community Relations & Corporate Philanthropy, CVS Health. "We are pleased to support an organization like MPTF dedicated to providing innovative programs and services that align with our company's purpose of helping people on their path to better health."

MPTF was selected to receive a grant through the CVS Health Community Grants 2015 application process. This year, grants were specifically awarded to smoking cessation programs offered in a community setting that are helping people lead tobacco-free lives and are reducing the prevalence of smoking.

As a further demonstration of its commitment to helping people on their path to better health, CVS Health said in February 2014 that it would end the sale of cigarettes and tobacco products in all of its CVS/pharmacy locations, and announced it was officially tobacco free in September 2014. This landmark event made CVS/pharmacy the first and only national pharmacy chain to take this step in support of the health and well-being of its patients and customers.

Picture Quitting is offered through MPTF for entertainment industry members who have a physician's referral and health insurance coverage with participating health plans from the Motion Picture Industry Pension & Health Plans (MPIPH), DGA-Producer Pension and Health Plans and DreamWorks Animation.

For more information about Picture Quitting, visit www.picturequitting.org or call (818) 640-3935.



(left to right) Creators of "Picture Quitting" Mitchell Nides, PhD, President of Los Angeles Clinical Trials, and Certified Tobacco Treatment Specialist Tina Nides with Dooner, Political Director & Organizer for the Art Directors Guild - IATSE Local 800, and Ed Brown, Business Agent, Affiliated Property Craftspersons IATSE Local 44.

AN IMPORTANT MESSAGE TO OUR CHEF DRIVERS!

Local 399 represents approximately 180 Chef Drivers and all of our Members have issues unique to their Craft. One main focus in the upcoming months is to address these issues and work to create lasting and sustainable solutions to help our Chef Drivers. Issues Chef Drivers face range from: grouping, required CSATF classes and providing the required documentation to Contract Services. It is time to start addressing these issues and work to support our Chef Drivers from falling through the cracks of the system.

The first step in supporting our Chef Drivers was to assign Organizer Ernie Barraza to the task of connecting with them to discuss and understand the issues that confront their craft. He has been actively working with our Chef Drivers to help handle any situations that arise in their craft. If you are a Chef Driver and have any questions or problems that need to be addressed, please reach out to him directly at: ebarraza@ht399.org or by phone at 818-432-3318.

Organizer Ernie Barraza stated, "It is important for all the Coordinators and Captains to please start including the Chef Drivers on your run downs / call sheets. They are a vital part of our industry and have not received the recognition they deserve. We have to remember that they do a thankless job under sometimes extreme working conditions risking injury and foregoing sleep in order to take care of the hungry crews. Let's give our Brothers and Sisters the recognition they deserve, as they too are part of our Teamster family."

Local 399 is pleased to announce the formation of a Chef Driver Committee. We are looking for any and all Chef Drivers that would like to be involved in making a positive change to the industry and their Craft. If you are interested in joining this Committee please contact Ernie Barraza immediately: ebarraza@ht399.org.

The Committee is looking to start meeting as soon as possible. Please help spread the word and join the fight to support and protect our Chef Drivers.

SECRETS AND LIES: INCENTIVES IN ACTION

By: Matthew Klekner

Much has already been written about the recently passed tax incentives. Amid all the hoopla and congratulatory celebrations, the question remained whether or not the incentives would actually work. But the town is busy right now and the incentives are a big reason for that. As a direct result of the new incentive program, Secrets and Lies relocated from North Carolina, American Horror Story relocated from Louisiana, Hindsight relocated from Georgia and Veep relocated from Maryland. These projects will all share \$27.6 million in tax credits recently earmarked for relocating projects.

sode, and hire additional crew as needed.

"We shoot an 8 day episode and I put in about \$150,000 an episode in payroll budget every 8 days and we have 10 episodes," says Henry.

Secrets and Lies is a mystery anthology series that follows a police procedural from start to finish each season. This makes it easier to relocate, because specific hero locations don't necessarily have to be recreated, just the overall setting of the show. Henry matches the Charlotte, NC picture vehicles from the previous season and Location Manager Dylan Kirkland is tasked with matching the architecture here in Los Angeles. Coincidentally, Secrets and Lies found the best match for

impact on the area. And we have also been filming in their municipal, City Hall area, which is where the permit office is. It has a great campus there and has doubled for several locations due to their nice plaza and trees."

"It makes us be on our toes because all the city workers are right there and we want to make a good impression, because we want to keep coming back. We want to be welcome guests."

"The city of Glendale has been very pleased, and with each episode we spread location fees around, not just in the business district but to smaller business areas. We create a financial impact but are careful to work harmoniously in terms of addressing any issues that all of our trucks might create."

Dylan Kirkland can see how the incentives are already kicking in:

"I am excited about the way things are going. When trying to crew up for this project I was excited and dismayed at how many of my friends were working. They were all working. I was having trouble crewing up at first with the team I wanted to build."

But those initial issues of finding a crew were quickly resolved. He has a four-person department and he couldn't be happier with the people he is working with.

The Transportation department has noticed the same staffing issues as well as another issue. As Gerald Henry notes:

"It is busier this time of year than I have seen it in quite some time, to be honest with you, and that is in large part due to the incentives. With Drivers, we're not at full employment but we are in lower seniority pretty regularly. The books are extremely busy right now, just from our standpoint, equipment has also been difficult to obtain."

"The shortage of equipment is a two-fold thing. It has to do with the town being busier but since we were so slow for so many years, a lot of vendors have relocated their equipment out of state. So my anticipation is that they will bring back a bunch of that equipment to L.A."

Henry doesn't think this will be a big issue and that Hollywood always rises to meet demand.

"I think we truly are the undisputed movie capital of the world. I'm hopeful that this incentive program is successful enough and everyone from Sacramento on down sees the benefit of it, because there's an energy in town right now that I haven't seen in many, many years, as far as optimism for our employment and the economy seems to be up and there's a sense of optimism when people can stay home with their families."

Kirkland echo's this sentiment. "I've been fortunate to be able to meet my wife and raise my family while living at home. It's a neat process to know that consistent work is there to support your family. I am really excited to have this opportunity with our Producer Caroline James, to give me an opportunity to work on this, here in Los Angeles. It just means everything to me."

"I live in Los Angeles with my wife and children, almost in the middle of the thirty mile zone. My kids are in school. I see them every night and every morning. My kids are four and two years old and I don't want to be anywhere else in the world other than as close to them as possible."

"We live a wonderful life. We live a comfortable life and I wouldn't be able to do that if I wasn't working in this environment with Teamsters. With their coverage, support and with the wages, I am able to live the life I want to lead. Los Angeles is not an inexpensive city to live in but throughout my career in Locations, and as a Teamster, I am able to live the life I want to live right here. I'm a proud father, a proud husband and I love working in the movies. I get to do that because of the job I have and I am very grateful for that."



TRANSPORTATION CREW ON SET OF "SECRETS AND LIES": PICTURED: LEFT TO RIGHT JUSTIN SANDERS, SEAN GLENN, DARWIN MITCHELL, ADRIAN SANCHEZ, JERRY HENRY (COORD), ANTHONY GREGORIO, DAVE PERKINS.

In just a single month, California lured as many shows from other locations as it did in the prior six years under the old program.

All of these relocating projects are ideal, as they are going into second or more seasons, with the likelihood of renewals for additional seasons, and thus extended runs in the state. These projects were chosen by a "jobs ratio protocol." That means they were ranked by wages to below-the-line workers in California and payments to vendors, among other criteria. These shows plan to stick around, and those jobs stick around with them.

"After shooting out of state last season, the California incentive has afforded us the amazing opportunity to bring our production home," said Secret and Lies Executive Producer Barbie Klingman.

She continues: "There's something magical about making a show in the heart of Hollywood on a studio lot as old as the business itself (Paramount). And bringing these jobs home, bringing these fathers, mothers and husbands and wives back to their families and loved ones each night... these are the changes that are immeasurable."

On August 13, 2015, the crew of Secrets & Lies received on-set guests from the California State Legislature who worked tirelessly to expand the California Film & Television Tax Credit. The Honorable Kevin de Leon, Senate Pro Tempore, and AB 1839 co-author Assembly member Mike Gatto used the occasion to celebrate the return of film industry projects and jobs to California.

"I don't want to hype things too much, but we should keep in mind that this is just the first year of a multi-year change," said State Assemblyman Mike Gatto, D-Glendale, who co-introduced the legislation that raised California's annual tax credit pot from \$100 million. "This year, the numbers aren't even as big as they will get next year. But this is a really, really, good first step." Without the work the representatives in Sacramento and Members of the Entertainment Task Force in Los Angeles put in, these shows would not be here.

"It is no Secret and it is no Lie, that Hollywood is back," said Kevin DeLeon at the event.

Secrets and Lies will spend a total of \$35 million in the Golden State to produce its second season. This spending will support 128 cast, 185 crew and over 1,800 background positions in California. The show will receive \$5.7 million in tax credits that the studio can only use against its California state tax liability (credits for publicly traded studios cannot be refunded for cash or sold to other taxpayers).

Transportation Coordinator Gerald Henry says he has 13 full time Drivers. They go out on location for three days per epi-

North Carolina to be in representative Mike Gatto's back yard: The city of Glendale, CA.

Location Manager Dylan Kirkland elaborates: "We've had some great success finding hero locations in the city of Glendale. We have gotten to where we like working with the city as well. The hero building, at the centerpiece of this season, and the trees and the size of the city are a good match for Charlotte."



LOCATIONS CREW FROM LEFT TO RIGHT: JASON SALLEE, MARTY CUMMINS, JENNIFER SMITH, S. DYLAN KIRKLAND

"Pulling permits in Glendale has been a personal process, because Judy Herwig in the Glendale permit office is a one-woman army. She is the conduit to the police, to public works, to transportation services and she really holds you to task to be specific, to make sure she understands exactly what you want to do in order to help execute it. It's not a huge city, so when we come in with a large imprint, there is a lot to be accounted for."

"We have to get really specific and thoughtful with how we approach each scene in Glendale, because we have such an

399ERS RETIREE REUNION

September 14th marked the start of the annual Retiree Reunion among our retired Local 399 Members. Every year retiree Dennis Hollis works tirelessly to ensure our Retirees have the opportunity to gather together to share stories and enjoy each other's company. Dennis Hollis started the Retiree Reunion back in 2008 with its original home being in Las Vegas, NV. This past Reunion was the first one to be hosted right here in Los Angeles, CA. The Reunion extended from September 14th-16th and was filled with a variety of events and gatherings for all the Retired 399 Members to enjoy.

The 3-day gathering consisted of a Retiree Reunion Dinner with over 140 attendees, a tour of the Nethercutt Auto Museum, a bowling Tournament at Pickwick Gardens and a farewell breakfast at Bob's Big Boy.

399er Founder and head Retiree Reunion organizer Dennis Hollis discussed his motivation and passion behind developing a place for Local 399 Retirees to connect. "Before I created the 399ers, me and some of the retirees were already trying to meet annually in some capacity. We would get together and share stories. It was always a lot of fun.

That's when I got the idea to develop these meet ups on a larger scale. Basically getting all the old buddies together, inviting anyone that wanted to be a part of it."

Secretary-Treasurer Steve Dayan attended many of the 399er events to pay respect, show support, and listen to what the Retirees had to say. "What became abundantly clear to me during this event was the need to do more to support and engage our Retiree's. Our younger Members may not know our history and it's important to know where we've come from. No group can tell us more about that than our retired Sisters & Brothers." Steve continued, "The welfare of our entire Membership would not be where it is today without the blood, sweat and tears of those who have come before us."

Local 399 would like to thank everyone who helped put this Reunion together; specifically the dedicated and hard work exhibited by Dennis and Sharon Hollis both this year and in years' past. Dennis Hollis not only organizes the 399ers Retiree Reunion, he also invests a significant amount of his personal time into running the monthly Retiree Newsletter.

Both Retirees and Active Members of Local 399 are

very lucky to have such a committed Retiree working to preserve the tradition and legacy of our great Retired Members.

After seeing the success of this event and listening to the concerns and opinions of the attendees Secretary-Treasurer Steve Dayan is looking to expand the contact the Local has with our Retired Members. Steve stated, "I will establish a Committee in the coming months to address the issues and concerns of our retirees. Some of the ideas we came up with during the reunion were to have a contact person at the Local to address retiree concerns, a specialist who can address medical and prescription issues and add a retiree section to our Newsreel."

Through this next year as the Retiree Committee forms Dennis Hollis plans to help with the committee and act as an advisor. "When I spoke with Steve about his vision for our Retirees I was very excited to see we were on the exact same page" Dennis Hollis mentioned. "By working with the Union and growing a Committee we can preserve the tradition of annual reunions and create even more opportunities to engage our retirees."

If you are a Retiree interested in serving on the Committee please email:

office@ht399.org with your information. We look forward to developing a strong Retiree group that the entire Local can learn from and have a place to honor their hard work that laid the groundwork for this great Local. Enjoy the photos below that highlight the successful 2015 Retiree Reunion. To see more photos from the Reunion check our Teamsters Local 399 Facebook page:

www.facebook.com/teamsterslocal399



THE IBT CAUCUSES: UNITY WITHIN DIVERSITY

Engagement with our Members is important on all levels. Diversity within Local 399 aids in uniting our Membership. There is strength and power within the various groups of our Local. On a National level, Teamsters have created many Caucuses uniting Members through heritage and gender. Each group has suffered their fair share of hardships over the years,

fighting for Civil Rights issues and against discrimination. Each Caucus pays respect to the their history while also standing as a united force in support of all Teamster Sisters and Brothers. Below we have highlighted some of the existing Caucuses and what they have accomplished recently. If you have any questions or would like to join one of the Caucus' please email office@ht399.org for more information.

HISPANIC CAUCUS



"Local 399 Member Eduardo Vazquez's accepting the Hispanic Caucus Scholarship award on behalf of his daughter Tania Vazquez."

Mission of the Hispanic Caucus:

"To serve the various communities in which the Members live by assisting and promoting the interest of Hispanic Teamsters and the International Brotherhood of Teamsters and to promote those interests on the local, state, and national level." – Teamsters.org
The Hispanic Caucus is committed to various acts of service in hopes of giving back to the Membership and their community by awarding educational scholarships, donating to charitable organizations, working to help improve upon their communities, developing educational programs and promoting community service by way of recognizing those going above and beyond.

RECENT HISPANIC CAUCUS NEWS :

Earlier this year we supported the California Teamster's Hispanic Caucus Scholarship. We are proud to announce that Local 399 Member Eduardo Vazquez's daughter, Tania Vazquez was the recipient of this year's scholarship. Local 399 would like to offer our congratulations to Tania! We hope this scholarship will help you further your education after High School. We are proud to see the children of our Member's getting the recognition they deserve.

If you're interested in learning more about how to join the Hispanic Caucus please contact: Ernie Barraza at ebarraza@ht399.org



Shop Steward Calvin McDowell, Terry Mack, Secretary-Treasurer Steve Dayan, Anthony Liuzzo, Mary Liuzzo Lilleboe, Business Agent Lindsay Dougherty, Sean Moore, Legal Counsel Joe Kaplon at the Black Caucus Conference.

BLACK CAUCUS

Mission Statement of the Teamsters National Black Caucus:

- ☞ To uphold the principals of the Teamsters' movement and to foster the opportunity for all Teamsters to serve in leadership capacities throughout the International Brotherhood of Teamsters and its affiliates.
- ☞ To unite blacks and other minorities, and other persons of good will for promoting cultural, civic, legislative, political, educational, fraternal, charitable, welfare, social and other activities which further the interests of minorities directly or indirectly.
- ☞ To assist financially, morally or otherwise, other organizations having purposes and objectives related to this organization.
- ☞ To engage in community activities which will advance the interest of this organization and its Members in the community and in the nation, directly or indirectly.
- ☞ To assist TNBC chapters and the International Brotherhood of Teamsters and its affiliates.
- ☞ To organize and educate the unorganized.

(Source: www.gotnbc.com)

Formed in 1971 the first Teamsters National Black Caucus meeting was held in Miami, Florida at the 20th International Brotherhood of Teamsters Convention. A small group of black delegates, their guests and friends gathered to discuss the lack of black brethren's participation at the convention. In September 1975, John H. Cleveland, President of Teamsters Local 730 in Washington, D.C. became the first appointed Chairperson of this newly formed organization. The Teamsters National Black Caucus (TNBC) is an organization of black Teamster women and men, who are united by their special concerns for the rights and conditions of workers. The TNBC has played a key role in the continuing struggle to recruit African Americans into the International Brotherhood of Teamsters. African American workers represented by Unions total almost three million of the entire labor Membership, equaling more than one fourth of all African Americans in the workforce.

Nearly one-third of the Teamsters' Membership is African American. Working within the framework of the International Brotherhood of Teamsters Constitution, the TNBC seeks to address pressing issues confronting black workers ranging from increased participation to outreach to the African-American

community and other communities of color.

For more information about the history of the TNBC check out their website: www.gotnbc.com

RECENT BLACK CAUCUS NEWS :

Every year the Black Caucus hosts an annual gathering in various cities throughout the United States. This past year the 40th Annual Black Caucus Conference was hosted in Las Vegas at the Flamingo Hotel and Casino from August 12th-15th. With more than 700 Members in attendance, Teamsters from all over the country gathered together for this special event. Local 399 was in attendance represented by: Secretary-Treasurer Steve Dayan, Business Agent Lindsay Dougherty, Shop Steward Calvin McDowell, and Members Philip Quansah, Terry Mack, and Sean Moore.



Teamsters Local 2010 Secretary-Treasurer Jason Rabinowitz, Teamsters Local 2010 Trustee Ali Twieni, Teamsters Local 2010 Catherine Cobb, Business Agent Lindsay Dougherty, Secretary-Treasurer Steve Dayan, Minneapolis Teamster member Nasser Nur, Terry Mack, Calvin McDowell.

This past conference focused on workers' rights and civil rights. The goal for the conference was for attendees to return to their communities and share the information they learned from the gathering. Various classes and workshops were hosted throughout the conference seeking to educate Members and Delegates on a variety of topics including: organizing, Member orientation, how the Union can help impaired workers, diversity, social media organizing, financial issues and how to plan a conference and others.

Shop Steward Calvin McDowell had this to say about the Conference and his involvement in the Teamsters Black Caucus; "The lesson of Teamsters National Black Caucus (TNBC) is one of unity, strength, development, and moving forward. The TNBC is a representation of all that we are as Teamsters. We are a multicultural group. Our uniqueness of colors and genders teaches us that race and gender biases get in the way of our strength as a collective force. Together we are stronger."

Another tradition at the Conference is a highly anticipated Women's Day. Celebrating women has become a tradition for the TNBC and it has been a success since its beginnings. Women's Day closed with an informative luncheon including a workshop on health and wellness. Dr. Naida M. Parson, a motivational speaker, workshop instructor, writer and mentor, shared her talents with those in attendance. "Its time to put the feminine touch to the issues and problems of our day," Dr. Parson said.

The last day of the Teamsters National Black Cau-



Local 399 Member Courtney Brignoni, Teamster General President James P. Hoffa, Business Agent Lindsay Dougherty, General Secretary-Treasurer Ken Hall, Member Julie Sanders.

cus (TNBC) Conference began with an inspirational sermon by Dr. D. Edward Chaney, Pastor of Second Baptist Church. Pastor Chaney encouraged the hundreds of Teamsters in attendance to not get tired. No matter what they may be going through on the job or in life, to just keep going, and to not give up. "Teamsters right now, we need to sow good seeds, we need to learn how to sow into each other," Pastor Chaney said.

For a full recap of the 40th Black Caucus Conference head to: teamsters.org. If you would like more information about the Black Caucus or how to join please contact Philip Quansah at pe_quansah@yahoo.com or at 818-390-0919.

For more information about the International Teamsters Women's Caucus check out their website: www.itwc.info

RECENT WOMEN'S CAUCUS NEWS :

The 2015 Women's Conference took place in Boston at The Westin Boston Waterfront Hotel from August 27th-29th. The conference that extended for 3-days brought together Teamsters from all over North America in the spirit of Sisterhood. The Conference consisted of workshops, powerful speakers, Union-building, focused exercises and networking among fellow Teamsters. Currently in it's 15th year, there were over 1,000 Teamsters in attendance – one of the biggest crowds yet. "This conference gets bigger and better every year.



WOMEN'S CAUCUS CONFERENCE

The development of the International Teamster Women's Caucus started at the 1991 Constitutional Convention. Many Teamster women expressed their concerns and various issues they had run into being women working in various industries across the United States. A group of Teamster Women from all around North America met in Boston for the first planning session on how to go about forming a Caucus that addressed the needs of women and offered support to women.

They determined the Union needed an advocacy group to educate and communicate with its women. Over the course of several meetings, the group established an Executive Board, bylaws and goals.

In 1995 the first Women's Conference was held, hosted by Cheryl Johnson from Local 20 and the Executive Board under the direction of General President Jim Hoffa. The Women's Conference was intended to help give women the opportunity to network, learn, and get help with issues facing them today both in the workplace as well as in their local and national communities. When the Women's Conference became such a popular annual event, the Women's Caucus decided to partner with the event. The two organizations worked



'Keep Calm Because United We Are Strong' T-Shirts in celebration of the 2015 Women's Conference.

This is about coming together, seeing each other and sisterhood," said Jim Hoffa, Teamsters General President. "We're successful because we are a big, strong Union and we're fighting for workers every day—that's what you do."

This year's theme was "Boston Strong, Teamsters Strong." A message that was continually echoed throughout all of the speaker's messages inspiring the attendees to persevere when faced with adversity and always stay united fighting together to build a supportive community and network.

Local 399 was in attendance at the conference represented by Business Agent Lindsay Dougherty and Member's Courtney Brignoni and Julie Sanders. Lindsay had this to say about this year's conference, "The Women's Conference is always an eye opening experience. It's educational, inspirational, and really focuses on how women have and continue to help build this great union. It's up to us to pick up where others before us have left off, and this conference really motivates you to do this. We are the future of the Teamsters and it's important that we have strength, that we are united, and that we are all educated. I'm really excited that our local with be hosting next years conference, which is a great honor. I also look forward to getting our members involved, so they can be a part of this amazing experience."

We are very excited to announce that the 2016 International Teamsters Women's Conference will be held right here in the heart of Hollywood! With that being said we are working to begin planning now and build an even stronger Women's Caucus. All Local 399 Women are welcomed and encouraged to join.

If you are interested in joining the Local 399 Chapter of the Women's Caucus or interested in helping to plan the 2016 Women's Conference, please email Business Agent Lindsay Dougherty at: ldougherty@ht399.org. For more information about the 2015 Women's Conference head to: teamsters.org.

ELECTRONIC AGE

IN THE ENTERTAINMENT INDUSTRY

PAYROLL COMPANIES ELECTRONIC PAPERWORK FILING

Paper Start Cards may be coming to an end as Entertainment Partners rolls out an electronic start paperwork system

For decades now, a Studio green lights a project and production staff members go into action gathering forms, highlighting fields, verifying the updated versions, photocopying, collating and stapling. They hire the crew who are handed start paperwork comprised of 50 pages with 350 fields, 66% of which are duplicative (name, address, etc.), to be completed by hand. Inevitably, some of the fields are missed, inaccurate or illegible, and staff members now run the exasperating paper chase until all forms are completed correctly.

The Studios are saying they cannot make decisions if they cannot view the data, and there are so many opportunities for error, which can cause delays and compliance concerns. The productions are saying they just want to get the employees hired and working as soon as possible. The crew is saying they just want the whole process to be as quick and painless as possible so they can focus on the job they were hired to do. Entertainment Partners (EP) has been listening, and they're introducing a solution. With the recent acquisition of Ease production software, EP is combining the best of their electronic employee start paperwork solution, SmartStart, with the best of a similar tool developed by Ease. The wasteful paper practice will be brought into the digital age by allowing the entire hire-to-pay system to be completed on a desktop computer, laptop, tablet or smartphone. Current Beta users are completing the online start portion, customized just for them, in five to ten minutes. Employees can access countersigned deal memos at any time, knowing that nothing can be changed without their permission. Best of all, employees only have to input their information once. When they start a new job, they simply verify the information is still correct.

EP recognizes the need for reduction in time and paper waste, increase in accuracy and visibility of data, and simplification of the process, and is pleased to offer SmartStart as one solution in their suite of initiatives to digitize the manual processes in the Entertainment Industry.

In response to the recent changes to start paperwork, Secretary-Treasurer Steve Dayan stated; "I support anything that can be done to streamline the process. Hopefully in the near future all payroll companies will adopt this practice."

More details will be released in the coming months upon further development of the system and once it becomes implemented into regular practice for our Members.

If you have any further questions please email office@ht399.org.

MEMBER SPOTLIGHT

Ernie and Joey Banks

Earlier this year the world lost a great human being with the passing of Ernie “Mr. Cub” Banks. Ernie was the first African-American player in franchise baseball history. He spent his entire 19-year career with the



Cubs and was voted the greatest Cub of all time. Most people don’t know that he was also a proud Teamster and that his son, Joey Banks, is a Driver in Local 399. Ernie was also a proud and dedicated Father to twins Joey and Jerry, and his daughter Jan.

By Matthew Klekner

Ernie retired from playing in 1971, was a coach for the Cubs in 1972, and in 1982 was the team's first player to have his uniform number retired. He was named to 14 All-Star Teams and was inducted into the Baseball Hall of Fame in 1977.

In 2009, Banks was named a Library of

Congress Living Legend, a title that recognizes those, “who have made significant contributions to America’s diverse cultural, scientific and social heritage.” In 2013, he received the Presidential Medal of Freedom for his contribution to sports.

Ernie was active in the Chicago community during and after his tenure with the Cubs. He founded a charitable organization and became the first African American to own a Ford Motor Company dealership in the United States.

Ernie wasn’t just driving in runs at Wrigley field, but he was also driving rigs and organizing. He was a man of the people, dedicating his life to making an impact and to making the world a better place to live. He was always filled with boundless optimism. It was this disposition that gave him another nickname, “Mr. Sunshine.”

Ernie served as an organizer in the off-season at Local 743 for a number of years, focusing his efforts on warehouse and mail order workers in the Chicago area. Banks also served as an advisor for the sports program at Local 743, which had a heavy emphasis on baseball. On “Ernie Banks Day” in 1964, Teamsters showed up in droves to honor him. Ernie was also appointed to the board of

directors of the Chicago Transit Authority (CTA) in 1969, while he was still a player. When he was appointed, he remarked one reason for accepting the appointment was so that, “the elevated (train) would always stop at Wrigley.”

While on the CTA he planned to take special interest in the quality of the CTA’s

Minor leagues system from 1980 to 1983. He then started doing baseball stunt work in the Motion Picture Industry, starting with Brewster’s Millions (1985) and then branched out from there.

Around 2000, Joey met a longtime Teamster named Ron Metcalf while doing stunt work on a Jon Singleton movie called, Baby Boy. Ron told Joey that the Teamsters were into permits and he helped him join the Union.

Joey is currently working in Los Angeles as a Group 1 Driver on a CBS TV show called, ‘Angel from Hell.’

“It’s a great job,” says Joey Banks. “This is the closest department to a baseball team, having a Captain and a Coordinator is like a manager and a coach. Having 12 guys or so, working together – is a lot like a baseball team. They tell you to do something and you do it the best you can, and as quickly as possible, like you’ve been given a sign from a coach. Every day you have a new call time and a new location and you go out there and you execute. There’s no debating it, you just go out and do it.”

“This is the best department in the business. We facilitate seven or more other departments and we make everything happen. We are facilitators and that commands respect.”

In speaking of his father, Joey remembers some sage-like advice. His dad would say, “Keep your mouth shut and you’ll learn a lot about people.”

“Ernie was a respectful man and that took him a long way. He made friends with everyone and that’s how I am. He never said a bad word about anybody, and he was a good worker, with a good work ethic, and



Ernie Banks with young Joey Banks and his twin brother Jerry

service and the personnel policies of the board. It was Ernie’s rapport with the people that convinced the CTA that Ernie could serve the board as the voice of the people. He was the first African American on the CTA board and much of the city’s African American community was heavily dependent on CTA services. He would serve on the CTA from 1969-1981.

Ernie’s son, Joey Banks, played pro-baseball in Brisbane Australia for the Windsor Royals and played in the Braves

that rubbed off on me and my brother.” Ernie would say, “Do your job the best you can. Make everyone enjoy your company as you work.” Joey continues, “In our industry sometimes there are grumpy guys, and I’ve never been that person. My dad was an outgoing person and he was a good role model -- to see him interact with people and how he would take them all in -- he wowed people throughout the years.” “I met a guy one day in Chicago that said, ‘your dad saved my life. Your dad told me to stay out of trouble, go to school and stay out of gangs.’ He went on become an optics professor at the University of Illinois.” “Ernie) changed his life. The south side of Chicago is kind of rough and things can go

wrong there pretty easily. But he kept him on the straight and narrow with his talk and he helped a lot people without really even knowing it.”

“That was him. He was a humanitarian that took time for other people and a lot of players don’t do that. He was a rare guy but he was the same to the very end.” For more than a Century, the Teamsters Union has helped millions of workers achieve the American Dream. Our success is a testament to those who came before us. The founding Members of the Union developed a philosophy that is as true and vital today as it was in 1903:

“Let each Member do his duty as he sees fit. Let each put his shoulder to the

wheel and work together to bring about better results. Let no Member sow seeds of discord within our ranks, and let our enemies see that the Teamsters of this country are determined to get their just rewards and to make their organization as it should be -- one of the largest and strongest trade Unions in the country now and beyond.” Ernie Banks is a perfect example of a person that exemplifies this spirit and it is comforting to know that his spirit lives on and that Joey has taken the reigns and driven his own path in life. Everyone at Local 399 mourns the loss of Ernie Banks and gives our heartfelt condolences to the entire Banks family. Everyone should honor him, and lead by his example.



Joey Banks on set at “Angel From Hell” with his Transpo Crew.

Photo of Father Ernie Banks and Son Joey Banks



Ernie Banks was a well respected Teamster Organizer



Joey Banks



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 So much has happened, it's hard to say, but ratifying the "Black Book" and Location Manager agreements by wide margins was very gratifying. Spending time with our Retirees at the annual 399'er event was really great. We also got a contract with King Kong, so we continue the work of organizing our industry.

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

A Casting Director negotiations. The first contract was negotiated in 2006, so we are only now negotiating the fourth contract. It's always difficult to bargain with the AMPTP but this contract is more problematic because of the issues before our Associates and Casting Directors. It's frustrating for me because although we've made progress, it's painfully slow. I do have some ideas that I believe will make a difference and I'll continue to do everything I can to improve their wages and working conditions.

Q Where do we currently stand with the Casting Negotiations?

A We have received a last, best & final offer from the AMPTP. We will be meeting with our Steering Committee to discuss the offer and to schedule a Casting Director membership meeting to discuss and vote on the contract.

Q With all of the recent tax credits awarded for both television shows and feature films how have you seen this affecting our Membership?

A I've heard from so many of our Members. They're calling to let me know they're working more today than they have in years. I fully expect us to stay busy well into 2016 and beyond, but we'll have to make certain we're tracking job growth and creation so we can lobby the state to extend the credits beyond the current expiration.

Q There seems to be some confusion in regards to the process of joining the Union as a Driver. What does the process look like? How difficult do you believe this process to be?

A Joining the Union is pretty straightforward. The difficult part is finding someone to give you a job if we get into permits. If we have exhausted our Driver availability list, a Producer can write a letter requesting an in-

dividual to be hired. The Callboard will then check to see if we in fact have no one available in that capacity. Once we make that determination, I approve the request so that the permit can be dispatched to the production. The Producer must abide by the Grouping system and lay off in seniority order meaning that in most cases, the permit would have to be laid off before a rostered Driver. Once the permit gets their thirty days, they can make application to the Union and CSATF.

Q Looking towards the next quarter what can the Members expect to see in 2016?

A More work! Features should start to take off in January which is also a busy time for commercial production, and Pilot season will begin in the 1st quarter as well. I'm very optimistic that 2016 will be the best year for employment that we've seen in years.

Q What are you most excited about for the next Quarter? What do you feel will be the greatest challenges?

A We are continuing to improve our Callboard system to make it easier for companies to hire and for our members to make themselves available for work. We should be beta testing our new mobile app that will allow our Members to make themselves available/unavailable without having to call the callboard.

Q It seems like misinformation travels quickly throughout the Membership. What would you recommend in order for the Membership to be best informed about what's going on at the Local?

A I am concerned about all of the misinformation that's posted to social media. I would encourage our Members to check all of our channels of communications first for the most accurate, up-to-date information. Teamsters Local 399 now has:

Revamped Local 399 Website

Local 399 Facebook Page

Local 399 Twitter Page

Local 399 Email Lists

Brand New Local 399 Instagram Page

Please email:
office@ht399.org
if you have any trouble getting connected.



ATTENTION MEMBERS

50 YEARS & OLDER

The Motion Picture Industry Pension and Health Plans will be hosting a Pre-Retirement Seminar!

This event is designed specifically for Participants 50 years of age and older. The Seminar will help you understand your options and benefits and navigate a successful transition into retirement. MPI Pension and Health Plan experts will be on-site and available for questions before and after the seminar.

If you are interested in attending this special event, RSVP by calling 855-ASK-4MPI or emailing service@mpiphp.org by November 7th and chose the date you wish to attend. Also, please make sure to provide us with your MPID# located on your MPI Health Plan Card. If you don't have an ID card provide your full name. Please be aware space is limited and registration will be handled on a first-come basis.

Dates to choose from:

SATURDAY NOVEMBER 14TH – 10:00AM (Check In time 9:00AM)

SATURDAY NOVEMBER 21ST – 10:00AM (Check In time 9:00AM)

LOCATION:

St. Joseph's Medical Center
501 S. Buena Vista Street Burbank
Bob and Dolores Hope
Conference Center

AMENITIES OFFERED:

- Free Admission
- Free Parking
- Refreshments Provided

We strongly encourage our Members over the age of 50 to attend!



KING KONG

David Rovsek started King Kong Production Vehicles in 1997 after working in television and music video production for 10 years. The company started with one modified motorhome and David was the only Driver for several years. The original name of his company was AAA Location Motorhomes. In 1999 David was seeking a more clever and memorable name and thus incorporated as King Kong Production Vehicles, Inc. David grew the company from that one vehicle to the large fleet it is now, based in Sun Valley, CA.

King Kong Production Vehicles provides production companies with highly trained Drivers that operate their Production Motorhomes, Honey Wagons and Star trailers. They rent their Production Motorhomes primarily to Commercials, Music Videos and Photo Shoots, as well as Honey Wagons and Star Trailers to Features and Television shows. King Kong Production Vehicles has always pushed the boundaries and was the first company to offer:

- 2-WAY SATELLITE INTERNET
- PLASMA TV'S
- FIREPLACES
- FULL WALL SLIDEOUTS
- MSOLAR HYBRID PRODUCTION TRAILERS

In addition, King Kong prides itself on its line of Solar Hybrid Trailers called "Helios" that were built from the ground up to be as eco-conscious as possible. Each piece of material was handpicked for its green content. On an annual basis the solar generators produce over 2/3 of the trailers power.

Last but not least, King Kong also offers high end celebrity trailers that have housed many 'A-list' actors such as: Will Smith, Ben Affleck, Brad Pitt, Eddie Murphy and more.

Business Agent Joshua Staheli recently worked to organize King Kong Production Vehicles. His efforts were successful for the 12 Drivers and 2 Mechanics currently working for the company. The contract that was achieved provides a seniority roster for the Drivers and Mechanics that work at King Kong as well as Motion Picture benefits for all 14 of the covered positions.

When asked about the importance of organizing Joshua Staheli responded with, "It is important to organize the vendors to raise the standard for all employees working in the Motion Picture Industry. If we have non-signatory vendors undercutting the signatory ones it makes it hard for the good companies to compete while providing union wages and benefits."

Local 399 urges all to welcome and rent equipment from King Kong Production Vehicles. While most of the Drivers at King Kong were already rostered, Local 399 is excited that King Kong Production Vehicles will be able to provide Union wages and benefits to all of its employees on all of the various projects they work on. Local 399 would like to welcome the new Members at King Kong into the family.

For more information about King Kong Production Vehicles, check out their website at:

kingkongtrailers.com.



6 ROOM HONEY WAGON FROM KING KONG PRODUCTION VEHICLES



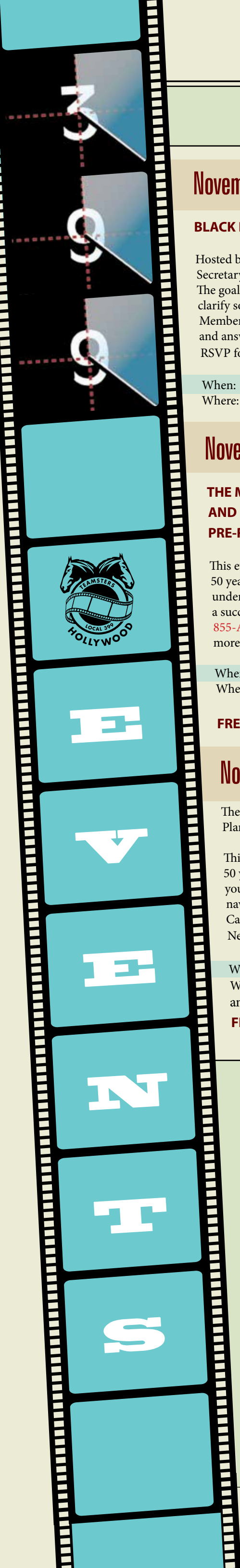
CASTING NEGOTIATIONS UPDATE!

The Casting Agreement was ratified at a specially called meeting on Tuesday, October 13, 2015.

Secretary-Treasurer Steve Dayan said, "These were difficult negotiations but I believe we got the best contract we've negotiated for these dedicated and hard working Teamsters since the first agreement was ratified in 2006. We obtained Pension & Health increases for the bargaining unit, including a 1% IAP increase for Casting Directors. We also made gains in the wage rates for Associates. I want to be clear that although we made gains, we still have much more work to do for this group in the months and years ahead. I would like to thank Business Agent Ed Duffy and the Los Angeles Steering Committee for all of their hard work during this bargaining cycle. We could not do our jobs without the guidance and support from our committee. I'd also like to thank Tom O'Donnell of Local 817 in New York and the New York Steering Committee for their efforts on behalf of all of our Members."

For more information please go to our website at www.ht399.org





EVENTS

November 8th, 2015

BLACK BOOK CLASS

Hosted by Teamster Local 399 and Secretary Treasurer Steve Dayan
The goal of the class is to touch on every day issues, clarify some of the Black Book provisions, give Members the Union's interpretation of the contract, and answer questions from the Membership.
RSVP for the class by emailing csell@ht399.org

When: TBD
Where: TBD

November 14th, 2015

THE MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS WILL BE HOSTING A PRE-RETIREMENT SEMINAR!

This event is designed specifically for Participants 50 years of age and older. The Seminar will help you understand your options and benefits and navigate a successful transition into retirement. Call to RSVP **855-ASK-4MPI**. See article in this Newsreel for more information.

When: 10:00AM (Check in is at 9:00AM)
Where: St. Joseph's Medical Center – Bob and Dolores Conference Center

FREE!

November 21st, 2015

The Motion Picture Industry Pension and Health Plans will be hosting a Pre-Retirement Seminar!

This event is designed specifically for Participants 50 years of age and older. The Seminar will help you understand your options and benefits and navigate a successful transition into retirement. Call to RSVP **855-ASK-4MPI**. See article in this Newsreel for more information.

When: 10:00AM (Check in is at 9:00AM)
Where: St. Joseph's Medical Center – Bob and Dolores Conference Center

FREE!

TEAMSTERS LOCAL
399 NOW HAS AN
INSTAGRAM!
SEARCH TEAMSTERS
LOCAL 399 ON
INSTAGRAM
TO FIND US.

ANNOUNCEMENTS

- ★ **Remember, we have qualified mechanics on the books-** and it's cheap insurance to hire a mechanic on your show.
- ★ **Coordinators and Captains-** please remember to include Chef Drivers on your run-downs. We have many companies that support the industry that we are seeking to organize in the coming months.
- ★ **Some employers will require you to bring in-** a Motor Vehicle Report (MVR) that isn't older than 30 days on your first day of employment. You can request an MVR online at dmv.ca.gov for \$2.00.
- ★ **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.
- ★ **Transportation Coordinators, Captains, and Dispatchers-** please remember that King Kong 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 King Kong.
- ★ **If you are working on any of the incentive driven shows-** and have a story to share regarding it's positive impact on you and/or your family please email: eduffy@ht399.org.
- ★ **Teamsters Local 399 Women's Caucus-** now has a Facebook Page. Find us and "Like" the page.

RETIREES

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

<i>Richard Anton</i>	<i>Doug Hennecke</i>	<i>Glenn Mack</i>
<i>Deborah Arter</i>	<i>Larry Hilmo</i>	<i>Steve Mann</i>
<i>Neale Blase</i>	<i>George Hoffman</i>	<i>Wayne Morris</i>
<i>Don Breeher</i>	<i>Leroy Hull</i>	<i>Jim Murphy</i>
<i>Joe Campise</i>	<i>Steve Humphrey</i>	<i>Robert Perry</i>
<i>William Conner</i>	<i>Linda Johnson</i>	<i>Becky Raiche</i>
<i>Rick Finney</i>	<i>Scott Kennedy</i>	<i>George Rogers</i>
<i>Bruce Fox</i>	<i>James Lane II</i>	<i>Tony Salome</i>
<i>Pete Giraldo</i>	<i>Lawrence Richards</i>	<i>Bobby Tacker</i>
<i>John Head</i>	<i>Ernest Lewis</i>	<i>Curtis Wright</i>

OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since May 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:

<i>Robert Barrett</i>	<i>Ed Kerr</i>	<i>Robert Stitt</i>
<i>Ernie Foster</i>	<i>Anton Muetz</i>	<i>Phil Vasquez</i>
<i>Jerry Gordon</i>	<i>Jim North</i>	<i>Walter Williams</i>
<i>Don Herman</i>	<i>Roger Peterson</i>	<i>John Yarbrough</i>
	<i>Chuck Ramsey</i>	
	<i>Jack Scott</i>	

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ht399.org

CLICK ON NEWSLETTER SIGNUP