

TEAMSTERS DRIVING HOLLYWOOD LOCAL 399

TEAMSTERS WORKING HARD LOCAL 399

FULL EMPLOYMENT &

FULL SPEED AHEAD

GREETINGS SISTERS & BROTHERS

I want to thank everyone who voted in our Local 399 elections. I am so proud to represent this great Membership for another 3 years. We have a rich and storied history and this administration stands on the shoulders of all who came before us. Our entire staff will work very hard to make certain that we meet or exceed your expectations. To those that voted against us, I would urge you to be part of the solution. Give us a chance to address your concerns and let's all work together to make Local 399 the best it can be. You have elected two new Trustees to the Executive Board as a result of the election. Armando Santana, our Shop Steward at 20th Century Fox and Calvin McDowell, our Shop Steward at Quixote. I'll be talking more about the new Executive Board in the next Newsletter. I must thank President Wes Ponsford and Trustee Chris Sell for their dedication to our Membership during their term on the Executive Board. They will both still be working here at Local 399. I really am fortunate to have had the privilege of serving with them and look forward to continuing to do so going forward. As I said at the October meeting, I was saddened to see the personal attacks from both our supporters and detractors on Facebook. I know both sides were passionate but we are all Sisters & Brothers and should treat each other with courtesy and respect. We can certainly disagree about issues, as I frequently do, but my hope is that now that the election is over, we can all come back together and focus on what unites us, not what divides us. We will be developing a social media policy that outlines how Local 399 believes our Members should comport themselves on social media pages. It is not intended to stop free speech or censor anyone, rather, it is a guideline to let our Members know how we expect you to behave. It is not a mandatory policy and no one will be disciplined as a result of their behavior on social media pages, but it's my hope it will help guide us in a positive direction. Since the last Newsreel in July, we have been into all Groups of Drivers for nearly three solid months. We have dipped into Permits and I'm extremely



Local 2010 Trustee Ali Tweini, Secretary-Treasurer Steve Dayan, Mayor Eric Garcetti and Business Agent Ed Duffy.



happy to report to you that we are at full employment for the first time in over a decade. Much of it has to do with the tax incentive but I would be remiss if I didn't thank Lindsay Dougherty, Joshua Staheli and Ernie Baraza for their organizing efforts. Organizing has created a lot of work for our Members. We even struck a production on the day we were counting ballots and I can report Ernie got a contract for our Members. So much has taken place in the past few months! We had our 2nd Annual Car Show that was a huge success and was even better than the first one. I have to thank Jack Fisher for all of his hard work, we couldn't have done it without you, Jack. We participated in the Women's Conference held here in Hollywood and Mayor Eric Garcetti declared September 23rd, Teamster Women's Day in the City of Los Angeles. We sent Members to the Teamsters National Black Caucus in Cleveland and to the Teamsters National Hispanic Caucus in Atlantic City. Business Agent Jack Fisher announced at the October meeting that he will be retiring shortly and stepping down as a BA. I could write an entire article on Jack (so don't be surprised if I do) but bottom line for me is that I couldn't think of a better person to have by my side in any fight. "Captain" Jack always tells it like it is, has a wicked sense of humor and would do anything he could for a fellow Teamster. Jack, thanks for making my job easier and for always being there with advice and unwavering support. You will be missed but I know you won't be far away from us.

On behalf of the staff of Local 399, I'd like to wish you all a very Happy Thanksgiving and the happiest of Holidays!

Fraternally, Steve Dayan

TABLE OF CONTENTS

PAGE 2

THE BIZ: SAG-AFTRA goes on strike

PAGE 3

• California Film Incentives are working • City of LA declares Teamster Women's Day

PAGE 4 & 5

American Horror Story

PAGE 6 & 7

SPOTLIGHT: 2016 Teamster Conferences

PAGE 8 & 9

Teamsters Local 399 2nd Annual Car Show

PAGE 9

Teamsters Local 399 Social Media Policy

PAGE 10

• Q&A WITH STEVE DAYAN • ELECTRONIC AGE: New Media Explained

PAGE 11

Get Connected We want to stay connected with you

PAGE 12

Events, Announcements, Retirees and Obituaries

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SAG-AFTRA GOES ON STRIKE AGAINST VIDEOGAME COMPANIES

PUBLISHED ON OCTOBER 21, 2016 IN VARIETY BY DAVE MCNARY

SAG-AFTRA has gone on strike against video-game companies after failing to reach an agreement on a new contract for work by voice actors.

The strike began at 12:01 a.m. PDT Friday October 21st. Negotiators for the performers union held three days of talks, bringing in a federal mediator, but could not reach a deal as SAG-AFTRA rejected the companies' final offer. No new negotiations have been scheduled.

SAG-AFTRA said Friday, Oct 21st that it would picket Electronic Arts in Playa Vista on Monday, Oct 24th.

SAG-AFTRA told its 165,000 members on Oct. 16 that the union would go on strike unless a deal was reached this week. Both sides took potshots at each other after negotiations ended.

The two sides began intermittent negotiations on a new contract 18 months ago. Voice actors have been working under a contract that expired at the end of 2014. SAG-AFTRA accused the companies of refusing to acknowledge that, under current conditions, actors need to be compensated for re-use, much as they already are via residuals for movies and television. The union called the companies' last contract proposal a "freeloader model of compensation."

The companies' final offer included an immediate 9% wage hike if SAG-AFTRA union members ratified the offer by Dec. 1.

"We had hoped this would be successful, but union leadership left mediation without providing a counteroffer. We urged union leaders to put the package to a vote of their membership, but union leaders refused," said Scott J. Witlin of the law firm of Barnes & Thornburg, the chief negotiator for the companies.

The union announced it would go on strike against the following companies if it did not get a deal: Activision Publishing; Blindlight; Corps of Discovery Films; Disney Character Voices; Electronic Arts Prods.; Formosa Interactive; Insomniac Games; Interactive Associates; Take-Two Interactive Software; VoiceWorks Prods.; and WB Games. It said the strike would cover all games made by these companies that went into production after Feb. 17, 2015.

The strike order reads as follows: "The National Board of Directors instructs all SAG-AFTRA members to withhold performing services and auditioning for work under the Interactive Media Agreement with respect to struck games for

the following struck employers effective midnight of October 21, 2016.

"All covered services must be withheld, including, but not limited to: voice acting; motion or performance capture work; background work; principal on camera work (including singing, dancing and performing stunts); authorizing the use of your voice or of a sound-a-like voice in a videogame; consenting to the reuse of prior work into a struck game; performing on a trailer for a struck game and performing on 'downloadable content (DLC)' or other ancillary content connected to a struck game."

It's the first strike for SAG-AFTRA, which was created in 2012 through the merger of SAG and AFTRA. Those two unions staged a six-month strike in 2000 against the advertising industry — one of the longest work stoppages in Hollywood history.

The first membership rule is that SAG-AFTRA members cannot work for a company that has not signed a basic agreement with the union. Violators can be fined, suspended or expelled.

"No member shall render any services or make an agreement to perform services for any employer who has not executed a basic minimum agreement with the Union, which is in full force and effect, in any jurisdiction in which there is a SAG-AFTRA national collective bargaining agreement in place. This provision applies worldwide," it reads. "No member shall render any services, or make an agreement to perform services, for any employer against whom the Union is conducting a strike, nor shall any member otherwise violate any strike order of the Union."



CALIFORNIA'S \$330M FILM INCENTIVES ARE WORKING AS EXPECTED ...AND THEN SOME

PUBLISHED ON OCTOBER 27, 2016 IN DEADLINE HOLLYWOOD BY DAVID ROBB

California's expanded \$330 million film incentives program hasn't fully kicked in yet, but in its first full year has generated an estimated \$1.5 billion in direct in-state spending, including \$600 million in below-the-line wages, according to the California Film Commission's latest progress report.

One of the expanded program's specific goals was to induce TV shows to relocate here from other states, and by all accounts, it's already been a major success. So far, six shows have relocated to California since the new program was enacted last year, including "Veep", (which relocated from Maryland); "American Crime" (from Texas); "Mistresses" (from Vancouver); "Secrets and Lies" (from North Carolina), and "American Horror Story" and "Scream Queens" (from Louisiana). Together, they received nearly \$51 million in tax credits, and spent more than \$328 million in the state.

By comparison, during the seven years of the old \$100 million-a-year program, only four TV series relocated here from out-of-state, contributing a combined \$343 million in direct spending. "It is worthwhile to note the substantial economic value of luring relocating TV series," the CFC report said, "which typically generate more consistent, longer-term employment compared to feature film projects."

Enacted in January 2015, the new five-year program increased funding from \$100 million a year under the old plan, to \$330 million annually through 2020. During the first year of the new program, however, funding totaled only \$230 million, because \$100 million in funding had been reserved for the final year of the expiring, first-generation program.

During the seven years of the old plan, including the most recent fiscal year's conditionally allocated tax credits, approximately \$675 million in credits have been allocated or reserved for eligible projects. Projects that received those incentives are estimated to spend at least \$5.5 billion directly, including an estimated \$1.9 billion in qualified below-the-line wages. On average, that's about \$786 million a year in direct spending, and \$271 million a year in below-the-line wages — about half the amount generated

in the first year of the new plan, even though it was only two-thirds fully funded. Once the full \$330 million kicks in this fiscal year, the numbers are expected to increase even more — perhaps by as much as one-third more, which would put in-state direct spending at about \$2 billion a year, and below-the-line wages in the neighborhood of \$800 million a year. Which isn't bad for a \$330 million annual investment. And that doesn't even include the indirect economic benefits that the state receives from tourism.

"The motion picture industry is an essential source of economic activity, tax revenue, jobs, and tourism in California," the report notes. According to the MPAA, it contributes \$18 billion in wages while supporting 180,000 well-paying entertainment industry jobs that provide health benefits to its workers.

Just how well the new incentives program is doing is evident in several bellwether reports from Hollywood's unions. "After one year," the report states, "key entertainment industry labor organizations are reporting increased levels of employment. An analysis of hours worked by members of California's below-the-line unions — Teamsters, IATSE, basic crafts, and others covered under the Motion Picture Industry Pension & Health Plans — shows a 12.5% increase for the first quarter of 2016 compared to the same period last year.

Employment data from SAG-AFTRA, meanwhile, shows that background performers working in scripted film and television in California enjoyed a 19.7% increase in daily employment from the first quarter of 2015 compared to the same quarter in 2016.

Teamsters Local 399 reports that members are working at "full employment" for the first time since 2007, and IATSE Prop Local 44 has seen a 4.9% growth in membership for the first quarter of 2016 compared to the same period in 2015. According to the report, the Prop Local "hasn't experienced membership growth this substantial since the mid-1990s."

In other words, the incentives are working — and then some.

CITY OF LOS ANGELES DECLARES TEAMSTER WOMEN'S DAY!

We are both proud and excited to announce that Mayor Eric Garcetti and Councilwoman Nury Martinez have declared September 23rd "Teamster Women's Day" in the city of Los Angeles. Thank you to Joint Council 42 for working to make this proclamation happen. The fact that the IBT Women's Conference was held here in Hollywood this year played a huge role in showcasing the hardworking women that we have leading the labor movement forward.

We are proud of our Teamster Women and feel that they are so deserving of this acknowledgment. Over the course of history our Teamster women have played a huge role in growing the labor movement and fighting to protect workers rights no matter their age, gender or ethnicity. We as a Local will continue to fight for our Teamster Women to ensure we are moving forward towards equal pay for equal work, protecting maternity



Malia Vella, Nury Martinez, Ed Rendon, Marsi Newman & Ed Duffy accepting the acknowledgement of "Teamster Women's Day" in Los Angeles.

leave and benefits that protect and provide for working families, as well as stopping discrimination and harassment in the workplace. Congratulations to ALL Teamster Women both here in Hollywood and throughout our great nation. We are lucky to work with such a dedicated group of individuals who fight tirelessly for equality and worker's rights. Thank you for all you do to make our Teamster organization great.

Secretary-Treasurer Steve Dayan had this to say about the declaration of September 23rd as "Teamster Women's Day" in Los Angeles, "I'm so proud of all of our Sisters in this great Union from all over the country but I am most proud of our Local 399 women! We must continue to empower and encourage our 399 Sisters to shatter glass ceilings, increase opportunities and educate our employers, including ourselves".

AMERICAN HORROR STORY

THE METHOD IN THE MADNESS

By Matthew Klekner

'American Horror Story' (A.H.S.) debuted on the F/X network in 2011. In its first season, it became the biggest new cable series of the year and was nominated for seventeen Emmy Awards. It's a huge ratings hit for the F/X network and for 20th Century Fox Television, who produces the show.

A.H.S. is an anthology series, which means every new season has a new cast of characters and a new principal location. The first season was dubbed "Murder House," and then there was "Asylum, Coven," "Freak Show" and last season's "Hotel". When the sixth season debuted on September 14th, it did so with a bunch of question marks. The latest iteration of A.H.S. had been shrouded in secrecy. From the full cast, to the locations, to the plot itself, not much was known about what Season 6 would bring. The secrecy helped create a buzz for the show, which went to great lengths to keep audiences guessing.

Season 5 of A.H.S. returned to Los Angeles after shooting in Louisiana. This was largely due to the new California Film & Television Tax Credit Program 2.0, which grants incentives to shows returning from out of state.

Season 5 was largely contained on sound stages, where the haunted Hotel was built. As such, it could have been shot in almost any state that had the stage space. Thanks to the incentives, however, 20th Century Fox was able to bring it back home.

Season 6 of A.H.S. also qualified for California Film & Television Tax Credit Program 2.0. Having been previously awarded tax credits, it was eligible as a renewed show that was already in the program. This year, nine total T.V. projects quali-

fied for a tax incentive, with A.H.S. receiving the largest share, at \$9.288 million.

The tax incentives are all tied to a jobs ratio, meaning they are awarded to those who are going to spend the most money on below the line crew and equipment/incidental purchases.

"The scope and scale is bigger," says Transportation Coordinator Tom Gordon.

Season 5 and 6 were difficult to shoot, but mainly due to tough scheduling.

Last Season of A.H.S. was a personal record for Gordon on "double-ups," with approximately 42 double days.

"Those are days where we run two complete units at the same time. So you have twice the amount of crews, twice as many runs, twice the amount of equipment to pick up and return, and it's like doing two different shows at once," says Gordon.

Season 6 has been similar, except, they started shooting around the clock.

"Everything is scarier after dark and most of the primary stuff are night shoots, and the double ups start happening in the morning, on stage, while we have calls on location at night. So you really do have to plan ahead when you are on that kind of schedule."

"You have to be a pro-active thinker," adds Gordon. "By the time you get the information you better have a plan, A-B-C, in your

back pocket, because a lot of the information comes late."

"So we tend to anticipate anything that might come our way and the potential derailment of that, and have a second plan to fall back on."

"It's tough because there's no closure, typically you like to get through the episodes and put everything to bed, but in this case they were all lingering, which can be stressful."

Gordon adds that the trend of double-up days, or two units at once, seems to go along with the rise in quality of broadcast television.

"Because when you look at the stuff on the screen, and think how did they accomplish all that in 8 days? — It's by running two units."

"It's a lot more work in the same amount of time, but the quality (of television) has really gone up and you see that in the end product. But I think (double up days and cross scheduling) are here to stay. So, we are working harder than ever before."

But it's not just the Transportation department that is affected by a tough shooting schedule. It is taxing on all the departments.

"A lot of times we see what's coming down the pike ahead of certain departments and we tip them off. It becomes seamless when they have a warning about an obstacle that might be coming up and we find a solution before the problem ever happens."

"The department heads appreciate the fact that we always make it happen, because we have to fetch all of their stuff. All of the last minute things, the multiple trips, the retracing our steps with whatever got left behind.... I think they appreciate the fact that we do it without grousing and they do let us know that they appreciate it," says Gordon.

To stay on top of things, Tom and his crew have to be more organized than ever. But, it doesn't seem to faze him or his Captain, Lu Powell.

"It's the back and forth and always communicating and when you are organized it trickles all the way down," says Powell.

"The guys notice it. The crew notices it. When people come from other shows, they comment on how well organized everything is and that all starts with Tom," he adds.

"I've probably gone to work every day in ten years with Tom and every day I think I learn something, that's what's so amazing. They guys around always say, 'How does he do it?' Well he's very quick, and he's very organized, and that helps from top to bottom."

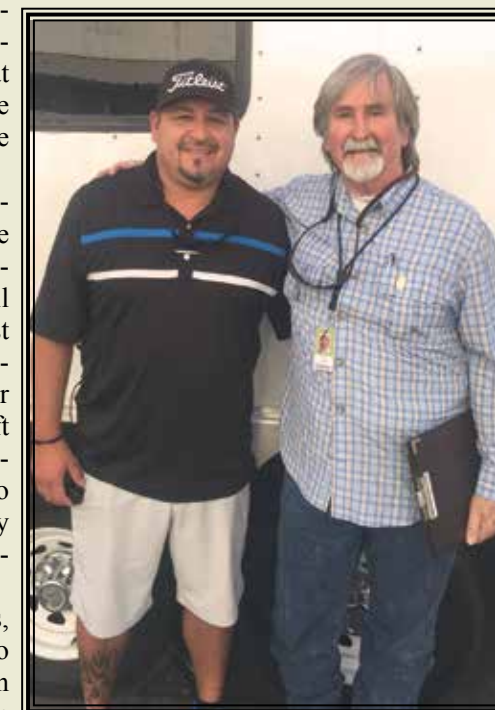
"We just write up our to do lists of what needs to happen," says Gordon. "We both work off of it and tweak it and share the tweaks, so that we always have our handle on it. We project out and have a week ahead and you can see the stuff coming, so when you do get hit with the train you were at least aware of you were standing on the track."

"From the Art Department, to Wardrobe, to Grips, to Electric, to Camera, Locations and all the A.D. Staff, on up to the Producers. We have to gel with everyone," says Powell.

"You have to go beyond your comfort zone, be pro-active and reach out to people to make sure you meet their demands," he adds.

Another key to pulling off such a stressful show is having the best group of people working under you. No matter how remedial the task, all the members of your team represent your department and thus, your professional reputation.

Tom and Lou have very little churn in their department. They use the same Drivers over and over on every show. Tom and Lu have now been together for 10 years and most of their crew for



Transportation Captain Lu Powell and Transportation Coordinator Thomas Gordon on set of American Horror Story Season 6

the past 8 years.

They first met when Lu was the liaison with 399 at Paramount Security. Tom helped Lu get his permit days and then became his co-Captain and then Captain.

"Lu was excellent as a "Parking Tsar" at Paramount but as a Captain he's the best," Says Gordon.

"It's also great because every-one is so like-minded (on the crew) and has a great personality," says Gordon. "We are all here to shine, and I don't mean the trucks, but to look good as a department."

Gordon says that one of the keys to looking good is letting people know they are appreciated, especially for their minds and their suggestions. "Then everyone feels valuable, because they are valuable," he says.

When things are going smoothly, you may not notice, or appreciate, the level of professionalism on your roster. But when things go awry, it's comforting to know you have good hands to help resolve them.

"I've noticed, being a mechanic for the movie industry, you'll get a car and it will run fine, nothing happens, and when you put it on set, as soon as you turn the camera on, something happens and it doesn't work," says Local 399 Mechanic Nick Howard.

"On this day we had a picture car on set and I drove it a bunch of times. The stunt guy gets in it do the first shot, and it wouldn't run. So I jump in it, trying to fire it up and I finally get it to fire up and they get off the shot, but the car dies again."

So he opens the hood, gets a jump pack and starts working on it. That's when his father, Charles comes over to help.

Charles suggested, "Lets freeze the ignition module, because it was so hot. So we put an ice bag on it, and got a can of compressed air and flipped it

upside down, so the air comes out cold, and we froze it until it looked like a cube of ice. It would run for five minutes and then die again. We did that all day, every time they needed to get a shot off."

That night they got a new module and put it in. The picture car fired up and went to set. But surprisingly, the same problem persisted, every time they went to shoot the picture vehicle. However, the Howard's kept it cool (literally and figuratively) and the company never missed a shot.

"The first A.D. came over and said he'd never seen anything like that before," says Charles. He adds, "it's a busy show but I don't like sitting around too much, it gets boring."

When asked about his boss, Charles says that, "Tom is just a great guy, very organized and very loyal. He treats everybody the same, it doesn't matter who you are. If you do a good job for him, he thanks you for it. If you do something wrong, he'll let you know, but I like that honesty. You know where you stand at all times. He doesn't ask anything else of you, just to do your job."

If it seems like one big, happy, family, that's because it is.

"We work too many hours to not have any fun with it," says Charles Howard. "You better get along because this is it, this is our life, so you better enjoy it."



Transportation Crew working on "American Horror Story" Season 6.

ATTENTION TEAMSTERS LOCAL 399 MEMBERS

Special AFLAC Plans are available to Local 399 Members. Contact your Union Voluntary Benefits Coordinator for more information, to schedule a meeting or to sign up, contact:



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Office: 818-980-9800
Email: sunrise.yvette@gmail.com

MEMBER SPOTLIGHT

2016 TEAMSTER CAUCUS CONFERENCES

Each year the International Brotherhood of Teamsters organizes conferences to celebrate and highlight our Teamster diversity. In the past 3 years we have actively worked to develop Local 399's presence with the National Teamster Hispanic Caucus, the National Teamster Black Caucus and the Teamster Women's Caucus. These caucuses play an instrumental role in uniting our Membership by way of scholarship opportunities, assisting Local Unions to get engaged and involved and working to better their own commu-

nities. These 3 Caucuses host Conferences each year that focus on issues that challenge all of us collectively, while also working to have a positive impact on the diverse industries we serve. The annual conferences that take place every year help to encourage, motivate, challenge and inspire one another. Below is a recap of each of the conferences that took place in the last couple months. If you are interested in learning more about any of these caucuses or interested in joining, please email: office@ht399.org for more information.

TEAMSTERS NATIONAL HISPANIC CAUCUS CONVENTION

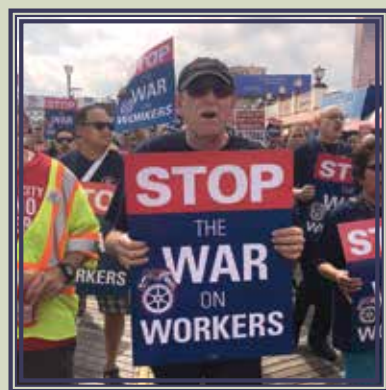
Over 150 Teamster Delegates gathered in Atlantic City, New Jersey for the biannual Teamsters National Hispanic Convention back in July. We

ing the successes that Hispanic Teamster workers have accomplished in the Union, many of which now hold positions as Principal Officers, often times the first Hispanic leaders in their Local's history. "If promoting civil rights is the direction that this union is heading, I think that is an excellent thing," said Herrera. "Hispanic people are the fastest growing population in the United States and



had representation from our Western Region with Teamster Western Region International Vice President and Director of Local Teamsters 396 & Hispanic Caucus Executive Director Ron Herrera and our Secretary-Treasurer Steve Dayan.

The topic of the convention centered around encouraging and challenging the delegates to inspire their local Hispanic Communities to fight against discrimination, unfair wages and unfit working environments. It was stressed at the convention that the delegates need to work through their communities to get out and vote and vote to elect people into office that have a pro-Hispanic and pro-worker agenda in Local, State and National positions. The only way change will carry is if the voices of the Hispanic Community are heard. Ron Herrera spoke at the convention highlight-



Secretary-Treasurer Steve Dayan walking with Unite Here supporting the strike outside of the Taj Mahal.

of the Hispanic Caucus was re-elected for another 2-year term. The current Executive Board consists of: George Miranda as President of the TNHC, Ron Herrera as Caucus Executive Director, Secretary-Treasurer Ruben Torres, Recording Secretary Jesse Miranda, 1st Vice President Maria Perez, 2nd Vice President Jaime Vazquez and Trustees Olga Gonzales, Oscar Gonzales, Alexis Rodriguez, Ashley Alvarado and Hector Hernandez. Powerful closing remarks from the convention served as an inspiration and a call to action for all delegates in attendance. Eddie Rosario, President of GCIU Local 4, spoke of the power of unions to combat poverty among immigrant populations. "There are far too many labor issues that disproportionately affect Hispanic people," said Rosario. "We are working minimum wage

jobs, suffering workplace injuries and are denied access to unions at higher rates than other individuals in the United States. We must never forget that our contributions to this country entitle us to have the same rights and same treatment as all other workers. We must use our perspective, our money and our voice to increase our influence in these areas."

We share the message from the Hispanic Caucus convention as a means to inspire our own Membership to support the Hispanic Community in their efforts for equality in the workplace. If you are interested in getting involved with the Hispanic Caucus, please email Business Agent Ernie Barraza at: ebarraza@ht399.org.

WOMEN'S CONFERENCE

"Lights, Cameras, Teamster Women in Action" was the theme of our 2016 Women's Conference hosted right in the heart of Hollywood at the Loew's Hotel. This was the first time in the history of the IBT Women's Conference that it was held in Southern California. Our newly formed Joint Council 42 Women's Committee did an excellent job working with the IBT to coordinate one of the best Women's Conferences our Teamster Women have ever seen.

Over 1,300 Teamster Women from around the nation gathered together for this 3-day conference in September. The IBT Women's Conference is an annual event that unites Teamster Women from all industries around the nation giving our Sisterhood a time to celebrate, inspire, challenge and educate one another. Each day was filled with workshops, powerful speakers and a time to get to know Members from all across the Nation. IBT General President Jim Hoffa and IBT Secretary-Treasurer Ken Hall were in attendance and spoke on issues such as demanding equal pay and equal treatment in the workplace as well as encouraging our Teamster Sisters to continue to fight and remember that the Labor Movement is here to support the day-to-day challenges to pave the way for a brighter future.

Not only did the Conference focus on the importance of Labor Unions, the women and men at the conference put that lesson into action. A march was held in support of Local 2010 UC Workers fighting for equal pay and benefits in their workplace. It was a powerful moment to witness hundreds of Teamsters walking down



Teamsters Local 399 representing at the 2016 IBT Women's Conference.

Hollywood Blvd holding signs and chanting words of support for their fellow Union Sisters and Brothers. The rally stopped right in front of the Chinese Theater where Members heard from Speakers such as Teamsters General President Jim Hoffa, General Secretary-Treasurer Ken Hall, Local 2010 Secretary-Treasurer Jason Rabinowitz, Local 2010 President Catherine Cobb, University of California workers Ruth Lopez and Lou Ilgan, L.A. Federation of Labor Executive Secretary-Treasurer Rusty Hicks, and documentary director and activist Kamala Lopez. The IBT Women's Conference was an inspiring time to watch the labor movement in action. The strong presence of Teamster women in the city back in September led to a proclamation that September 23rd was declared "Teamster Women's Day" in the city of Los Angeles.

There was a lot to be proud of during the IBT Women's Conference. We feel honored to have been chosen as the host Local this year and thoroughly enjoyed working with the IBT and our Joint Council 42 Women's Committee to make this event happen. Each of the social events at the end of the general sessions were thoughtfully planned by our Joint Council 42 Women's Com-



Joint Council 42 President Randy Cammack and IBT Women's Conference host Becky Strzechowski.

mittee to give the Members in attendance time to relax and meet Women from around the nation in a more social environment. Teamsters Local 399 wants to thank the Joint Council 42 Women's Committee, the IBT planning committee, Business Agent Lindsay Dougherty and office assistants Courtney Brignoni and Amy Gorton for working to put together a great event. Local 399 also wants to extend a huge thank you to the IBT for selecting Hollywood this year for the Conference. We are proud to have had the opportunity to showcase our city to so many hardworking, inspirational labor leaders and advocates.

TEAMSTERS NATIONAL BLACK CAUCUS

The annual Teamsters National Black Caucus Conference took place in August of this year in Cleveland, Ohio. More than 500 TNBC delegates

joined together for the 41st TNBC Convention. Teamsters Local 399 was fortunate to send two of our best and brightest; Quixote Shop Steward Calvin McDowell and Philip Quansah.

This was their first time attending the TNBC Conference however both have been actively involved in the Western Region Chapter of the TNBC and

have been working to engage more of our Local 399 Membership to get involved. Representatives from the various regional chapters of the TNBC gather once a year to unite with the TNBC Members around the Nation. The Conference is run by the TNBC Executive Board, which is comprised of retired Local Leaders. The typical conference structure is a day of workshops, a day designated to celebrating Women and the coura-

geous and important efforts of Clara Day (read about Clara Day's remarkable life and contributions to the labor movement at Teamsters.org) including time for fellowship and celebration while also discussing the current challenges the Black Community faces. We got a chance to catch up with newly elected Trustee Calvin McDowell

to learn more about what he got from the event. Calvin had many positive and constructive things to say about his time at the TNBC Conference. The TNBC is at a place where they are looking to expand their efforts and really dive into inner city communities to help create positive change from within and work by way of the labor movement to

create a lasting change. The conversations that took place at the TNBC this year centered on the need to involve the labor movement in inner cities to help guide kids to a brighter future. By way of education, internship opportunities and mentorship programs, the TNBC is looking for better ways to engage and support families and children in the inner city in hopes of creating stable, thriving communities that can support themselves. Calvin mentioned that conversations at the convention focused on educating and activating the black community to be politically aware and elect officials on a local

and national level that support the labor movement. "We need people in office that see the value of Unions and are working to build a stronger middle class, hand in hand with the efforts of the labor movement." McDowell commented.

The Teamsters National Black Caucus is always looking for dedicated and motivated individuals to join. When Calvin was asked how to further engage our Membership he mentioned, "it is all



about education and finding people that are willing to step forward, take on some of the burden, and help share the message." Calvin continued to say, "The TNBC is about targeting Members you see leadership potential in and help to grow that spark. We want to help individuals find the leadership potential in them, because we all have it. We're here to develop future leaders." Executive Director of the TNBC Antonio



Quixote Shop Steward Calvin McDowell, Principal Officer of 848 Eric Tate and Local 399 Member Philip Quansah at the TNBC Conference.

Christian closed the conference speaking about the Black Lives Matter movement: "We must act like black lives matter, not only speaking about the problems, but actually doing something about the issues surrounding black lives...Now is a great opportunity to learn about what's going on, and how to get involved."

If you are interested in learning more about the TNBC or interested in getting involved, sign up here: www.ht399.org/the-union/union-caucuses/teamsters-national-black-caucus/ The Western region TNBC meets the 1st Saturday of every month. Thank you to Calvin and Philip for representing Teamsters Local 399!

We are beyond excited to report that our Second Annual Classic Car Show on Saturday August 6th at Woodley Park was a success! We have a lot of people to thank for their hard work in ensuring a successful event. We saw a huge growth in attendance as well as cars being showcased this year. If you attended this year and had any feedback to provide as to how we can improve upon the event please let us know! Email amy@ht399.org with your feedback and suggestions. We are already looking forward to another great event next year and would love to involve any Members that are interested. We wanted to take a moment to thank all those involved in our 2nd Annual Car Show. We were fortunate enough to partner with the Basic Crafts to throw an industry-unifying event. Thank you to IBEW Local 40, Studio Utility Employees Local 724, Plumbers Local 78 & Studio Plasterer Local 755 for working with us on this event. We hope to continue this partnership in the future. We were fortunate enough to be granted an award by Assemblyman Mike Gatto of CA District 43. The award was given to each of the Local's represented for the preservation of automotive history, promoting local services and for our dedication to host an event uniting our community.

Thank You...

ASSEMBLYMEN MIKE GATTO for the recognition of our event. We hope to involve more crafts and Unions next year to continue to grow this event and unite our unique industry.

YAKKITY YAKS for helping to park cars that were being showcased and offering their support throughout the day.

DESERT DRAGON, SOUTH PASADENA TRANSIT AUTHORITY, & THE CREW for their amazing performances at our Car Show.

RAZO ENTERTAINMENT for providing us with sound & running the stage.

BEST FRIENDS ANIMAL SOCIETY - Los Angeles for bringing their mobile pet adoption to our show. Thank you also to the 5 families that adopted dogs.

SUNRISE FORD NOHO for offering the X Plan to our Members and their guests.

BEACH COAST INSURANCE & FINANCIAL for donating bags to our Car Show Participants.

CAPTAIN BBQ, FRYFRYFOODTRUCK, & ALL AMERICAN SOFTY & COFFEE, INC for serving up great food and desserts during the show.

ALL OF OUR VENDORS for representing their businesses at the show.

REEL SECURITY CORP for keeping our guests safe.

WEST COAST WATER TENDERS/ WATER TENDERS, INC. for providing us with a water truck!

DONNA CULWELL for bringing the Teamsters Joint Council of Teamsters No. 42 truck.

ROCK CHOQUETTE for being our dedicated photographer for the day.

LUNCHBOX TRANSPORTATION for donating an air-conditioned dining trailer!

WOODY WOOD & DONNA WOOD for providing the generator and helping to coordinate the day.

KEITH GREEN for his tireless effort in keeping the park clean and helping with set up and tear down.

WOODLEY PARK (Los Angeles, California) for letting us use the grounds for our show. Last but certainly not least we want to thank those that came out to the event to show their support for our Union and our unique industry. We will work to grow this event into something special for all members and their families. Stay tuned for more information about our plans for the next car show!



TEAMSTERS LOCAL 399

SOCIAL MEDIA POLICY



In this day and age, Social Media is a very important tool to quickly disseminate a message to those interested in your cause. We have worked very hard to develop various social media platforms to assist our members in the channels of communication that they use day in and day out. Social Media has been able to keep individuals connected no matter location or time of day. With this important tool however comes a responsibility to all who use it. In this past election we saw some of the negative sides to social media, specifically through Facebook. This negativity was brought to our attention in regards to a Facebook Group that some of our Members are part of. The negativity came from both sides of each campaigns supporters. We do not condone the negative remarks made about members, offensive memes or false accusations that were posted during this election cycle. We are very fortunate to find ourselves living in the United States of America where our freedom of speech is protected and because of that, we stayed out of it, rightly or wrongly. However, with that Freedom come many factors to take into consideration. Teamsters Local 399 will never suppress your right to freedom of speech but we'd like to take a moment to encourage and remind our Members of what it means to be a Teamster. We are a united body working together to protect our work, our rights, our wages and our benefits. We work in a unique industry that is changing and evolving every day. With all these factors, now more than ever we must remain the same powerful and united Membership in order to protect our Local and our families. We ourselves are a body that functions as a family. You may not like everyone in your family but you should respect and support them. We are only as strong as our most disgruntled Members and we must work to find a way to support each other regardless of our differences.

Facebook itself has policies in place to protect users from harm via their platform. Below are some examples of Facebook's policies taken from their website:

"HELPING TO KEEP YOU SAFE:

We remove content, disable accounts, and work with law enforcement when we believe there is a genuine risk of physical harm or direct threats to public safety.

ENCOURAGING RESPECTFUL BEHAVIOR:

People use Facebook to share their experiences and to raise awareness about issues that are important to them. This means that you may encounter opinions that are different from yours, which we believe can lead to important conversations about difficult topics. To help balance the needs, safety, and interests of a diverse community, however, we may remove certain kinds of sensitive content or limit the audience that sees it.

KEEPING YOUR ACCOUNT & PERSONAL INFORMATION SECURE:

We work hard to help keep your account secure and protect your personal information. By joining Facebook, you agree to use your authentic name

and identity. You may not publish the personal information of others without their consent.

PROTECTING YOUR INTELLECTUAL PROPERTY:

Facebook is a place for you to share the things that are important to you. You own all of the content and information you post on Facebook, and you can control how it is shared through your privacy and application settings. However, before sharing content on Facebook, please be sure you have the right to do so. We ask that you respect copyrights, trademarks, and other legal rights."

Facebook policies have inspired us to create our own internal Social Media policies. Though we already have a stated policy on the Local 399 Facebook Page, we want to encourage Members to let those policies extend into their personal use on Facebook. Our current Facebook Policy on our Local 399 Facebook page currently states:

"FACEBOOK POLICY:

The sole purpose of this page is to keep the membership informed of upcoming events, news from the Local and important industry updates. Our hope for this page is to keep a transparent relationship and maintain consistent communication with our membership. We reserve the right to delete any of the following:

- 1 Comments that are hurtful (We will delete a comment and/or remove someone from our Page whose intention is to hurt someone. Name-calling will not be tolerated. Derogatory statements will not be allowed. Hurtful comments about other Facebook communities will also not be allowed.)
- 2 Comments that use obscene and/or threatening language.
- 3 Comments that are discriminatory.
- 4 Comments that are spam - Uninvited comments that are promoting a product unrelated to our community is spam. We will either delete the comment or flag it as inappropriate."

Though we cannot control what you say on Facebook or any social media channel, nor would we want to, we simply want to encourage the Membership to think before posting and ask yourself if your comments will benefit our Local Union or harm it. The Public is watching, Producers are watching, Studios are watching and the Local Media outlets are watching. We don't want negativity and threats from Facebook trickling into our workplaces and being used against us in a negative way. We are truly a great Local with a rich and storied history and we stand on the shoulders of all who came before us, those who built this Union. We owe it to each and every one of them to treat each other respectfully and courteously. We ask that all Members help to keep your Sisters and Brothers accountable. We are working to develop a more formalized Social Media policy to be released early in 2017.



WITH STEVE DAYAN

SECRETARY - TREASURER



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

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

For me personally, it was winning the election. I'd like to thank everyone who voted, no matter if they voted for our opposition. I would also like to thank everyone who did support us and even contributed to our campaign. I hope now we can come together, put our differences aside and get on with the business of the Union. I encourage those who voted against us to give us an opportunity to address their concerns in order to move us forward together.

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

Running a campaign while at the same time, doing the business of the Union. During my first campaign, I found myself unemployed, which made it much easier to campaign because I could do it 24/7. This time, we could only campaign before or after hours and on weekends. Many of us even took vacation time in order to campaign. A lot of planning goes into every aspect of what we do here, including the campaign. We even struck a production on the very day we were counting ballots. I'm happy to say we got a contract for that crew!

What are you most looking forward to in the coming year for the Membership?

I am anxious to embark on 2017 and really work to unite our Membership. During our Campaign I promoted the phrase "Moving Forward Together". I think now more than ever we should be working to support our Sisters & Brothers and work to empower one another rather than bring each other down. We are a strong Union and I truly believe in order to maintain that strength we need to stay united. You may not get along with every Member of our Teamster family, however you must respect them. I have to tell you all that running this Local is not an ego trip for me but a truly humbling experience. I only want what is best for each and every Member of this Local.

How do you feel Social Media can play a part in uniting our Membership?

I think Social Media can play a huge role in uniting our Membership as well as hold an equal power to destroy our Membership. During this election cycle we saw negativity and unacceptable remarks made by Members supporting EACH side of the election. This negativity seemed to center around remarks that were made via Facebook. Though we are fortunate to live in a country that values and protects our Freedom of Speech I ask that all Members seriously consider the ramifications of their words both in person and by way of the internet. We are a Sisterhood and Brotherhood that must stand together for our power lies in our unity. As we move forward into the New Year I ask that we work to build one another up rather than tear our Sisters and Brothers down. Studios are watching, producers are watching and industry news outlets are watching. Let's show them we are a united Membership despite our differences both on set and online.

Why did the dues increase this October and should the Membership expect increases in the future?

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. This administration requested and the Membership approved a By-Law change that increases our dues every year when we get our contractual raises. For example, we got a 2 & 1/2% increase, so our dues will go up by \$2.00 a month beginning in October. Dues will go up annually but only by the wage increase amount that we receive. This way, the Local can remain solvent by keeping costs down and without large assessments. We are seeking to do small increases over time rather than large increases all at once.

With the tax incentive about to embark on it's 2nd year, what strides are being made to ensure it will continue past its current 5-year term?

As the current Chairman of the Board of the California Film Commission, we must continue to partner with the other Guilds and Unions within our industry and more importantly, outside our industry to make certain we extend and expand our Tax Credit Program. We will begin walking the halls of the Legislature to make certain our elected officials recognize the difference the incentive makes to the economy of California. We will also lobby local City officials from across the state to lend their support as well.

How did you feel the Women's Conference that was held in Hollywood this year has benefited our Membership?

If you were not able to attend the Women's Conference this year in Hollywood you certainly missed out. Our Joint Council 42 Women's Committee did a fabulous job coordinating such a successful conference. Hosting this annual event in Hollywood for the first time ever was a huge statement to our growing involvement with our International. We were able to meet Teamster Women from across the nation and invite them into our community, listen to their stories, and encourage one another in their struggles. We are already looking forward to the next Women's Conference being hosted in San Antonio Texas next year. I am proud of our Teamster Women both locally and nationally and felt honored to be in the presence of so many amazing labor leaders including our great Mayor, Eric Garcetti.

What will be the biggest focus for the start of 2017 regarding the Membership?

More outreach to the Members through our education program. We will be adding classes including a New Member Orientation class. We must find more ways to encourage our Members to report contract violations. We cannot be on every set all the time. We cannot do our jobs here at the hall without the help of each and every one of our members. We'll also be creating a Retiree Committee. Our Retiree's want to be involved and have a huge contribution to make to this Local. We still need to digitize all of our paper files so future administrations can look up grievance and arbitration decisions and contract history. Lastly, we'll be undertaking improvements to the Union Hall that the Membership approved at the October Union meeting such as painting the interior/exterior of the Local and upgrades to the building.

ELECTRONIC AGE

IN THE ENTERTAINMENT INDUSTRY

NEW MEDIA EXPLAINED

The Film industry is constantly changing and we've become accustomed to evolving with technological advances. The same is true when it comes to how media and entertainment are broadcasted and consumed. The industry has seen many changes over the years with the rise of the digital age. Our industry must continue to grow and adapt and as usual, we will change with it. We have seen new forms of media and new channels in which entertainment is viewed and shared. With this in mind Local 399 is working to stay at the forefront of these changes to make sure our Members and their jobs are protected. One topic that is heavily discussed is New Media. Below are some commonly asked questions and answers regarding New Media to help clear up any confusion surrounding the issue. If you have other questions or comments about New Media, please email office@ht399.org.

1) What exactly is New Media? New Media is simply a way to classify productions that "air" on Internet platforms instead of traditional Cable, Network and Theatrical releases.

2) How did New Media start? It really began with the advent of YouTube and streaming services that began to get into producing content the Studios traditionally produced, but for the Internet.

3) Are New Media Productions covered by our Black Book? No. Local 399 chose not to agree to a New Media Sideletter because the employers wanted us to work for rates below the Movie of the Week rates on some low budget productions. Instead, with Membership approval, Local 399 chose to organize these types of productions on a case-by-case basis, which is what we do currently.

4) I am on a New Media show, does that mean my rate will be lower? No. Since 2014, the only rates that cover New Media productions are the same as traditional productions; 399 Feature, Episodic or MOW rates.

5) How do you see New Media impacting our Members in the future? Do you think we will see more New Media productions? Yes, Lindsay has signed more than 70 New Media productions in just the last year alone. I believe we will see more New Media work because young people's viewing habits have changed. They tend to watch about the same amount of time as traditional viewers but consume their content on computers, iPads and smart phones instead of in front of a TV set. The truth is, the more platforms there are, the better for our Members. It means more original content will need to be produced to satisfy those new (and old) platforms. That means more work for 399 Members.

6) I am a Permit working on getting my days to join Local 399 - will my days count if I work a New Media Production? No. There are two reasons for that. The first, because we refused to sign a New Media agreement, the AMPTP decided that those days would not count. Secondly, when New Media originally began, the folks who produced that content were not making it the way that a traditional Feature or TV series was made. That has obviously changed as this segment of the industry has matured rapidly. Also, even with New Media Sideletters, other Unions have agreed to provisions that require their Members to work a minimum of 150 days in order to be placed on a New Media roster. It doesn't even put them on the Industry experience roster.

7) What are the biggest benefits and challenges in regards to New Media Productions? From my point of view, the benefit is obvious; more content and platforms equals more work for our Members. The challenge we face is that we must organize each production individually but it allows us the opportunity to negotiate better rates than we could under the Black Book Contract in many cases.

Got a question about New Media Productions? Email: office@ht399.org

GET CONNECTED WE WANT TO STAY CONNECTED WITH YOU

We've developed many great ways to stay connected to Local 399. We put a great deal of value in transparency and communication so that our Membership is informed and aware of what's going on at the hall. We'd like to take a moment to highlight all the ways in which you can get connected with us!

SOCIAL MEDIA WE ARE NOW ON:

FACEBOOK: www.facebook.com/teamsterslocal399/

INSTAGRAM: @teamsterslocal399

TWITTER: @teamlocal399

We use these channels to promote events, share announcements, highlight our hard-working Members, and provide important industry news, updates and more. We work hard to keep these channels updated daily to make sure you get the most up-to-date news about Local 399. If you use any of these channels of communication for personal use we encourage you to follow us and subscribe to our posts! Help us spread the word so that we can further engage and inform all Members of our Local.

EMAIL BLASTS

Have you signed up to receive emails from Local 399? It's as easy as following this link: www.ht399.org/our-members/get-connected/ Once on the page simply look for the hyperlinked text: "Sign-Up for our Emails" and follow the directions from there. We will not spam you! We organize our email lists by Crafts and try to tailor messages to our Membership based on their line of work. We also provide General Updates for all Members regarding dues reminders, meeting notices, important updates from the administration and more. In order to receive emails from us you MUST sign up. If you feel you have signed up and don't seem to be receiving our email messages, please email amy@ht399.org so we can look into your account.

TEXT MESSAGES

Have you signed up to receive text messages from our Local? We just launched this feature back in July! We are excited to be able to stay connected with our Membership in this capacity. We are still working to develop this platform of communication however, the first step is signing up! We are not authorized and will not send you text messages without your consent. Signing up is easy! Follow this link: www.ht399.org/our-members/get-connected/ and look for the hyperlinked text that reads "Receive Text Messages from the Local". We will only send about 1-3 text messages a month reminding you about dues payments, meetings, strike actions and important updates from the Local.

WEBSITE

Don't forget about our website: www.ht399.org! This a great place to see upcoming events, pay your dues, look up contracts, rates, and find contact information for important industry organizations and more. We keep our website updated with the most relevant and pertinent information. If you ever have any issues with the website or have any questions about the information provided please email: amy@ht399.org

MOBILE CALLBOARD APPLICATION

For years, our Call Board has been in need of a technological reboot to keep up with your fast-paced lifestyle in order to give you the best tools to succeed and thrive in your Craft. Our new integrated Mobile Website system will now allow you to quickly take care of tasks such as updating information, downloading show sheets, making yourself available and unavailable, as well as giving you a hub of resources at your fingertips. Get started by filling out a registration form on our website: www.ht399.org/callboard-system-signup. Upon signing up you will get an email with your personal login information and the next steps regarding how to best utilize the new Mobile Website. We will be sharing regular updates with new added features and easy-to-understand overviews of the systems capabilities. In order to access this system you must sign-up! If you have any issues with logging in or setting up an account, please email Callboard@ht399.org.

EVENTS

January 14th 2017

'PLANNING FOR RETIREMENT' SEMINAR

More details coming soon. Save the date!
RSVP to Business Agent Chris Sell: csell@ht399.org

Where: Pickwick Gardens
When: 10AM

November 17th

LOCAL 399 RETIREE DINNER & REUNION

Where: The Castaways
1250 E. Harvard Rd.
Burbank, CA 91501
When: Cocktails & hor d'oeuvres at 6:30PM
Dinner & Entertainment at 7:30PM

We are looking forward to a great evening with our 399 Retirees!
The plans for the 2017 Reunion are already in the works! We are planning to host an event in Las Vegas. We know many of our Retirees live out of town so if you can't make this event we would love to get you the information for the 2017 Retiree event as soon as it is available. Email office@ht399.org to get our on Retiree Email list to be the first to know about the next event!

January 22nd 2017

1ST GENERAL MEMBERSHIP MEETING OF 2017

ALL MEMBERS - Please plan to attend our 1st General Membership Meeting of the year.

For any additional questions please contact:
office@ht399.org

Where: Pickwick Gardens
When: 8AM

January 2017

NEW MEMBER ORIENTATION CLASS

Where: TBD
Time: TBD

New and long-time Members are invited to our first "New Member Orientation Class". Whether you are new to the Local or need to brush up on Local 399 information, please join us! More details for the class will be released soon. Please email Ldougherty@ht399.org if you are interested in attending.



WISHING ALL OUR LOCAL 399 MEMBERS AND THEIR FAMILIES SAFE AND HAPPY HOLIDAYS FROM TEAMSTERS LOCAL 399!

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 most other Locals follow that is 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", Permits working on New Media productions do not count towards your 30 Days. However, Benefits & Wages 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.
- ★ **There is always a Business Agent available** over the weekend. If you have any issues when the office is closed please call: (818) 397-2131
- ★ **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)
- ★ **Please remember the safety guidelines and report anything** you feel might be unsafe to any Production Company and or Local 399.

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.

James Africa	Harold Lacy	Susan Battaglia-Rote
Johnny Anaya	James Lundin	Peter Schwietzer
Scott Benson	Zelda Mattox	Mario Simon
John Bologa	Kevin McHugh	Stanely Storc
Kim Burke	Dennis McLaughlin	Philip Strauss
Barry Gremillion	Mark Miceli	James Tonero
Goorgen Haghverdian	Robert Phillips	Robert Urbina
Daniel Herrera	Stephen Pistone	Mark Yacullo
David Hickman	Don Potts	Rafi Youaw
Robert Johnson	Hans Ramm	Michael Young
	Anthony Riedel	

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:

Raymond Alcala	Michael Hendrix	Steven Perini
John Archer	Edward Hurny	Martin Salgado
John Armstrong	James Kerr	Phillip Shevitz
Ronald Demond	Stephen McCarthy	Jerry Stroh
Thawee Disri	William Myers	Merle Thomason
Scott Hart		Richard Vitagliano

www.facebook.com/teamsterslocal399



www.twitter.com/teamlocal399



CONNECT WITH US

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

ht399.org



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