

TEAMSTERS
— **NEW YEAR** —
LOCAL 399

TEAMSTERS
— **NEW GOALS** —
LOCAL 399

BRING ON

A BUSY YEAR

GREETINGS SISTERS & BROTHERS

Happy New Year! I hope you and your loved ones had a great holiday season. Before looking ahead to 2016, I want to take a moment to reflect on the year that has just passed into the history books. To begin, when I took office 2 years ago, this Local had been losing money for the previous 3 years. Since then, I have done everything I could to balance our budget while, at the same time, expanding the services we provide to our membership. I am very pleased to report that we are back in the black! Not only did we accomplish this significant goal, we did it while providing education classes, events and gatherings to bring our great Local closer together. I want to acknowledge you, our Members, for the support and constructive comments you've made to us. Without you, we would not have been able to get to where we are at this moment. We successfully negotiated and ratified a new Casting Director contract. We made the largest gains in the Associate Casting Director wage scales since the inception of the agreement. We were also able to make gains on the pension side for Casting Directors. While we did make gains, we still have much work to do in the next round of negotiations to improve the lives of our members working in their craft. I want to thank the Steering Committee for all of their hard work and effort in these most recent negotiations. Every negotiation is unique for each of the crafts we represent. While we never get everything we want in a contract, we made significant movement in each of the contracts we negotiated in 2015. Our Members were actively engaged through the Union meeting/committee process and were listened to by this administration and, most importantly, by the employers. For the first time in the history of Local 399, I was honored to have our General President Jim Hoffa, visit our hard working Members at Paramount Studios. He was greeted on New York Street by an enthusiastic group of Drivers, Captains, Coordinators, Location Managers, Casting Directors, Dispatchers, Animal Handlers,



Members Jasmine Paris, Miranda Carnessale, IBT General President James P. Hoffa, and Member Veronique Vowell at Paramount Studios.



Trainers, Wranglers and Mechanics. Mr. Hoffa's visit also demonstrated the great relationship we have developed, not only with the IBT, but with our Joint Council as well. I want to thank all of our Members who came out to meet and greet President Hoffa. Your presence makes a difference! We are now doing more than we ever have to support our Retirees who are so important to this Union. We must not forget our Retirees.

They brought us to where we are today and if it were not for them, we would be much worse off today. We must remember the past and not repeat the mistakes that were made. We have much to learn from them and I look forward to getting to work with them in 2016. Looking ahead to 2016, we are fully expecting to be even busier than we were in 2015. We were into permits on a regular basis last year and I expect that we will be back into permits this year. Our tax incentive program is in full swing and we're now seeing an uptick in Feature production for the first time in a decade!

Many TV series are returning from other parts of the country while New Media and Commercials are also keeping our Members busy. The IBT Women's Caucus will be held in Hollywood this year and Local 399 will be an integral part of that event. The IBT convention will take place in the summer as well. We will keep you updated on these and all the events of 2016. I'd like to take this opportunity

to thank our Members and Staff for your support and hard work and for all of your comments & suggestions to improve our service to you. I wish you all much prosperity in 2016.

Fraternally, Steve Dayan

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RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

TAX CREDITS BRING MORE SHOWS HOME

11 Projects Selected for Second TV Allocation of California's Expanded Film & TV Tax Credit Program Latest Round Includes Relocating Series from Vancouver Returning Home to the Golden State

PUBLISHED BY



Hollywood, Calif. - December 21, 2015 -The California Film Commission today announced the list of 11 projects selected to receive tax credits under the second TV-specific allocation of the state's expanded Film and Television Tax Credit Program 2.0. The second TV application period (third for the program overall) was held November 30 - December 6, and drew 32 applications vying for \$42 million in tax credit allocation. The "Existing TV Series" category includes three ongoing series and two pilots that were selected previously as part of the expanded tax credit program's first TV-specific allocation (see 6/2/15 Film Commission announcement). These five projects remain in production, so any additional episodes or pick-ups from pilots carry over to the latest allocation. The "Relocating TV Series" category includes the series "Mistresses," which will return from Vancouver to California for its fourth season. Based on data provided with each application, the 11 approved projects will generate an estimated \$254 million in direct in-state spending, including \$103 million in wages for below-the-line crew members.

"The expanded tax credit program is working exactly as intended," said California Film Commission Executive Director Amy Lemisch. "It's making California more competitive for high impact television projects that provide long term jobs for cast and crew members, while boosting spending at support vendors and service providers." Lemisch noted that there are now four relocated TV series participating in California's tax credit program. They include "Mistresses" from the latest application round, plus "Veep" (from Maryland), "Secrets and Lies" (from North Carolina) and "American Horror Story" (from Louisiana). "We can't wait to bring the 'Mistresses' series back to California where we have access to the best crews, the best talent and the best of everything we need," said Disney Senior VP of Production Gary French. "Our goal is to get superior production and financial value for our invest-

ment, and we can get both here at home." All projects in California's expanded film and TV tax credit program are selected based on their jobs ratio score, which ranks each project by wages paid to below-the-line workers, qualified spending (vendors, equipment, etc.) and other criteria. Of the 21 projects that applied but were not selected for the latest TV-specific allocation, those with a jobs ratio scores ranked in the top 200 percent (i.e., twice the available funding) of applicants have been placed on a waiting list. The expanded tax credit program allocates tax credits in "buckets" for different production categories, including

ELEVEN APPROVED PROJECTS TO RECEIVE TAX CREDITS	
EXISTING TV SERIES.....	5 PROJECTS
NEW TV SERIES.....	2 PROJECTS
MOVIE OF THE WEEK.....	1 PROJECT
PILOTS.....	2 PROJECTS
RELOCATING TV SERIES.....	1 PROJECT

TV projects, relocating TV series, independent projects and non-independent films. This enables applicants to compete for credits directly against comparable projects. Funding for the current (first) fiscal year totals \$230 million, with an additional \$100 allocated for the final year of the state's expiring first-generation tax credit program. Funding in subsequent years will total \$330 million per year. Under both the old and new programs, the California Film Commission awards tax credits only after each selected project: 1) completes post-production, 2) verifies that in-state jobs were created, and 3) provides all required documentation, including audited cost reports. The next application period for California's expanded tax credit program is scheduled January 11-24, 2016 and targets feature films and independent projects. More information about California's Film and Television Tax Credit Program 2.0, including application procedures, eligibility and program guidelines, is available at <http://film.ca.gov/incentives>.

Contact:
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HOFFA AT PARAMOUNT

General President James Hoffa visited some of our Members back in October of 2015. Hoffa was given a tour of the Paramount Lot and was even able to take a trip through the Film Archives - an opportunity that only few get to witness firsthand. He was met by nearly 100 of our Members from various crafts waiting to thank him, shake his hand, and snap a photo.

Hoffa's visit was inspirational and rejuvenated Teamster pride throughout our Local. He announced, "It's a pleasure to come here and see everybody. It's just amazing what you do here. This type of work puts people to work in good jobs and that's what this is about. To come here and see this thriving place here at Paramount - a real family - I'm so impressed. Let's do it together. Keep it up and I am glad to meet 399 Teamsters!" Hoffa's visit was the first of its kind for Local 399. Secretary-Treasurer Steve Dayan commented, "Having our General President visit Local 399 demonstrates the strong relationship this administration has forged with

the International Brotherhood of Teamsters in a relatively short time. I was honored to have President Hoffa visit with our Members and I look forward to spending more time with him in the future." The remainder of Hoffa's visit was spent down in Long Beach showing support and offering empowering words of wisdom to the Port Drivers as they battle through their ongoing strikes for fair wages and work. He addressed the Port Drivers by promising to help to change the hiring practices and the unlivable wages that are currently major issues these workers face. Local 399 has been actively supporting the Port Drivers Strike at each demonstration. Follow the official Teamsters Local 399 facebook page to find out when the next strike demonstration will take place. General President Hoffa will be back to Hollywood in 2016 for the Women's Conference. This will be the first time in history that Hollywood has been the chosen destination to host this prestigious annual event. Local 399 will work very closely with the planning committee on this event, as it is a top priority to ensure the success of this monumental occasion. If interested in getting involved in the 2016 Women's Conference planning please email ldougherty@ht399.org. As we move into 2016 let Hoffa's words ring true, "Let's do it together!" Thank you General President James Hoffa for taking the time to meet with some of our Members. We appreciate all you do for the International Brotherhood of Teamsters and will continue to work hard for the legacy, heritage and tradition of Teamsters that we firmly believe in.





MECHANICS



ANIMAL HANDLERS & TRAINERS



DRIVERS



CASTING



DISPATCHERS



COURIERS



LOCATIONS



WAREHOUSE MEN



WRANGLERS

2015 has been a great year for the Membership of Local 399! Increased production as a result of the passage of AB1839 has kept our Members very busy with work. As the bill continues to provide incentives until 2019, we will continue to see our Members employed, and many productions will continue to move back to the Golden State. As we begin 2016 we wanted to take a moment to highlight all that was accomplished in the past year. It has been a busy year not only for our Members but also for our Business Agents who are continually putting the needs of our Members first. Our goal is to be as available for our Members as much as possible. You can either reach a Business Agent by phone or set up an in-person meeting if you have any issues or concerns. Local 399 is ready to take on all the challenges that 2016 has in store, and we will continue to fight to improve our Members wages, working conditions and benefits!

MAJOR HIGHLIGHTS:

NEGOTIATED / RATIFIED

- Successfully negotiated and overwhelmingly ratified “The Black Book” and Collaborating on the Collective Bargaining agreements for Casting Directors, Commercial Agreements and Location Managers.
- AICP Contract was Ratified.
- Second Quixote Contract Negotiated: Organized in 2014 / Renegotiated in 2015
- Our Collective Bargaining Agreement has a Skills Training provision that is completely funded by CSATF. Agreements ratified by 80% and nearly 90% respectively. The contracts negotiated were some of the best agreements that have been negotiated in years.
- 24/7 Couriers Contract was renegotiated after it was voted by over 90% to keep the existing contract.
- Negotiated City Walk contract with a 10% raise the first year.
- The Sony Courier contract was extended for another year with a 2% raise and MOB (Maintenance of Benefits).
- Negotiated and collaborated the ABC TV Network contract.

ORGANIZED

- King Kong Production Vehicles was Organized. King Kong currently has 15 Drivers and 2 Mechanics. King Kong provides top of the line production vehicles and Drivers to Photo Shoots, Commercials and Music Videos as well as Television and Features.

CONTRACTS SIGNED

- 135 TV and Film Contracts Signed.
- 130 N-AICP Commercial Contracts Signed.
- 197 AICP Contracts Signed.
- 22 Music Video Contracts Signed.

MAJOR GRIEVANCES SETTLED

- \$6,000 in Unpaid Wages was recovered for Drivers on “Point Break” the Feature.
- Settled many grievances including the WB meal money issue that resulted in

- our Drivers at WB receiving more than \$40,000.00 in meal penalty payments.
- \$51,000 in unpaid wages recovered for WB Courier Employees.
- Over \$150,000 in additional severance payments negotiated for WB Employees. (Over \$275,000 in severance paid out last year).

CLASSES / COMMITTEES / EVENTS

- Expanded education opportunity for our Members by providing vital classes for every craft.
- Continued working with the Driver’s Steering Committee and the Coordinators Committee to address member issues.
- Hosted many Black Book courses throughout the year and plan to continue to educate the Membership about the Black Book.
- Hosted DOT courses throughout the year and plan to continue in 2016.
- Helped implement new Driver tab on CSATF web site.
- Hosted 399 Retirement Seminars. More will be planned for 2016.
- The First Teamsters Local 399 Women’s Caucus was formed and will be working to plan the 2016 Women’s Conference that will take place in Hollywood in 2016.
- Hosted FMCS classes such as: Shop Steward training, Contract Negotiations and Enforcement, and NLRB training
- Hosted multiple Society of Financial Awareness Classes (SOFA) in an attempt to help our Members get on the right track for retirement.
- Hosted our first ever Teamsters Local 399 Car Show! We will be making this an annual event to engage the Membership in a fun family gathering.

JOBS FOR OUR MEMBERS

- Passage of AB1839 and the implementation of our expanded jobs creation tax credit program that is creating more jobs for our Members and bringing more work back to California.
- Worked with FilmLA, City and County film task forces to try and improve filming

- regulations and conditions for filming in LA.
- Film Commission announced that it had lured the HBO series “Veep” from Maryland, brought “American Horror Story” back from Louisiana, enticed “Hindsight” from Atlanta and “Secrets and Lies” from North Carolina, which recently cut back its long-established tax program.
- The CFC also conditionally approved the Fox pilot “Snowfall” and six new series. Splitting \$52 million in credits will be Touchstone’s “Code Black,” CBS’s “Crazy Ex Girlfriend,” Fox’s “Rosewood,” Universal’s “Heart Breakers”. And, HBO’s “Utopia” and “Westworld,” will receive \$19.6 million and \$12 million respectively.

MEMBER NEEDS

- Handled Majors and common carrier issues
- Settled up CDL’s and Passenger endorsements.
- Took Members to the DMV for driving test.
- Helped Members with MPI and CSATF issues.
- Helped connect Members in need of Financial Assistance to the Actor’s Fund.
- Eliminated the \$400,000 deficit, which began five years ago, beginning 2016 with a positive balance of \$2,666.09.

COMMUNICATION WITH MEMBERS

- Expanded our Social Media Channels: Local 399 Emails, Facebook, Twitter and now Instagram. (Urging all Members to engage in all channels of communication to stay up-to-date with information from the Local.)
- Set-up a recurring bill pay option online. Members can sign-up once and never need to think about Dues again. (Head to ht399.org to sign-up. Please read all information carefully.)
- Callboard launched their new Dispatch system to help improve speed and efficiency providing even better service to our Members.



ED DUFFY

“Besides the continuing work that has to be done with our political and labor leaders, we must work with the City and County of Los Angeles to continue to improve our ability to work on the streets of Southern California. With all of the additional productions taking place and with the changes in the landscape of the city, I will be working hard to enforce what is in our collective bargaining agreement so that our Members get the full benefits of what they deserve and, of course, will be working on creating more and more jobs for our Members!”



JACK FISHER

“2016 is going to be a very busy year for me but I welcome the challenges. We are already starting to discuss plans for a 2nd Car Show that will be bigger and better – more details on that later. One major goal I have set for myself in the coming year is to unionize all Prop Houses in the Valley. I plan to continue to represent each Member to the greatest capacity, treating each individual issue and concern as a top priority.”

LOCAL 399 GOALS FOR 2016

JOSHUA STAHLEI

“I look forward to representing the Members in 2016 by continuing to organize non-union productions and vendors with a major focus on stepped-up contract enforcement in Commercials.”



LINDSAY DOUGHERTY

“Moving into 2016, I’m very excited to continue representing our Membership, organizing the unorganized, and implementing a new Member orientation class to create a stronger and more resilient Local 399. One major focus for me in this coming year is to help plan a spectacular Women’s Conference. This will be the first of its kind in Hollywood and we want to represent our Local well and make the IBT proud.”



CHRIS SELL

“2016 I’m looking to accomplish closing the gap even further between the Producers, CASTF and Local 399(Members).”



WES PONSFORD

“The number one thing for me in 2016 is to continue to encourage all Members to report problems as they happen so that we may work with them to fix any issues as soon as possible.”



CALIFORNIA LOVE:

The "CHiPs" are Back.

There are famous on-screen duos all throughout TV history, but from 1977 to 1983, few were as recognizable as blonde haired Jon Baker (played by Larry Wilcox) and his Latino heartthrob of a partner, Frank "Ponch" Poncherello (played by Erik Estrada).

By Matthew Klekner

CHiPs followed the lives of two motorcycle police officers in the California Highway Patrol. The series ran for 139 episodes over six seasons. Each week these officers rode their motorcycles through Southern California, keeping Los Angeles streets and freeways safe for ordinary citizens.

The TV show was set in and around Los Angeles and featured over-the-top car crashes. But it was never a "serious" crime procedural show and included many elements of light comedy.

Warner Bros. is betting big on the nostalgia for the series and is enlisting Dax Shepard to write, direct and co-star in a Motion Picture adaptation.

Dax Shepard may seem like an odd choice, as he is best known for his comedy work as Crosby Braverman on the NBC comedy-drama series Parenthood (from 2010 – 2015). But he also wrote and directed a hot-rodder themed movie, Hit and Run in 2012, featuring his personal 1967 Lincoln Continental and a Tatum Baja 1000 racer that he keeps in his garage. Shepard is a motorcycle and car-racing enthusiast, who professionally races motorcycles. He expects to be performing most of his own riding and stunts on the show, just like he did on Hit and Run.

Shepard was born a "gear-head" in suburban Detroit. For those who may question his hot-rodder chops, when he was 18 he had the crossed-flags emblem from the Corvette tattooed across his back.

Shepard will play officer Jon Baker, while Michael Peña is attached to play Frank "Ponch" Poncherello, the role Erik Estrada originated.

The TV to film adaptation has faced a rocky road to screen, but when Shepard came aboard, the project moved quickly forward. The major question surrounding the project was how much involvement the CHP would have in it.

Location Manager Rick Schuler gives a little context on the background of the project:

"Before I came on, Warner Bros., had made contact with the media PR people in Sacramento to have a discussion on whether CHiPs could have a relationship with Warner Bros. like the TV show did."

"The CHP actually sponsored CHiPs when it was a TV Series, so they dictated some script things, they gave them cars; it was one of those types of relationships."

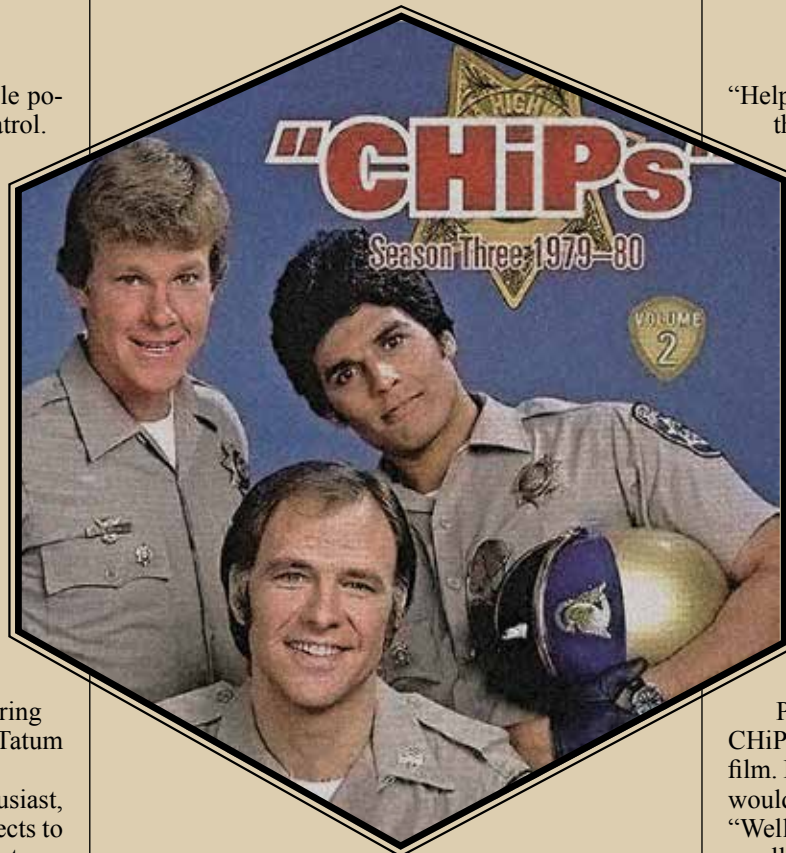
But it became quickly evident that the TV show and feature film would be two separate entities.

"The CHP thought our movie would be like Training Day, and that it would be really bad exposure of CHP."

"We said, 'No, it's a comedy, there is a rogue CHP who is bad but in the end the two characters win the day and the CHP is vindicated.'"

It's very difficult to do a movie like this, without the support of the main subject of the film. If the CHP was going to boycott the film, then Warner Bros. would be in a difficult position to green light the film. But Warner Bros. was intent on pushing this forward.

"Eventually they kept meeting with the CHP and brought them down to Warner Bros. We sat in a



Original Television Show CHiPs.

room and had Dax there. He was the best person to sell his own movie."

"We met at Warner Bros. and they went point by point. Dax consented to some things because he wanted to be as accurate as he could, so he could learn how the CHP works, but on other elements he said, 'No, that's comedy and that's what we're doing.'"

"What surprised me was that an institution, and the CHP no less, could see that we were going to make the move anyway and it was better to cooperate as much as possible then to fight it."

The studio and the CHP had a very frank back and forth. They both talked to each and listened to each other.

"I think it's always hard for big organizations to say



Location Manager Rick Schuler on location for CHiPs

'Yes' to something that doesn't picture them perfectly."

"They understood that we're in the business of entertainment. They could have stopped there and said that's it. But they said, 'Come up to the CHP Academy.'"

"They had us come up to the CHP Academy and we

were blown away by what they do and how they do it. We met the Commissioner and he told everybody,

"Help these guys out. Do whatever you can to help them out."

"They have been very supportive and they were able to see the humor in this, even though there is a bad CHP officer that is killing people, he's stealing and he's a CHP officer. But Ponch and Jon are badass, motorcycle-riding CHP officers, and in the end it's less of a Training Day kind of thing and more of a Top Gun."

"People are going to think that riding a motorcycle for CHP is really cool. The riding stuff and the crashes and the chases are at the level of what the audience experience is today -- they are of the Fast and Furious type. We added everything up to keep up with today's audience but it's also a comedy and I think it's hilarious."

With the CHP on board it was all go for launch. With the green-light in place, the hardest part of the process was set to begin:

Principal Photography.

CHiPs is a modest feature film. It's a mid-budgeted film. Rick didn't realize, at first, how much work this would entail for him and his Locations Department. "Well, I drank the Kool-Aid that this would be a small comedy and it's turned into explosions and gun fire galore."

"It's all location work. There is no stage work. It's all out on the street. We are doing a lot of freeway work too."

Making a feature film is never easy, but this one in particular was at an accelerated pace.

"We were on a Wednesday through Sunday schedule from the beginning to try to maximize the weekend work done on the freeways."

"I use CHP all over the place, I still pay for them, there are no freebies but they let me shoot interior and exterior CHP in downtown while they're open." "We have a consultant on with us and they have been supportive. Had we not had the support of the Commissioner, we would not be shooting at CHP Central underneath the 10 and 110 Freeway and I wanted to shoot at CHP Central because that's where the original one was shot."

"We are barely three to four days ahead of what they're going to be shooting. We shoot between one and four locations a day. It's a lot, especially for the type of things we are doing. Dax comes out of TV, so maybe that's what has influenced this. But we get a lot of locations, which is really exciting."

"It's been difficult at some level but I'm trying to showcase Los Angeles a little bit more than just the usual suspects."

Shooting in and around Los Angeles has posed some challenges. But Rick and his team have been up to task, every step of the way.

"The 105 Freeway, on a Saturday, said they wouldn't give me past 9 a.m. in the morning. They'd only give us 6-9 a.m.

because of traffic and construction, and I said I need at least a half day because I'm going to go to the 110 connectors by the 105 -- that whole spider web -- and we actually filmed on top of that thing."

"That was one location that CalTrans and LAX pushed back on. I called some resources I have worked with and nurtured relationships with like

"CHiPs" continued

Film L.A. and the Mayor's office. I was able to get higher ups to grant us 12 p.m. as long as we facilitated the traffic, so it wasn't backed up for people leaving LAX. We were able to satisfy their concerns and get what we needed."



On location for the movie remake of CHiPs

As far as location filming goes, they are all over the map.

"We did the 210 freeway in Glendale at an off ramp where we did rolling breaks that were 5 miles long. And we did an exit there at Lowell Ave. where we explode a back door and blow up a truck and hover and land 2 helicopters next to the freeway."

"We're at LAX blowing some stuff up on the 105 on and off ramp that no one has used before. I'm hoping to take them to Ballona Creek and fly a helicopter low and ride motorcycles on a bike trail."

"I truly believe that CalTrans, FilmL.A. and everyone I'm doing permits with are behind this project and I would say they are bending over backwards to keep this movie here and make it successful."

"From CHP to LAPD to CalTrans, DOT -- We have the department of sanitation who has donated property to land helicopters. The Fire Dept. has let us use parking that they've never allowed before. I'm hoping I can thank all of these different entities in the credits. DWP has been phenomenal as well. We're getting what we like to see in terms of cooperation. I think we are also doing a good job on delivering on what we promise."

CHiPs was also one of the 11 movies (seven studio pictures and three indies) that will be getting a piece of the expanded \$330 million-a-year program that



On location for the movie remake of CHiPs

Governor Jerry Brown signed into law last year. CHiPs qualified for approximately \$5.1 million in rebates. Since the rebate is based on spending, the final amount is given out when production wraps and all the paperwork is submitted. "They did everything that other projects do to maximize the requirements to get the incentive, but they never seriously made any provision to shoot this in another state. They never took that (idea) seriously, I guess. Would they have gone somewhere else? There was talk of it but I can't imagine doing CHiPs in another state."

"Dax did not want to, it's got L.A. written all over it, and we're trying to showcase L.A. again as a place to be and shoot a movie."

"I did recently work on something for Fincher, scouting in Atlanta for two weeks and just said, 'Ugh, I am not doing this.' Nobody likes it, everyone is tired of being out of town."

"You go to Atlanta and they are doing 26 projects at once. It's nuts. They should be here."

"What I am finding are the crews that are coming back, that have been gone for a long time, seem more respectful of the rules in the neighborhoods because I think they understand that if they don't behave we're not going to be shooting here. It's a privilege to be here basically."

"It seems busier in town. I'm not sure if that is commercials or movies, but we need more movies here. I can't complain because it allows me more flexibility but it's nice to be doing a feature shooting here."



CHiPs in support of Slates for Sarah.

THE JAMES R. HOFFA SCHOLARSHIP MEMORIAL FUND



Application for the 2015-2016 Academic Year of the James R. Hoffa Memorial Scholarship Fund Application Deadline March 31st, 2016

James R. Hoffa became a Teamsters Member in 1934, served as General President for 14 years, and, in recognition of his tireless service to the Union, was honored as General President Emeritus for life. At the November 1999 General Executive Board Meeting, then Secretary-Treasurer C. Thomas Keegel presented a resolution to establish the James R. Hoffa Memorial Scholarship Fund.

The James R. Hoffa Memorial Scholarship Fund awards scholarships annually to outstanding high school seniors. All applicants must comply with the eligibility and application criteria.

Head to www.ht399.org for a full list of guidelines and eligibility requirements. To receive an application, come down to the Local or go to ht399.org.

If you have any questions please email: scholarship@teamster.org.

Wishing all of our applicants the best of luck!

SPOTLIGHT

Tommy (Vanchat) Tancharoen

Those fortunate enough to have worked with, or for, Tommy Tancharoen can tell you about his radiant charm. When you meet him in person, you are immediately



aware of his calm demeanor and his affectionate laugh. Tommy is not an imposing figure. He's not the gruff, lumbering, Teamster that many expect from a Transportation Coordinator.

By Matthew Klekner

"I have a good attitude. I treat everyone the way I want to be treated. That's how I approach everything," Tommy says. Not only is he extremely hard-working but also extremely intelligent and humble. I think a lot of that comes from his life's story, from his work ethic, and from his search for the American Dream.

Tommy was born in Bangkok, Thailand. He was the youngest of five children. His father was a municipal electrician, working for the government and his mother was a homemaker.

"I had never really gone much outside Bangkok, just a few trips here and there. I had never been on an airplane until I came to America in 1968."

"My mother went to a Fortune Teller. I was her youngest child -- she didn't want me to come here. She didn't want to let go of her baby. And the Fortune Teller said, 'Let him go, he's going to be fine. He's going to be lucky in everything he does.'"

Tommy was almost 18 years old when he stepped foot in Los Angeles. He had the intent of going to school and getting a degree in interior design. His brother was an Architect in Thailand and the theory was they would work together once he had a degree. But fate, or luck, depending on your point of view, had other plans for him. "I went to school for about a year and started working at night and going to school during the day.and then I started working more during the day."

"I only asked for my dad to send me \$200.00 once. That was when I got here. After that, I sent a lot more (money) back."

Tommy's life changed the moment he saw his wife, Mini. "The first time I saw her, was at the Mall, at a warehouse sale. I didn't date her until I met her again, a year later, just randomly. She was Thai, and I'm Thai, and we dated for a few months and got married."

"I started working for her step father, who was a lawyer. I was like a paralegal, actually driving him to the courthouse and carrying his briefcase and watching him in the courtroom during trial. He was a criminal trial lawyer."

Within two years of getting married, Tommy and Mini were expecting their first child, Maurissa. Tommy needed to work more, to earn more, for his family, and their futures. As luck would have it, his mother-in-law

was laid off at the studio. It took me almost a full year to get my 30 days. I finally got grouped in 1975."

Tommy made his way to 20th Century Fox and Spelling Entertainment, where he got seniority.

"In 1979, when Gene Johnson got offered to do *Heaven's Gate*, he asked me to give up seniority at Spelling and go work as a Co-Captain with him."

Tommy had never really been outside of California, but he suddenly found himself driving an SPFX trailer across state lines to Montana. He went back and forth, driving one load after the next.

"We were in Montana a long time on that show," but "I got to see America and I loved it."

"It was scary, but sometimes you just have to take a chance. Sometimes you have the feeling: 'If I do this, it might push me farther and keep me going.' And when that project was over, I got another one with Gene Johnson and I never stopped working."

Tommy became a Coordinator in 1985. His first project was called *Rampage*, about Richard Ramirez, the hillside strangler. "When I was working for Gene Johnson, and his brother Jerry Johnson, we got to work with a producer, David Salven, and he got to like me. When Jerry wasn't available to do *Rampage* he called me and put his trust in me."

"I was scared, this was my first time stepping up and I hadn't done anything other than

Co-Captain or Captain. He assured me that he would help me along, and get me through it. That was my first job as a Coordinator."

Tommy quickly realized that you have to be a people person, and that you have to be political about things, like knowing when to fight a battle and when to not fight a battle. "You have to finesse how you approach these people."

"Your reputation is what gets you to the next project and the next one and the next one. You build that up, because of your ethics,



Tommy Tancharoen with his beautiful grand-daughter

knew a producer at Universal named Paul Mason, and in 1974, Tommy started working as a Permit Driver at Universal.

"I was driving everything, a van, a truck, a big truck - I went to truck driving school to get a Class A license. Back then they didn't have much training. At that time, at Universal, they were so busy, between features and all the TV, that they were hiring off of the street."

"I worked for a couple days here and there and worked for my Father-in-law on days I

the way you work, but also due to the team working for you."

"To do the job you have to get a good group of people, a good team, working for you."

Now that Tommy was officially a Coordinator, his reputation soon preceded him. More and more people called him for work and the entertainment industry afforded him the rare opportunity to go back home.

"My second project as a Coordinator, took me back to my home country, to Thailand. The movie was called *Off Limits*, with Gregory Hines. It was like a Miami Vice in Vietnam. I came back to Thailand on *Rambo III* and went back again on *Casualties of War*."

"I got to see my family and they were so proud of me. I came back to them as one of the Hollywood guys and stayed at a first class hotel and became a Boss, a Supervisor in Show-business. A couple Thai magazines even interviewed me."

Tommy would see all of America and travel all over the world. His list of feature credits include *Batman Returns*, *Almost Famous*, *Jurassic Park III*, *Seabiscuit*, *War of the Worlds*, *Mission Impossible III*, *Indiana Jones and the Kingdom of the Crystal Skull*, *The Curious Case of Benjamin Button*, *Star Trek*, *The Hangover Part II* and many, many, more. After years of big budget blockbusters with the biggest directors in Hollywood, Tommy finds himself working back in TV, as Transportation Coordinator on ABC's *Agents of S.H.I.E.L.D.*

"This is my first TV show coming off a long string of features. A lot of times it took me away from home, out of town. If you want to stay in town, TV is the only game. If you want to stay with family and stay in town, you pretty much have to work in TV."

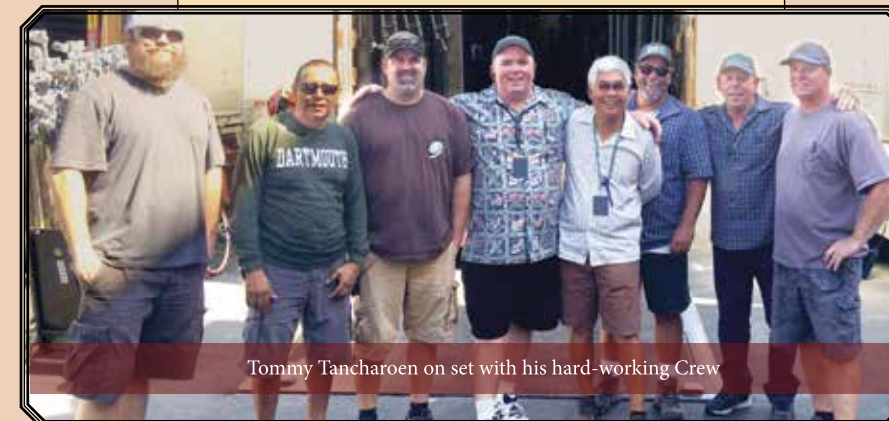
"I used to like being out on location and sleeping in hotels. But that was then. I don't have any desire to go do any big productions, anymore. I've done it all, not to brag about it, but I did it and I'll let someone else have the chance to do it now."

"When I finished *Hangover II*, I was offered, well, I wasn't offered, I asked my daughter, if I could do the Pilot for *Agents of S.H.I.E.L.D.* and then it got picked up to series."

Tommy's daughter, Maurissa Tancharoen, co-wrote the TV Pilot for *Agents of S.H.I.E.L.D.* with Jed Whedon and Joss Whedon. She continues to work as an executive producer and Showrunner on the series. "Both of my kids are in the business, above the line now. Producers and Directors, but they got in, pretty much, on their own. I can't say they got in through me -- their talent and ability, and who they know -- got them through the door. I took them to set once in a while, to see how the business works, but they did it all on their own."

"The real credit goes to my wife. She took them to all the dance lessons and karate lessons when I was away on location. I worked so many hours; I could never take care of

them, or take them anywhere. My wife did. The credit goes to her that they got this far." "Maurissa always loved to dance and sing. She was in a group called Pretty in Pink, with Chaka Khan's daughter. They put out a couple CD's but it didn't really go anywhere. Her



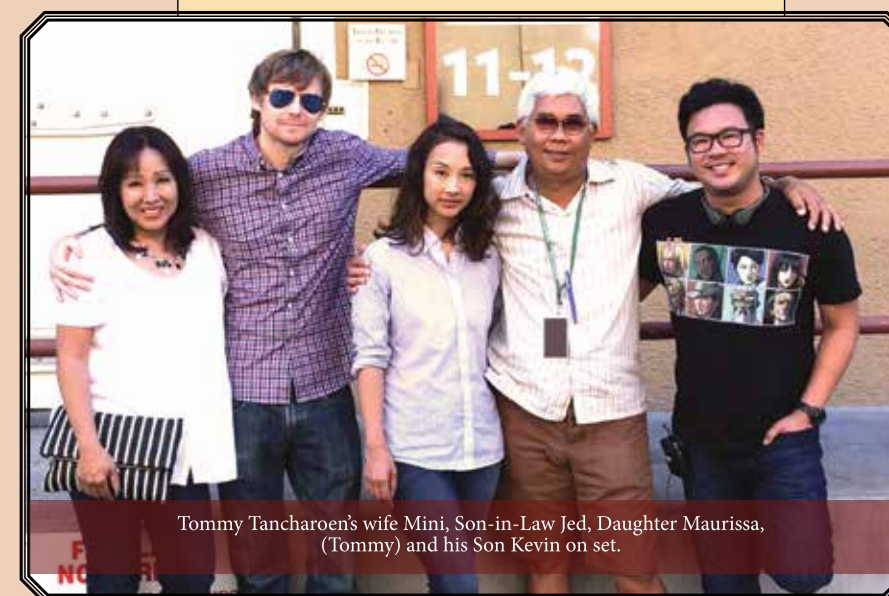
Tommy Tancharoen on set with his hard-working Crew

other love is also in writing and acting." Maurissa graduated from Occidental College, Phi Beta Kappa, where she wrote two plays that won the Argonaut & Moore literary award. She worked as an assistant to Producers and learned the ropes. She was a staff writer and story editor for the



Back Row: John Heninger, Jeff Murray, Captain Tom Whelpley, Captain Joe Maylor, Jeff Coffman
Second row: Scott Bourke, Mike Chisholm, Rock LeRoy, Robert Garcia
Front: Tommy Tancharoen

program *Dollhouse*. She was a Producer on the Starz series *Spartacus: Gods of the Arena* and is credited as co-writer of the first two episodes together with Jed Whedon. On April 18, 2009, she married fellow writer Jed Whedon and their first child, a daughter,



Tommy Tancharoen's wife Mini, Son-in-Law Jed, Daughter Maurissa, (Tommy) and his Son Kevin on set.

was born in March 2015. This means Tommy is now a Grandfather.

"I see (Maurissa) more often than before and I get to see my grand-daughter now more too. It's a good job and I'm happy to be working with her. I'm turning 65 now, and I'm hoping to not hang out too much longer.

So this will be my Swan-Song, I'm going to stay with the project until it's over."

Agents of S.H.I.E.L.D. has turned into quite the family affair, as Tommy's son, Kevin Tancharoen, has directed three episodes and plans to direct three more in the coming year.

"Kevin became a movie director and producer. His first film was *Fame* (2009) when he was 22. He directed a Britney Spear's tour, called the *Onyx Hotel*, when he was only 19. He started as a back up dancer when he was 16."

Kevin is known for being a choreographer for Britney and also co-creating *DanceLife* on MTV. In 2011 he directed *Glee: The 3D Concert Movie*. He's also directed episodes of *The Flash* and *Supergirl*. He's also heavily invested in the development of the *Mortal Kombat* franchise.

"I wanted them to be whatever they wanted to be. I never told them they needed to be a certain thing, or what I wanted them to be."

"This is what they wanted to do. We didn't push them in any direction; my wife just gave them all the ammunition they needed - whatever they wanted to do, we encouraged them."

"The sky's the limit for them. Whatever they want to do, they will do fine. Everyone loves them," says Tommy.

I'm not sure if he realizes this, but that's exactly what people say about him.

The American Dream is an idea that Hollywood has sold for generations. It started with immigrant filmmakers in the 1900's, who were mostly Italian, Irish, German and Jewish. These filmmakers got rich selling dreams and built the studios brick by brick.

The American Dream promises prosperity and success to those who work hard and upward mobility for their families, and the opportunity for one's children to grow up and receive a good education and career without artificial barriers.

It gives them the resources to do better than you did.

This dream does not exist for everyone. It doesn't always work out for everyone. As a result, many people claim the American Dream is dead, but Tommy Vanchat Tancharoen and the Hollywood Teamsters can prove otherwise.

"Even being an immigrant, everyone was welcoming (to me). I've never had any issues, with anyone being racist. My English wasn't as perfect as it is now, and it isn't perfect now. But it was much worse."

"We tease each other about it, but it's all in fun. I've never had any problems with anyone, on the crew, or with the Teamsters. The Producers and Directors have always welcomed me."

"Teamsters has given me a good income and have done well for me. I've been able to afford and support a lot of things I've wanted to do for my family. It's because

of the Teamsters, good contracts, plus the great benefits we get. I can't imagine anyone complaining about what we do for what we make."





WITH STEVE
DAYAN

SECRETARY - TREASURER



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

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

A Successfully negotiating and ratifying the Casting Director Agreement. The Casting Director's Agreement is one of the most difficult agreements to negotiate, in part, because it's a relatively new agreement. (The first agreement was negotiated in 2006). We were able to make gains in 2015 but we have more work to do for these hard working Teamsters.

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

A Our attempt to organize the warehouse workers at Cinelease. We went to an NLRB Election but the company chose to hire a Union Buster. Although we had a majority of authorization cards signed, the fear and intimidation used on the employees proved to be successful. The election result was a tie of 21 to 21. In order to win, the Union would have needed a simple majority vote. A tie is a loss. We are appealing the results and have filed numerous unfair labor practice charges against Cinelease, however, pursuing charges will take some time.

Q *How was it having James Hoffa visit Paramount and how significant is this for the Membership?*

A It was truly an honor to have our General President visit Local 399 for the first time in our history. What Jim's visit symbolizes for me is the hard work we've put into strengthening our ties with the IBT. I must also thank Joint Council President Randy Cammack for his support and guidance. We are part of the best Joint Council in the IBT and we have the full support of our General President and Joint Council 42.

Q *2016 is a big year! What plans do you have set forth for the Membership in the New Year?*

A We have much work ahead for 2016! We continue to form new committees and meet with the already established ones. Our newest will be a Retiree Committee. We are working to establish a New Member Orientation Class to help new Members navigate CSATF, MPIPHP and understand their responsibilities as Members. We are also establishing a Local 399 Scholarship Fund which we will provide more details on in an upcoming Newsreel.

Q *In regards to Dues, what can the Membership expect to see in 2016?*

A The Membership ratified a By-Law change in 2014 that most other Locals already follow: when wages are increased, dues go up by the same percentage as the wage increase. One of the reasons the Local was running large deficits was because our dues structure was not keeping up with inflation. In conjunction with our Members' next wage increase, our dues will go up in the last Quarter of 2016 by \$2.00 per month.

Q *What plans are in place to help the financial state of the Local? What strides have already been made?*

A I am happy to say that we ended 2015 in the black! We have eliminated the \$400,000 deficit, which began five years ago, beginning 2016 with a positive balance of \$2,666.09. While it may seem like a modest start, during this same time, we also expanded our services to the Membership.

Q *Question: What are your plans for the Union Hall in 2016?*

A As many will recall, we renovated the building in 2000. Fifteen years later it's time to do some maintenance work. We plan to do a variety of projects required to ensure our Union Hall remains in good condition for years to come. Included in that plan are painting the interior and exterior of the building and remodeling the Callboard area to give our Dispatchers much needed improvements.

Q *What are you most excited about for the Membership in 2016?*

A I'm most excited about the amount of work our Members will have this year. We have more features starting than we've had in a long while. New Media productions and Commercials are going strong. We also have more classes and events planned for this year. I wish every one of our Members, their friends and loved ones, a very prosperous 2016!



ELECTRONIC AGE

IN THE ENTERTAINMENT INDUSTRY

ELECTRONIC LOGGING DEVICES

FMCSA released the long awaited ELD mandate requiring commercial motor vehicles to become compliant within two years of the publication date. The mandate changes the process by which drivers of commercial vehicles who use a driver's log will record their hours of service.

The clock started ticking on December 16th when this was published in the Federal Register. Two years is not very far away. Do you want to get caught up in the last minute rush or would you like to get this right without any additional stress?

Head to ht399.org to learn more about the new ELD mandate and requirements. If you have any questions, or any issues finding the information please contact Business Agent Chris Sell: csell@ht399.org.

NEW MEMBER ORIENTATION CLASS

The first New Member Orientation Class will be held in the first quarter of the New Year. The class will cover what Local 399, MPIPHP & CSATF handle for our Members.

These three entities at times can be confusing to our Members. We would like to invite New and Established Members to refresh their knowledge and learn more about the benefits each of these organizations provide for our Members.

If you are interested in attending, please email Business Agent Chris Sell: csell@ht399.org. We will begin building a list of those interested prior to announcing the date, time and location of the class. We will be offering this class multiple times throughout the year. If you are unable to attend the first class please provide your information so we can contact you when the next Class is taking place.



Announcing

NEWS FOR THE 399er RETIREMENT COMMUNITY

★ **Are you a retired Member of Local 399?**

★ **Involved with any Local charities?**

★ **Organizing any events in the not too distant future?**

★ **Have an important announcement or words of wisdom to share with our Membership?**

Let us know!

Local 399 is establishing a Retiree Committee this coming year. We are looking for dedicated retirees that want to further engage with the Local and help support our retired Members. If you are interested in joining the Retiree Committee or have relevant information to share with the Membership, please email office@ht399.org.

The first meeting for the Retiree Committee will take place early in the New Year! We will have more information in the near future and look forward to hearing from you.



LOCAL 399 WOULD LIKE TO THANK DENNIS HOLLIS FOR HIS TIRELESS AND COMMITTED WORK DEVELOPING 399ERS AND KEEPING OUR RETIREES CONNECTED. WE ARE EXCITED TO BUILD UPON THE SOLID FOUNDATION DENNIS HOLLIS HAS BUILT. WE INVITE ALL RETIREES TO JOIN US AS WE DEVELOP SOMETHING SPECIAL AND BENEFICIAL FOR OUR RETIRED MEMBERS.

A NOTE FROM 399er ORGANIZER DENNIS HOLLIS

"It is time for the 399ers to complete its merger with Local 399. It is now where it should be. When I met with Secretary-Treasurer Steve Dayan last September we talked about some of the function the Union could do for Retirees:

- Form a Retiree Committee to advise the Union in Retiree issues and functions
- Have a Retiree Section in the Newsreel for Retirees
- Hold a regular reunion for Retirees
- Have a Business Agent dedicated to Retirees
- Have a person who Retirees can contact when they have an issue with Motion Picture
- Sponsor activities like Bowling Tournaments, "Summer BBQ in the Park" Bus tour trips, etc.
- Communicate with the Retirees about the Black Book as it affects Retiree issues.

The Union has begun the process of getting volunteers to become the first Retiree Committee. It is planning on holding the first meeting in the next couple months. I hope that many of you would consider being on that Committee. This is an opportunity to be part of something that will help you and your fellow retirees. I am planning to attend the first meeting and hope to see many of you there.

The Union has added a "Retiree Section" to the existing quarterly Newsreel and in turn will email the Newsreel to all the 399ers in my database.

Since I had the meeting with Steve, he has committed to holding and paying for the annual Reunions, form a committee and add the Retirees to the Newsreel. The other items we talked about will be handled by the Committee and the Union. They have started their part; it is time for us to do ours.

If you are not getting the Union Newsreels or wish to join the Retiree Committee List please email Amy Gorton: amy@ht399.org. The 399er webpage has been closed. Since forming the 399ers in 2007 I have done 9 years of Newsletters and held eight years of Reunions. It has been an honor and privilege to do so. I wish everyone many years of happiness, joy and health.

Sincerely,
Dennis Hollis"

EVENTS

DOT CLASS

When:	9AM
Where:	TBA

NEW MEMBER ORIENTATION CLASS

When: TBD
Location: TBD

TEAMSTERS LOCAL 399 25TH ANNUAL RALPH CLARE GOLF TOURNAMENT

Time:
Registration: 6:00AM
Putting Contest: 7:00AM
Tee Off: 7:30AM

PRE-RETIREMENT SEMINAR!

Hosted by the Motion Picture Industry
Pension and Health Plans

TEAMSTERS LOCAL 399 SCHOLARSHIP FUND

CAR SHOW 2016

SHOP STEWARD CLASS

- ★ **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, Wranglers, Trainers and Location Managers please remember to call in ALL your shows. All Transportation Coordinators and Captains are to send in daily rundowns to the Callboard everyday.
- ★ **Remember check your roster status with CSATF.** If you are not listed on the roster in good-standing you are not eligible to work and could be losing days towards your seniority.
- ★ **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)397-2131
- ★ **The Membership ratified a By-Law change in 2014** that most other Locals follow – that is that when wages are increased dues go up by the same percentage as the wage increase. Our dues will go up in the last Quarter of 2016 by \$2.00 per month.
- ★ **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.

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.

Michael Gribnau
Ellen Hench
Michael Henley
Gary Johnson
Mark Jones
Steve Martin

Dean Mason
Thomas O'Donnell
Terrill Olson
Jonathan Slator
Jose Solis
Victoria Sousa
Roger Youds

Local 399 extends our heartfelt condolences for those Members that have passed since October 2015. To those that have lost a Father, Mother, sibling, spouse or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten:

Howard Anderson
James Beckham
Robert Benton
Bob Cornell

Jack Derry
Ronald Fioravanti
Philip Indovina
Deborah Redd
Louis Robb

Geoffrey Ryan
Howard Stahlman
Larry Turner
Brian Zenter

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

ht399.org

CLICK ON NEWSLETTER SIGNUP