

TEAMSTERS
**WORKING
HARD**
LOCAL 399

TEAMSTERS
**MOVING
FORWARD**
LOCAL 399

LOCAL 399 IS DRIVING HOLLYWOOD

GREETINGS SISTERS & BROTHERS

We can look forward to another busy year for our Membership thanks to our tax incentive program. In the first year of the incentive program, 37 TV projects and 21 Feature projects were approved. For the second year another 11 TV projects were conditionally approved to receive the tax credit and we've picked up a sixth relocating TV series, "American Crime" coming back to Hollywood from Austin, Texas. As of this writing, the Feature allocation for this year has yet to be made but, to date, \$669 million dollars in wages have gone to people who work behind the camera, with total direct production spending of \$1.7 billion in-state dollars, according to the California Film Commission. The AICP Commercial Agreement is set to expire on January 31, 2017. We have already begun meeting with our Commercial Driver and Location Manager Steering Committees in order to develop proposals for the 2017 negotiations. We also held a Commercial Driver meeting this past quarter to get input from our Membership and we sent out online survey forms to get Member input as well. We will keep you updated on the status of negotiations in the coming months. We also held a meeting with our hard-working Tour Members who drive and maintain the trams for Universal Studios Hollywood. We have committed to having two craft meetings per year to better communicate between the Union and the Members. While there are many issues to address, the Members at Tours are committed to improving their working conditions and to come closer together as a group. I'd like to thank all of our Tour Sisters and Brothers who came out to discuss the issues going on at Tours. I'd also like to thank our stewards, Jesse Jackson and Jim Brigham for their hard work on behalf of our Members. I'm pleased to announce that the 10 winners of the Leo T. Reed Scholarship fund have been selected. We had 16 applicants for the first year of the program and the recipients were selected by two staff-members of the LA County Federation of Labor. The fund allocates ten \$2,500.00 scholarships for the children of our members. Please see the article in this Newsreel. Congratulations to all of the scholarship recipients!



The 2nd annual Car Show will take place on August 6, 2016. We have included our Brothers & Sisters from the Basic Crafts to bring their classic cars to the show as well. I encourage all of our members and retirees to check out our website for more information. We are very proud to be hosting the annual IBT Women's Conference in Hollywood this September and I encourage all Members, men and women, to attend. We will also be rolling out our New Member Orientation Class in August to educate and help new Members navigate CSATF, MPIPHP and what's expected of them from Local 399. I'd like to thank the Driver Steering Committee for their input in putting together the materials for our new Member class. We have rolled out our Mobile Website Application that will allow you the ability to register or remove yourself for work, check what Grouping we're into and update your personal information, all from your smart phone. More than 600 Members have signed up and if you haven't already done so, I encourage you to take advantage of this new tool. The 2016 IBT Convention was held from June 27th through July 1st and I will give a full report to our membership at the General Membership meeting on July 24th. It was great to re-connect with other high-ranking members from across the nation to discuss issues that affect us all. I encourage all of our Members to vote in all of the upcoming elections for U.S. President, for the IBT and for our Local 399 elections. It's important to cast your vote in all of the elections because the results will have a direct impact on our membership. Vote your conscience. Vote your future! I'd like to wish all of our Members a prosperous and safe summer.

Fraternally, Steve Dayan

728 Hyphenate Anton Sohn & Shop Steward Calvin McDowell on set of an APT.com Commercial.

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THE BiZ

THE MOTION PICTURE BUZZ

Film L.A. Inc. 2015 FEATURE FILM STUDY

PUBLISHED BY CALIFORNIA FILM COMMISSION: JUNE 13TH 2016

The 2015 Feature Film Production Study analyzes a sample of 109 U.S. Feature Films released theatrically last year, identifying where they were filmed and how much was spent to produce them. The report also examines California's top competitors and year-over-year trends in film production yield. Head to our website to read the full report. You will find the report under "The Latest" News Section on the bottom of our homepage at: www.ht399.org.

With year-two of California's expanded Film & Television Tax Credit Program 2.0 set to begin July 1, the California Film Commission today announced the first round of projects for the new fiscal year.

The 11 TV projects approved conditionally for tax credits include the relocating series "American Crime," which is moving its third season of production to Los Angeles from Austin, Texas. According to ABC Studios, the latest season will be set in North Carolina. The critically-acclaimed anthology crime drama is not to be confused with FX series "American Crime Story: People v. O.J. Simpson," which was accepted into the state's first-generation tax credit program last year. With the addition of "American Crime," California has gained a total of six relocating TV series under the expanded tax credit program. "Year-two of our expanded program is off to a very encouraging start as we welcome a sixth relocating TV series," said California Film Commission Executive Director Amy Lemisch. "It's also great to host another long-term project like 'American Crime' that is set elsewhere."

Other conditionally approved projects in the current \$65 million allocation round include six 1st season TV series (all picked up from pilots accepted previously into the program), and four recurring TV series already in the program and renewed for another season of in-state production. These projects were selected by the Film Commission based on the TV-specific application period held May 18-27. Due to the tax credit program's success in attracting long-term

TV projects, this latest application round was restricted to newly relocating TV series, recurring TV series and 1st season TV series picked up from pilots that had secured tax credits.

Along with the 11 projects selected in this latest allocation, there are currently 12 additional TV projects (in varying stages of production) participating in the state's tax credit program 2.0. If picked up for additional episodes, these recurring TV series will reapply for new tax credits during a future application period. Based on data provided with each application, the 11 approved TV projects announced today will generate an estimated \$464 million in direct in-state spending, including \$171 million in wages to below-the-line crew members.

The California Film Commission anticipates such in-state spending and wages will grow substantially for year-two of the expanded tax credit program, as the program's full \$330 million in annual funding becomes available (funding for the first fiscal year was \$230 million, with an additional \$100 million allocated to the final year of the state's expiring first-generation tax credit program).

Lemisch added, "With the program fully-funded for year-two, we will be able to attract and retain even more projects, which translates into more in-state spending and high-wage jobs that would otherwise go elsewhere."

The next application period for year-two (fiscal 2016-17) of California's Film & Television Tax Credit Program 2.0 will be held June 27 – July 8 for independent and non-independent feature films.

KEY FINDINGS:

The 109 films studied by FilmL.A. represent over \$7 billion in direct production spending. Budgets for sampled films ranged from \$1 million to over \$300 million.

In terms of project count, California's top competitors were the UK (15 projects), Georgia & Louisiana (12 projects) and Canada (11 projects).

New York, which had ranked second in the 2014 Feature Film Study with 13 projects, fell out of the top five production centers in 2015 with seven projects.

Of the California-based live action films, 44 percent (7 out of 16 projects) were made in the state thanks to the California Film & Television Tax Credit Program.

The only films with budgets over \$100 million that were produced in California were animated projects. None of the large budget live-action films were produced primarily in California.

2ND ANNUAL TEAMSTERS

Local 399 & Basic Crafts

... Car Show ...

HOLLYWOOD SHOWDOWN

Saturday August 6th, 2016
from noon to 5pm
Woodley Park
6100 Woodley Ave, Van Nuys, CA. 91406

LIVE MUSIC! VENDORS! FOOD TRUCKS!

Teamsters & the Basic Crafts joining together for a fun, family event!

For more information contact: amy@ht399.org

DUES TO INCREASE



DUES SET TO INCREASE TO \$279 PER QUARTER ON OCTOBER 1, 2016

Per our By-Laws, Members dues are based on 8 times the average hourly rate per quarter plus an International assessment of an additional 1/2 hour. Per Article X of our International Constitution, Members of all locals are required to pay a minimum of 2-and-a-half times their hourly rate in the form of monthly dues payments.

On October 1, 2016 we will be increasing dues by \$2.00 per month, bringing the new quarterly total to \$279.00.

We will be updating the new dues amount online on October 1st. If you are currently subscribed to our recurring payment plan you will be contacted via email to confirm the new amount. Also, if you prepaid your dues for the year, you will receive a notice from the Local with the amount still owed. If you have any further questions please email office@ht399.org.

Keep in mind we do not bill for your dues. Our Members are expected to pay dues quarterly in the months of January, April, July & October. If you would like to receive dues reminder emails please email office@ht399.org or sign up directly at www.ht399.org.

HAVANA - WOOD

RÁPIDO Y FURIOSO 8

By Matthew Klekner

When we last touched base with the intrepid crew of “Fast 8”, the latest in the Fast and the Furious franchise, the second unit was bounding down frozen roads in Iceland, prepping for the biggest explosion in that country’s history.

Elsewhere in the world, the first unit crew was pulling a “Star Trek”, by boldly going where no Hollywood blockbuster had gone before: Havana, Cuba.

We have seen Cuba in the movies many times before, but it is usually the Dominican Republic standing-in for the island. When James Bond visited the island on screen he was actually in Puerto Rico and Spain. So “Fast 8” has the unique distinction of being the first Hollywood studio film to shoot on the island since the embargo was set in the 1960’s. It’s been a little over a year since President Obama chose to re-establish ties with Cuba and ease restrictions on American travel to the island. A U.S. Embassy was opened for the first time in more than 50 years, and the new policies have opened up the possibility of increased filming on the island. Some small screen projects for cable, like “Top Gear” and “House of Lies”, in addition to comedian Conan O’ Brien, have taken trips to the island to film episodes of their shows, but they are all small potatoes compared to the juggernaut of “Fast 8”.

The trade restrictions imposed by the US for the last

Classic American cars such as Chevy Bel Air’s, Ford Model A’s, and a variety of Soviet era autos grace the streets of Havana.

five decades have left Cuba stuck in 1959. Classic American cars such as Chevy Bel Air’s, Ford Model A’s, and a variety of Soviet era automobiles grace the streets of Cuba’s Capitol city, Havana. Cuba is more than just old cars, but their car culture is truly unique from any other place in the world. Officially, it is no longer legal to export any vehicle from 1959 or older out of Cuba, as they are protected as national treasures.

“We used the local cars as background and we used some local cars to get crew around as well. Some of the actors thought the local cars were cool and wanted to ride around in them. We contacted quite a few Cuban folks who would come out and work background,” says “Fast 8” Transportation Coordinator Mark Dometrovich. Cubans can watch all kinds of American films and TV shows. They get a weekly package (“el paquete semanal”) on storage drives of black market entertainment. So when the crew of “Fast 8” showed up, the Cuban people were familiar with the franchise.

“They were very familiar with the franchise,” says Dometrovich, “And they knew who everybody was. I think they watch a lot of American movies because that’s the only thing to watch. They were very excited to have us there and it was a good experience on both sides. I think they were surprised to learn how much we liked Cuban culture.

The Location Manager for the Cuba shoot, Matt Prisk, elaborates further. “During the scouting and prepping process it was evident the fans of the “Fast and Furious” franchise in Cuba are true fans. Many people know every movie, and every detail, of all seven movies. Many Cubans I met relate to the movie, on a deep level...I’d say even an emotional level. They were very excited that a “Fast & Furious” movie was filming there.”

The logistical challenges of shooting a

movie are never simple. Regardless of where you are in the world, logistics and resources are of paramount importance.

“Any time you are in a third world country the first thing that is really challenging is communication because nobody really has any cell phones. Even at the hotels, the power wasn’t all

everyone happy because we were also the translation department a lot of the time,” he says. A film has to get a special license to shoot in Cuba, which is no easy feat. The process of procuring shooting permits was extremely slow. In order to get permission to film from Cuban cultural authorities, they require all filmmakers to submit a synopsis or script of their project.

“With Locations, it is really the same process regardless of where you are, but because this was the first time in Cuba there were actually a lot of permits involved,” says Location Manager Matt Prisk.

“Preparing them and explaining the scale of what we were going to do was challenging. We didn’t yet have permission for a few set pieces but we eventually did.” “This was the first time they had done anything of this magnitude, so a lot of what we were doing

was a giant effort to present things in a way that was clear, so we would gain the needed approvals.”

“Eventually we had a meeting with a bunch of the authorities, a walk through of what we were

that reliable, so you couldn’t always call people in their rooms, so communication was a problem, but it always is in these type of locations,” says Dometrovich.

“In Cuba, the most challenging thing is really the lack of resources,” he adds.

“We brought all of our supplies but if you run out of toilet paper (for instance) that’s all you’re going to get. If you run out of bottled water, you’re out of luck. There’s no place to buy it. If something breaks down, there are no parts to fix it.” “Even the fuel, for us in Transportation, was a big problem. Their diesel fuel had such high sulfur that it would trip the filters in the vehicles.”

Another thing that was unique was the local crew had no means of transportation. So the Transportation department had to pick up the local crew and bring them to work every day. They would go to their homes in the morning and take them back later in the day.

“We hired 239 production assistants to help (A mile and half long) lock-up on the streets for the big race scenes and we had to pick up those guys too,” says Dometrovich. “We blocked off zones and we would pick up and drop off from those areas. If you include the extras, we were transporting over a thousand people to and from wherever they had to go, every single day.”

“We also had to repair some roads and make sure it was safe for the stunts. We ran the routes ahead of time; the motorcycle stuff especially. The roads were not made for our trucks, the 5 tons and 10 tons especially. There are a lot of low wires too, so the moves were very slow.” In prepping to go to Cuba the Transportation department took 104 pieces of equipment. That included 65 vehicles for Transportation and the rest were a combination of picture cars and support vehicles.

“We shipped everything by boat, roll on and roll off type of ship, where you drive everything onto it. We took stake beds, camera trucks, 5 tons, 10 tons, trailers, porta-potties and generators,” says Dometrovich. “When we prepped I had a captain there for three months with mostly Cuban drivers on and we had Local 399 guys there for three to five weeks.”

“We had seventeen Local 399 members with Transportation and there were another nine or so on picture cars.”

“We didn’t take equipment from California, but we needed the 399 guys for their experience and their ability and the fact that they are team players and know how to get things done.”

“I wanted to take guys with me who spoke Spanish and knew the movie business. A couple of the people I wanted who were Cuban born, or had roots in Cuba, were, unfortunately, not allowed to go. Being able to speak Spanish made

going to do, and we ended up making these thick presentation books and the authorities gave us the go ahead.”

“There were a handful of times that kind of thing happened and we were able find a way to make it work for everyone. A lot of times we just had to explain the reasons why we needed to get things.

And then once they understood we received more cooperation and support.” The shoot had three major base camps on the island. The first was the landing spot where they pulled everything off the transportation ship. They worked with the Port Authority to secure that location.

They also had a central Havana base camp, which had an old train in the middle of the base camp. The third base camp was in Vedado, Cuba at the Parque Marti. They placed the company, trucks, trailers and picture cars

on a large field there and there was also a large arena that they used for holding, catering and changing. All of the base camps were fenced off for security and privacy. Keeping people safe and hydrated was their first responsibility.

“One of the major helpers to this whole project was the support of the Cuban National Police,” says Prisk. “They were very helpful in getting permission and support; it was something we could not have done without them.”

“It all went smooth on the follow-through but it took a lot of work. I think the next time, and for

The Rolling Stones played to an estimated 500,000 Cubans in front of the Ciudad Deportiva de la Habana

everyone that follows, the process has already been laid out, so hopefully it will be a lot easier and smoother in the future,” says Prisk. “It could become a filming destination,” says Dometrovich, “but you have to be prepared and it’s not cheap, because you have to take literally everything and put it on a ship and take it there. And then there are the accommodations for your crew.”

“There is a lot of prep work involved, but I do think this will open doors, because people will see it is possible. If people plan accordingly and stay at a workable size, they will have success.”

“I would go back there and shoot again,” says Dometrovich. “I’ve already gotten a couple calls. Obviously it would be a little bit easier because I would know what to expect. You really have to take the right crew, people who are prepared to really work hard, because it’s just not easy. The resources are just not there, so everything takes some extra effort. But I’d go back for sure.”

One regret for Dometrovich is that he was so busy he didn’t get to really experience the many tourist oriented things. He was there a month before shooting and was able to go to some restaurants, but otherwise the demands of the job took over. “I didn’t get to enjoy any of the nightlife, it was really a lot of work and long hours for everybody.”

Matt Prisk was in Cuba almost four months. He had a work Visa for six months, which is a Temporary Residence Visa. Much like Mark, Matt was so busy working; he didn’t get to see much outside of Havana.

“Because I was managing I was needed in Havana most of the time,” says Prisk. “I personally didn’t get to see that much. I sent the Key Scouts out most of the time.”

But one coincidence that did work in Prisk’s favor was the free Rolling Stones concert in Havana. The Stones played to an estimated 500,000 Cubans in front of the Ciudad Deportiva de la Habana and he was able to take it in.

“It was a lot of work, but it was a lot of fun too,” he says.



“It’s amazing how they keep dreaming up ways to make “Fast and Furious” even Faster,” says Dometrovich. “They come up with these crazy ideas and we make it happen. They want to out-do themselves every time, make it more of a spectacle, something bigger and more fantastical for the audience. They always seem to accomplish it and I don’t see any reason why we won’t as well.”

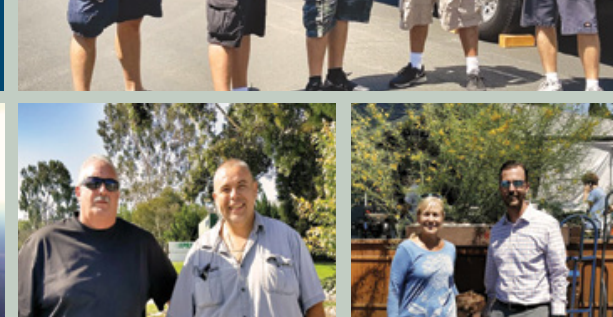
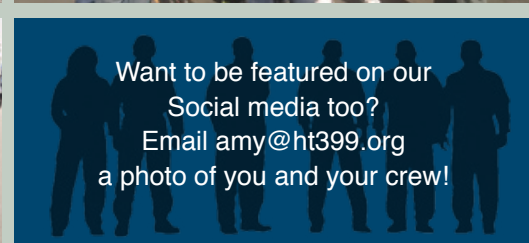


The passing of AB1839 has allowed our Members to stay busy while remaining in the state of California with their families and friends. We are excited to see how this tax incentive bill will continue to support our Members and the industry at large. For the last couple of months we have begun sharing photos of our hard-working Members working around town. Everyday our Members handle numerous productions ranging from Commercials to major Feature Productions. Our Members are the heart of Hollywood and keep this industry thriving and moving forward. We are proud of each and every

one of the crafts we represent and we truly believe we are the best in the business. Join us as we continue to showcase our Members on set! Do you have a photo you would like to see shared on our Social Media pages? Simply email: amy@ht399.org! Or if you post a photo on your own account simply hashtag #399DrivingHollywood! Check out some photos from our Members working around town! We want to continue to showcase the hard work of our Members throughout Los Angeles. Thank you for your commitment to excellence and hard work!



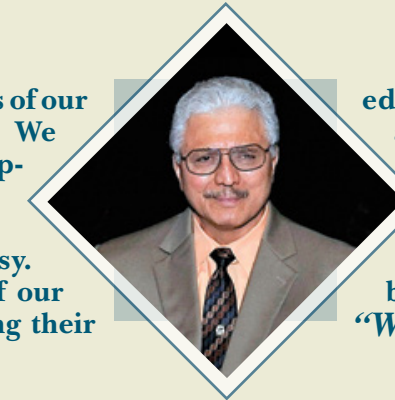
OUR MEMBERS ON SET



Want to be featured on our Social media too? Email amy@ht399.org a photo of you and your crew!

LEO T. REED SCHOLARSHIP AWARD

We are very excited to announce the winners of our first ever Leo T. Reed Scholarship Award! We want to first and foremost thank all of our applicants for taking the time to compile their applications and for their very thoughtful responses. The judging process was not easy. We are so proud of each and every one of our applicants for their dedication to furthering their



education after High School. We wish all of our applicants the best of luck on their future academic paths. Congratulations to our 10 winners below! Each of these students will receive \$2,500 Scholarship to the institution of their choosing. Each winner is pictured below with his or her answer to the question: "What Does the Teamsters Union mean to you?"

Connor Merrick

"The Teamsters Union has helped to secure fair wages which help my Father to earn a good living. My Mother has been able to stay home and raise me and my sister. Having my Mother with us at home full-time has helped me to become a successful person that I am today."

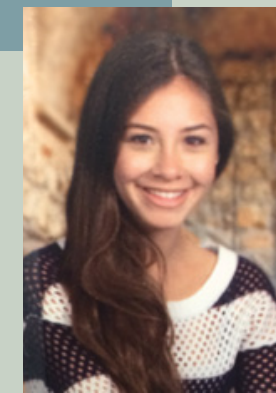
Parent: Member Gordon Merrick



Isabella Santana

"Unions are integral to this country and it's economy. Without Unions, workers are exploited and mistreated. I credit the Teamster's Union for much of my well-being. My Father has been a Member of Local 399 for 14 years and for all those years he has had a well-paying job. Because of this Union I have been provided with a comfortable life and now my father can send me to college to obtain an education and hopefully give back to the working class of America."

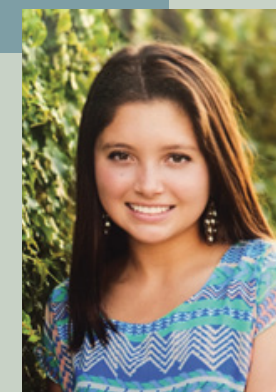
Parent: Member Armando Santana



Jessica Sorkin

"The Teamsters Union raised me. My Dad has been a Driver for probably around 20 years or more and my Dad has been able to give me a great childhood. If it wasn't for the Union I wouldn't be fortunate to have lived the life I have or even have the things I have. The Teamsters Union has never failed my Dad or my family. My Dad is the hardest working man I have ever seen and one day I hope to have as much pride as he does in the Teamsters Union when I find my career."

Parent: Member Steve Sorkin



Francesca Ferraro

"Security. The Teamsters Union takes care of my Dad so that he can take care of and provide for me. The Teamsters Union looks out for him to ensure he is fairly compensated for all his hard work and long hours. They also ensure that I have great medical coverage any time I get sick. This keeps me free from worries so that I can focus on being a good student and setting myself up for adulthood and my own career. So, basically, it's trickle down security: the Teamsters Union provides for my Dad, so that he can provide for me, so that I can grow and thrive and feel secure enough to do well, dream big, go to college, learn more, and strive to be a contributing member of society and a respected professional like my father."

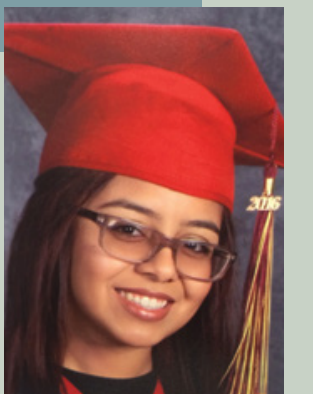
Parent: Member Gary Ferraro



Natalie Henriquez

"To me the Teamsters Union means that you are a family. Because you're a part of that family you participate in making the Union strong. You partake in being a leader in many aspects. Lastly, it means showing support for those who struggle in showing their natural virtue."

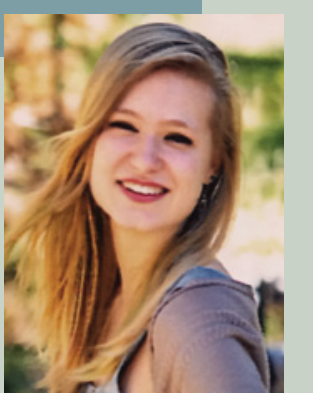
Parent: Member Edgar Henriquez



Aleia Kurtz

"The Teamsters Union to me is a way of leadership and being a representative for the strongest labor Union in the world. The Teamsters Union is not only a leader, but also setting high standards for working conditions, wages, and benefits for other Unions in the United States and Canada."

Parent: Member Bill Kurtz



Emma Lee

"My Father has been a Teamster for almost 30 years. During that time, he has had a steady job that allowed my siblings and I a comfortable living. As a Member of Local 399, his job allowed us to visit cities across the country, such as Portland, Oregon and Atlanta, Georgia, which were educational experiences."

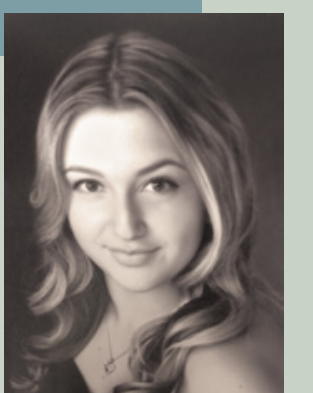
Parent: Member Kenneth Lee



Aimee Snow

"Both of my parents are proud Union Members. My mother works in healthcare (AFSCME / UNAC). My Step-Father is a Local 399 Teamster. After working many years my Dad was fortunate enough to become a Member of 399. His work-life balance prior to becoming a 399 Member was poor. Long hours, poor compensation and bad working conditions played a lot into his dissatisfaction. Becoming a Union Member changed his life and our family. I have my Dad back! He comes home now feeling respected and appreciated. This makes us very happy and seeing his satisfaction makes me happy. I will forever be grateful and proud that my Dad is a Teamster!"

Parent: Member Oscar Rodriguez



CONTINUED ON PAGE 9

MEMBER SPOTLIGHT

COMMERCIAL PRODUCTION

By: Matthew Klekner

Local 399 represents about 575 Teamsters working in Commercial production, which is about 10% of the total membership. For more than four straight years, Commercials have produced more on-location Shoot Days per year than Feature films and is second only to Television as a largest driver of on-location production in Los Angeles. Over half of all commercials shoot right here in the Southland. Through the first quarter of 2016, Commercial production increased 1,523 Shoot Days (6.1 percent) according to Film L.A. Commercial spending, as a segment of the Entertainment Industry, annually spends upwards of \$2.06 billion on Commercial Productions, according to the Association of Independent Commercial Producers (AICP). As Business Agent Josh Staheli comments, "Commercials are one of the most dynamic and fast

paced types of projects our Members work on. With the compressed time lines and plenty of last minute changes, our Gang Bosses, Drivers and Location Scout/Managers have to work together well and be able to improvise on the fly. " As Local 399 gears up for next year's contract negotiations with AICP, we wanted to take the time to talk with some members who work in Commercials and to share their experiences with our readers. Local 399 has recently sent out surveys to Driver's who work in Commercials. A Commercial Locations Survey will be available in the coming months. Communication is the hallmark of collective bargaining, so please fill out those surveys with your comments and concerns. Every Member's voice and input is valuable. If you did not receive a Commercial Driver Survey please email amy@ht399.org.

BRIAN MULLEN – GANG BOSS

"There is no such thing as a typical month in Commercials. There is no rhyme or reason to it, but I usually do 3-4 different commercials a month but approximately 76 or so a year."

"I've been working in Commercials for 15 years. I started out in television 20 years ago and did some Features as well."

"The dynamics are completely different on Commercial productions. Collaborations between departments are much greater and it's a lot more budget oriented. You don't have the deep pockets of a Feature or even Television."

"I don't have a Dispatcher. I don't have a bunch of Captains and I have to fight for every Driver I can get. Most of the equipment is ordered by the Key Grip though and other production departments handle most of the office paperwork because I'm on location every day."

"Lots of people like working Television, because it's the same job for 4-6 months, but for me it's just the opposite."

"As a Gang Boss in Commercials I enjoy being able to get closer to the camera, listening to the AD's and trying to figure out what we need to do to help facilitate the next shot. I can be as involved as I want to be on Commercials and it's just a lot more interesting."

"I normally get a Tech Scout day to prep and that's about it. A lot of times I will be prepping on my day off, and hopefully we could get a prep day guaranteed in future contracts."

"I am on the Driver's Steering Committee and we've had a couple meetings and we are trying to get another one or two on the books in the very near future. There are a lot of very good conversations going on about some of the issues that are facing

us. We know we will have to fight for any gains we get."

"Everyone has to participate in this process. There are a lot of people that have opinions, and people who are happy to criticize, but they never attend meetings or speak up to the Steering Committee. I always want to listen to other Members and take their suggestions."

"I enjoy the pace of shooting in Commercials. We try and cram as much as we can into each day and it's challenging, fun, and I love working with my extended family of Teamsters."

BRIAN BIRD – LOCATION MANAGER

"Primarily it's just a whole different pace. Commercials are very often compressed into a two-week window of time where you might be shooting for 3-4 days, you might be shooting 10 or 12 locations within those 3-4 days."

"It's really intense and it's very fast paced and you've got to be able to operate at a much higher level of productivity and efficiency in a shorter window of time. Now the pay is better in Commercials commensurate with the effort required to do them."

"There something alluring about the Commercials side because we make more money and because we pull off difficult projects in difficult locations and with very short notice. You kind of need to hit the ground running. And that's part of what attracted me to it."

"After 7 years of working in Feature films



as a Location Manager, all of the weird little requests started to get to me. For example on one movie we had to run private phone lines to all of their trailers because the actors wanted secure phone lines as opposed to cell phones. We spend hundreds of thousands of dollars to have technicians from AT&T to come out to our base camp to literally run hundreds of lines of hard phone lines. That's just one snippet of things that would fall onto our plate."

"Another thing that is frustrating about movies is we would do all this work and set up locations and have meetings and then low and behold, a week before we shoot, after shaking hands on the deal, somebody decides to write that whole scene out of the movie. That was six weeks of work, putting it all together, and that happens time and time again, it's just a reality of the business."

"I reached the point where I said I was done with that. In Commercials, we typically don't use recognizable actors; they don't want them to be recognizable. So I don't have to deal with renting a whole stadium sized parking lot to have a trailer for their chef, masseuse, their assistants and their dog walker and with astro-turf laid down. I have not had to do that once, since 2005."

"We will get bonafide celebrities and those problems always remain, but nothing like you have to deal with on the feature side of things."

"The game for us is to try to create as many job opportunities as we can and keep the companies from pushing back, cutting corners and trying to get away with things. It's a constant ongoing game of cat and mouse because they're

looking to cut corners and save money wherever they can and you have to be vigilant. Try to keep them in line with the provisions of the contract."

"Historically there's been a provision in most of the contracts that if the properties are self contained studio properties or film ranches, then Location Managers aren't required to be there. On the last agreement, we basically strengthened that provision. It basically just put more teeth in specifying as to when and where Location Managers are on set. A lot of these movie ranches, they aren't like studio facilities, they need supervision and they need location management. We were able to specify that we have to be on set."

"There's also been a huge push internally to explore putting us on an hourly basis and getting overtime after a certain number of hours. We didn't have any overtime provisions. So we negotiated over time after 14 hours, accumulated hours irrespective of lunch. The goal is to eventually get that down to 12 hours so we're in line with virtually every other IA local and craft in the business."

"We're the first guys there putting up those signs at 4:00 or 4:30am and typically we're the last ones out of the location, 15 hours typically. So that's a serious quality of life improvement right there."

"Our issues with the previous contract were primarily over the low-budget tiered system that production companies are trying to get traction with in the low budget space. We had a low-budget provision, but they basically made a push to expand that provision and put in tiers of lower-budgets. That was a non-starter for us."

"Production companies are always going to try and expand a foot-print in the low budget space. They all complain that they are having to cut these budgets ridiculously low for these bids, which is probably true, but also potentially exaggerated, but they are going to try and massage the low budget portion of the agreement and we have to hold the line on that. If we let that tier system go into effect, it opens up a door that will eventually get wider and wider and wider."

"We have a very solid working relationship with Ed Duffy and Steve Dayan. Ed is our primary Business Agent on the commercial side. Those guys work their asses off to try to be available to jump in whenever there's an issue. And not just production related issues but also when companies are trying to get away with stuff."

"Those guys are quick to jump in and go to bat and get into it with the city and the public works department and the police and seriously advocate on our behalf. In some cases they have been able to reverse things or find solutions."

JOHN CUCURA - HYPHENATE

"I joined the Teamsters when Commercials were originally organized in the late 90's."

"In Commercials we have a group classification of Hyphenates, which are Electric Drivers, Grip Drivers and Art Department Drivers. I drive an Electric truck to set and work with the lighting technicians all day and then drive the truck back. There is only one Hyphenate per truck. As a Hyphenate, I work several extra hours per day."

"In Television and Features things are thought out ahead of time and there is plenty of man-power. Since television is an ongoing process, there is a flow of organization, but most commercials are put together quickly after a scout with some done at the last minute."

"Literally you get a phone call and then half a dozen trucks have to go to set the next day and a shoot occurs."

"Sometimes this happens even without a Tech Scout. So there's a lot more chaos on Commercials and the crews are generally

smaller. The work is more intense and you have to have the ability, and flexibility, to adapt to the situation."

"The glory days for Commercials, as far as rates go, was back when I started but

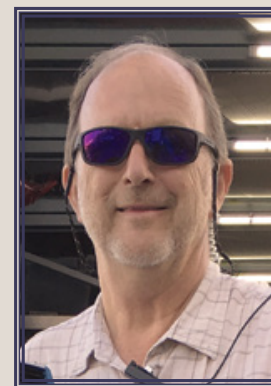
I also consider that period the dark ages, because it was before the Teamsters were involved."

"There was significant challenges presented every day, with random people parking trucks and they didn't have a clue with regard to production efficiency. Now the Gang Bosses have supplemented production and made my life multiple times easier. Having a great Gang Boss makes everything better. They are able to think ahead and keep things running smoothly."

"We used to have P.A.'s working 100 hour weeks and driving us to our cars at base camp at midnight. It was sort of like a Magic Mountain ride on winding roads. It was a challenging time before the Teamsters arrived. It made a significant difference when the Teamsters organized and brought in quality people. It's much more professional now the way the Transportation departments are run."

"There were fewer Commercials made back in those days, because there were fewer networks. Feature people would work in Commercials because they only wanted high-end people working on them. You have a small crew, so you want the best of the best. In order to compensate for not working 5 days a week in Features, you almost got paid a double scale rate."

"When we originally organized, and we established scale rates, nobody seemed



to care because everybody was getting double. But over the years, budgets have started decreasing and the rates are getting closer and closer to scale, which has a greater impact on people, especially when you only work a few days out of the week."

"This is the challenge facing people, but there is no easy solution. As budgets go down, Producers freeze rates to maintain their profits. The last thing Producers will do is take money out of their own pockets, until they are forced to."

"I think the last negotiations had a learning curve for everybody. I was the only Driver that attended all the negotiations. I paid attention to everything that was said."

"There may have been some issues getting there, but we ended up with a very good contract. I think since that time, there has been a more comfortable understanding of what the Members want. I think we need to continue moving our conditions forward, which is always what leadership tries to do."

LEO T. REED SCHOLARSHIP AWARD

CONTINUED FROM PAGE 7

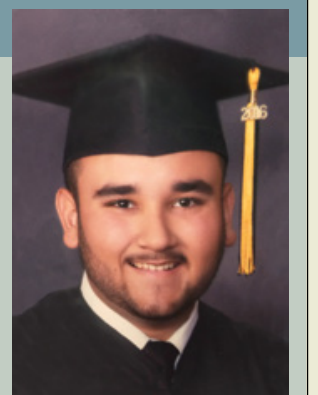
Ashleigh Cavey



"The Teamsters Union to me is very important because I have four family Members that work in it. My family is very involved in the Teamsters Union and without it we wouldn't have the ability to do a lot of the things we do now."

Parent: Member Holly Cavey

Paul Trujillo



"The Teamsters Union is comparable to a Brotherhood. I am a strong believer that there is strength in numbers, and being able to fall back on the support of another is a comforting factor when in the workspace. Teamsters is the type of job where you can count on your colleagues, and that is a great thing."

Parent: Member Pedro Trujillo

Congratulations again to the winners. We would also like to extend a huge thank you to our wonderful judging committee from the Los Angeles County Federation of Labor, AFL-CIO. We appreciate their care and thoughtfulness in selecting our first Scholarship winners.



WITH **STEVE DAYAN**

SECRETARY - TREASURER



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

Q What has happened in the past Quarter at Local 399?

A We are very proud to have rolled out the Leo T. Reed Scholarship Fund for the children of 399 Members this last quarter. Additionally, our tax incentive continues to generate employment for our Membership making for a very busy Pilot season, which put us into Permits on numerous occasions. Our mobile website application which allows our members to register and update their contact information right from the app also rolled out this past quarter and has already cut down on telephone calls to the Call Board, allowing the Call Board staff more time to catch potential violations and help with Members' issues.

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

A We've been working very hard on the Call Board software system and the Mobile website application. I have to thank Dan Canamar, our Call Board Supervisor for all the work he's put into updating the software.

Q What is the best advice you can give regarding the upcoming Elections for the Local & International?

A Your vote matters. Plain and simple. For example, the Producers carefully monitor our elections. A high voter turnout indicates Membership solidarity, which I believe, helps us in contract negotiations. So make certain to cast a ballot and vote your conscience this election cycle.

Q When are the dues set to increase and what is the reason for the increase?

A The dues are set to increase by \$2.00 per month beginning in October, 2016. In order to keep up with inflation, most IBT Locals increase their dues annually by the amount of wage increases that are negotiated. The Membership approved a By-Law change that does just that. I believe the reason Local 399 was losing \$400,000.00 per year when we took office was that our dues weren't keeping up with inflation. The maximum amount the IBT indicates we can charge is \$105.00 per month. Our dues will increase to \$93.00 per month, which is still below what they could be according to the IBT.

Q Are you excited for the upcoming 2nd Annual Car Show and how do you feel events like this impact the Local?

A I will be bringing my classic car to the show, so yes, I'm looking forward to the event! I strongly believe that bringing our Members together for social events allows our members, their families and our retirees an opportunity to spend some time with other members socially. I believe that brings us all closer together and helps build solidarity amongst the Membership. It's my hope that the car show will bring all the crafts together in the future and that the proceeds generated from this and other events like this will go to good causes within our industry.

Q What can our Members working in Commercials expect to see leading up to Commercial Negotiations taking place at the beginning of 2017?

A We've already held meetings with both the Commercial Drivers and Location Scout/Manager committees in order to prepare proposals. We also held a specially called Commercial Driver meeting and we'll also be holding a Location Scout/Manager meeting to discuss issues of concern for the upcoming negotiations in early 2017. Additionally, we will be doing online surveys to make certain we've got as many ideas from the rank-and-file members as possible.

Q Now that registration is available for the 2016 Women's Conference being held right here in Hollywood, who would you encourage to attend?

A I encourage all of our Members to attend. This is a national event that impacts men just as much as women. Do you have a wife or child working in the industry? What can we do collectively to improve working conditions for our Sister Members? What issues confront women in the workplace and across our country? I am looking forward to going to the conference to better educate myself about those issues and many others.

Q How did you feel about the 2016 Delegate Convention and what should the Membership know about the Convention?

A Our IBT Convention is really no different than the National Democratic or Republican conventions taking place this summer. The purpose of the convention is to vote on changes to the IBT constitution and to nominate the candidates for IBT elections this fall. It also allows me the opportunity to meet with the leaders of other Locals around the country that deal with motion picture production in their jurisdictions to talk about any issues and concerns they may have.

Q Are there any points you want to make regarding this next Quarter?

A Yes. I want to remind our Members that our rates will go up 2 ½% in August. In addition to this rate increase, we will also be getting an IAP (Individual Account Plan) increase that will raise the IAP contribution from 6% to 6 ½%. Good news for all!

Q What are the greatest challenges you expect to see in the next Quarter?

A I believe our biggest challenge continues to be getting our Members to report contract violations to our Business Agents. We have stepped up set visits to check shows but we cannot be everywhere a violation occurs. Please help us help you by reporting violations to your Business Agent.

ELECTRONIC AGE

IN THE ENTERTAINMENT INDUSTRY

Get connected!

Teamsters Local 399 is very excited to announce we are launching text messaging as a means to stay up-to-date with the Local's operations!

Our goal is to provide the most accurate and up-to-date information for our Members across a variety of platforms. Text messaging will further enhance our communication with our Membership and we are looking forward to utilizing this new tool.

Text messages you can expect to see from us will be covering topics such as:

- Dues Reminders
- Strike Actions
- Meeting Reminders
- Major Announcements/ Updates pertaining to the Local

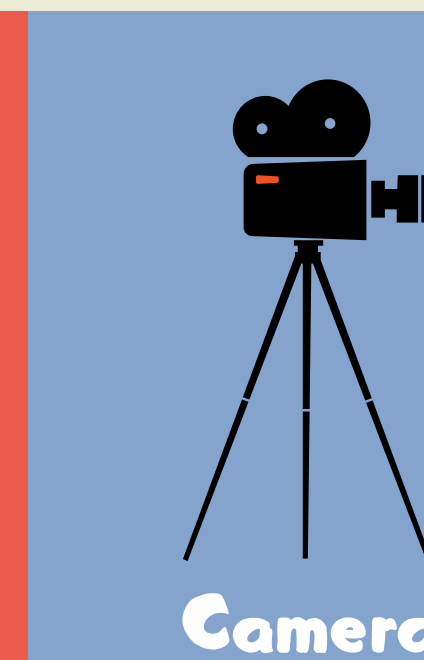
We will not spam you and we will only be sending up to 3 texts a month. We encourage all Members to opt in for this service. You can cancel at any time if you feel this means of communication does not suit your needs. Over the last 2 years we have developed many communication channels to help our Members learn more about the Local's day to day operation as well as remind our Members of important information. We strongly encourage all our Members to connect with all these great channels of communication:

- **Teamsters Local 399 Email List**
- **Teamsters Local 399 Facebook Page**
- **Teamsters Local 399 Twitter Page**
- **Teamsters Local 399 Instagram Account**
- **NEW!! Teamsters Local 399 Text Messaging!**

Head to our website to sign up today!
Ht399.org > Get Connected > Sign Up for text updates.

If you have any questions about how to get connected to any of the communication outlets please email:
amy@ht399.org.

2016 IBT WOMEN'S CONFERENCE



Teamster Women in Action

For over 15 years the International Brotherhood of Teamsters has seen the value in gathering Teamster women throughout the nation for the annual IBT Women's Conference. This conference is a time to inspire, encourage, celebrate and build relationships with Women from all walks of life and career paths. The annual conference is a time to discuss important issues surrounding women, as well as a time to celebrate Sisterhood. Typically we see about 1,200 attendees at the conference. Though mostly women, men are also encouraged to participate. Each year the conference is held in a different city, celebrating the diversity of communities around our Nation. In addition to having the Teamsters General President James R. Hoffa, politicians and other motivational speakers, the conference highlights the labor battles, victories and innovative strategies of our Local Unions. The conference is a time for women in our Union to come together to share their successes and struggles and to learn new and effective strategies to take back to their workplaces.

This year, Teamsters Local 399 is working in conjunction with Joint Council 42 to host a spectacular event! The goal of this conference is to educate, inspire and activate attendees. Our hope is that attendees can take the lessons and encouragement from the Conference back to their local communities to implement lasting change in their workplace. This year the 2016 Women's Conference will be held at the Loew's Hollywood Hotel at 1755 North Highland Ave, Hollywood, CA. The opening session will be held on Thursday, September 22nd at 2:00pm and the conference will continue through its adjournment at 5:00pm on Saturday, September 24th. To register online as soon as possible for the conference go to <http://ibt.io/2016wc> and fill out the registration information. A block of rooms has been set aside at the special room rate of \$219/night. To receive this special rate, please contact the Loew's Hollywood Hotel directly at 1-855-563-9749 no later than August 23, 2016 and ask for the Teamster Women's Conference Room Rate.

2016 TEAMSTER WOMEN'S CONFERENCE SCHEDULE

THURSDAY, SEPTEMBER 22

9:00 a.m. - 5:00 p.m.
Registration/Exhibits

2:00 p.m. - 4:30 p.m.
General Session

5:30 p.m. - 7:00 p.m.
Welcome Reception

FRIDAY, SEPTEMBER 23

8:00 a.m. - 5:00 p.m.
Registration/Exhibits

9:00 a.m. - 10:30 a.m.
Workshop #1

11:00 a.m. - 12:30 p.m.
Workshop #2

2:00 p.m. - 4:30 p.m.
General Session

SATURDAY, SEPTEMBER 24

8:00 a.m. - 2:00 p.m.
Registration/Exhibits

9:00 a.m. - 10:30 a.m.
Workshop #3

11:00 a.m. - 12:30 p.m.
Workshop #4

2:00 p.m. - 4:30 p.m.
General Session

**Should you have questions regarding this year's event,
Please contact the individuals listed below for assistance:**

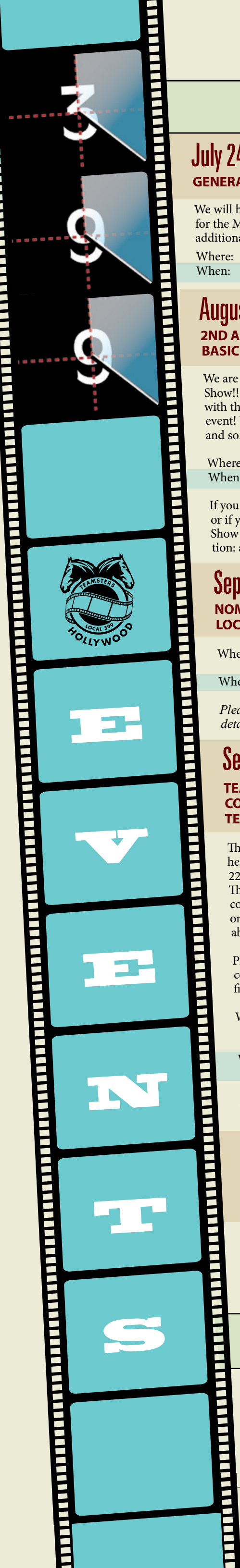
CONFERENCE INFORMATION – Megan Hahn, Training & Development at 202-624-8799

HOTEL RESERVATIONS – Kim Gardner, IBT Travel Department at 1-800-428-3591 or 202-624-6999.

REGISTRATION – Vicky Matullo, Training & Development at 202-624-8724



**PLEASE REGISTER ONLINE AS SOON AS POSSIBLE FOR THE CONFERENCE BY GOING TO
<http://ibt.io/2016wc> AND FILL OUT THE REGISTRATION INFORMATION.**



EVENTS

July 24th

GENERAL MEMBERSHIP MEETING

We will have printed copies of the “Black Book” available for the Membership at the July meeting. For any additional questions please contact office@ht399.org

Where: Pickwick Gardens
When: 8am

August 6th

2ND ANNUAL TEAMSTERS LOCAL 399 & BASIC CRAFTS CAR SHOW

We are very excited to announce our 2nd Annual Car Show!! This year Teamsters Local 399 is partnering with the Basic Crafts to bring you a fun-filled, family event! We will have live music, vendors, food trucks and some of the best Classic Cars around!

Where: Woodley Park
When: 12pm-5pm

If you have a classic car you would like to show off or if you are interested in being a vendor at the Car Show please email Amy Gorton for more information: amy@ht399.org.

September 8th

NOMINATIONS FOR GENERAL ELECTION OF LOCAL 399

Where: Teamsters Local 399
4747 Vineland Ave. “B” Building
When: 6:00PM

Please see the August JC 42 paper for more detailed information.

September 22-24th

TEAMSTERS ANNUAL WOMEN’S CONFERENCE: LIGHTS, CAMERA, TEAMSTER WOMEN IN ACTION

This year the 2016 Women’s Conference will be held at the Loew’s Hollywood Hotel September 22-24, 2016. The opening session will be on Thursday, September 22nd at 2:00pm, and the conference will adjourn no later than 5:00pm on Saturday, September 24th. Read entire article about this event on page 11

Please register online as soon as possible for the conference by going to <http://ibt.io/2016wc> and filling out the registration information.

Where: Loew’s Hollywood Hotel
1755 North Highland Ave.
Hollywood, CA
When: 2pm September 22 –
5pm September 24, 2016

Head to ht399.org for the full schedule of events & to register for the Conference

October 12th

OFFICIAL BALLOT COUNT FOR TEAMSTERS LOCAL 399 GENERAL ELECTION

Ballot counting will begin at 9AM on October 12th. Ballots must be received at the Post Office no later than October 12th at 9:00AM in order to be counted. Please see the August JC42 paper for more detailed information.

GET CONNECTED

Be sure to sign up to receive emails and text messages from the Local and get connected with our Social Media pages (Facebook, Twitter & Instagram) in order to stay up-to-date with information from the Local.

ANNOUNCEMENTS

- ★ **The Membership ratified a By-Law change in 2014** that when wages are increased, dues go up by the same percentage as the wage increase. As a result, our dues will go up in the last Quarter of 2016 by \$2.00 per month, corresponding to your 2 1/2% wage increase, which will take place in August.
- ★ **We now have printed “Black Book”** Agreements available at the Union Hall.
- ★ **Reminder regarding Permits:** Given the number of New Media productions currently taking place, Teamsters Local 399 would like to remind Members that because New Media productions are not covered by the “Black Book”, Permit days working on New Media productions do not count towards your 30 Days. Benefits & Wages however do apply. Local 399 will do everything we can to assist those individuals in getting their 30 Days on Traditional Productions if, and only if, we are into Permits.
- ★ **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.
- ★ **Reminder to ALL MEMBERS** – Drivers, Casting Directors, 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 to 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 at risk of losing pension benefits, health benefits and days towards your seniority.
- ★ **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.
- ★ **There is always a Business Agent available** over the weekend. If you have any issues when the office is closed please contact: 818 377-2131
- ★ **With the industry so busy** and the majority of our members working, now is the time for you 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 about a violation. 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.
- ★ **Always fill out a logbook even if your employer doesn’t require it.** Fines for not carrying a logbook and violations could add up to thousands of dollars. The front office at the Local has free logbooks. This is especially critical for the drivers on Commercials since the productions don’t believe in complying with the Federal Motor Carrier Administration (FMCSA)

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.

Larry Alicata	Ron Huff	Aukuso Puluti
John Cahill	Paul Huggett	John Renfrow
Angelo Corello	Michael Kvammen	Tad Venger
Juliana Cruz-Mendez	Robert Labbe	R. Visket
Richard Deleon	Gregory Landis	David Watterson
Robert Dolan	David Lang	Stanley Webber
Lee Everett	Elio Lupi	Brad Webert
Rayford Holmgren		Marijan Zoric

OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since April 2016. To those that have lost a Father, Mother, sibling, spouse, child or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten:

Alfred Arroyo	Daniel Conte	Frank Mallard
Ron Baker	Thomas Garris	Dave Rodgers
Ernie Beyer	Les Hitchcock	Frank Reinhard
Ernest Boudreau	Jack Kilgore	Gary Rollins
Angel Campos	Paul Klyder	Allan Rouse
William Conner	Edward Koczewski	Marlin Schwiesow

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

ht399.org