

TEAMSTERS
— **STRENGTH** —
LOCAL 399

TEAMSTERS
— **PRIDE** —
LOCAL 399

UNION PROUD! UNION STRONG!

GREETINGS SISTERS & BROTHERS

I expect to be at full employment again this year. As I write you, I'm happy to report we are into Group Three Drivers. I'd like to remind our "Black Book" covered Members that your rates will increase an additional 2 ½% effective July 30, 2017. Your IAP rates will increase another ½%. That will bring your IAP percentage accrual to 7% an increase of 1% over the life of this contract. Our Location Manager/Assistant rates will also increase by 2 ½% effective July 29, 2017, with an additional ½% increase to the IAP, bringing your total IAP contributions to 7% as well. All the rates for every classification are posted on our website as well. Please make certain to review your paychecks to confirm they reflect the increases.

We've been busy at Local 399! We are about 90% complete on the remodel of your Union Hall. We've painted the building inside and out, replaced all the flooring and made the front office and callboard more ergonomically friendly for the staff. If you're here at the Local, please ask to have a look around at all the improvements we've made.

I'd like to thank our Members who came out for the May Day Parade. We marched from McArthur Park to City Hall with thousands of workers from every Union in Los Angeles. We also held our annual Ralph Claire Golf Tournament and raffle for our Members who really had a great time on the course. We held our third annual car & motorcycle show at the Los Angeles Trade-Technical College on June 24, 2017. LA Trade Tech supports the labor movement by putting on many labor studies classes and educating their students in labor issues. It was a truly great event! We had picture cars from major movies as well as food, music, a beer garden, pet adoptions and more! We also had many Member's cars & motorcycles on display for judging. I'd like to thank "Captain" Jack Fisher for creating this event. I'd like to give special thanks to our Member, Woody Wood and his wife Donna, for their help and Amy Gorton, Courtney Brignoni and Ernie Barraza for making the event so successful. I'd also like to thank JC 42, other Teamster Locals, the Basic Crafts and everyone who participated for supporting this great event for all our Members.

We had a great Union meeting in July. Mayor Eric Garcetti came to speak to the Membership about expanding and increasing our tax incentives. His proposal is to increase the credit to \$500 million dollars up from the current \$330 million today. Local 399 has committed to spend up to \$75,000.00 to lobby for the expansion of the tax credit beginning next year along with the coalition of Entertainment Industry Unions which include the IATSE, DGA and SAG-AFTRA. Mayor Garcetti also promised to do everything he can to stop National Right to Work legislation from ever becoming the law. I also had a meeting with Congressman Adam Schiff along with our JC President Randy Cammack and IBT Vice-President Rick Middleton.



Local 399 Member Sam Cosio & his Son Enzo standing up for Workers' Rights at the 2017 May Day March on May 1st.

Congressman Schiff also pledged to do everything he can to stop RTW legislation from becoming law. He's also incredibly supportive of expanding our film industry tax credit. Meetings like these with powerful elected officials are important to all our Members and we continue to lobby to better not only our industry-but the labor movement as a whole.

I'd like to discuss a sensitive issue, politics. Obviously, we have Members who support both the Republican and Democratic parties. Unfortunately, the discourse in our great country has gotten so toxic and divisive-with both sides becoming more entrenched in their own points of view. What I believe needs to happen now more than ever, is for both sides to come together on the issues that bind us all together. This brings me to this great organization, the Teamsters.

We're all part of the labor movement and I believe that we must not allow party differences from getting in the way of what benefits us all as Teamsters.

My only interest in everything I do here is what benefits us all as a group. I will support candidates from either party who are interested in helping us achieve what matters most to our families.

Issues like pension protection, quality affordable health care and stopping National Right to Work legislation dead in its tracks. I'd like you to know that when we post information about these and so many other issues, our focus is on what directly impacts and benefits you, our Membership. I'm certain that we must stick together and put our differences aside and work together where we can-to push the labor movement forward for better wages, working conditions and benefits. Please feel free to contact me if you have any questions, concerns or comments about the direction we're moving in. You can email me at sdayan@ht399.org.

We have rolled out our online Membership survey. The purpose of the survey is to ask you what this Administration is doing right, what we need to improve on to make your lives better. You can take the survey anonymously or not, as you see fit. If you're not on our email list, and did not receive a link to our survey please email amy@ht399.org. Please take the time to complete the survey so we can improve our service to you.

I'd like to congratulate the 10 winners of our annual Leo T. Reed Scholarship fund! These deserving children of our Members will be able to pay for some of the needs they'll face when in college.

On behalf of the staff of Local 399, I'd like to wish you all a very happy and prosperous summer!

Fraternally, Steve Dayan

TABLE OF CONTENTS

PAGE 2

THE BIZ:
California Film Commission Report

PAGE 3

2017 General Membership Survey
Joint Council 7 Memorial Fund
Dues Increase October 1st
Labor Day Parade 2017

PAGE 4 & 5

3rd Annual Classic Car & Motorcycle Show

PAGE 6

Leo T. Reed Scholarship Winners

PAGE 7

Business Agent Wes Ponsford: See Ya on the Road

PAGE 8 & 9

Member Spotlight: Local 399 Trustees

PAGE 10

Q&A with Secretary-Treasurer Steve Dayan
The Local 399 Story DVDs

PAGE 11

Retiree Reunion is Just Around the Corner

PAGE 12

Events, Announcements, Retirees and Obituaries

NON-PROFIT ORG.
U.S. POSTAGE
PAID
Van Nuys, CA
PERMIT No. 246

Teamsters Local 399
4747 Vineyard Avenue
North Hollywood, CA
91602-1262
Visit your Union website:
www.ht399.org



American
Cinematographer

FILMMAKER

DEADLINE
HOLLYWOOD

Los
Angeles
Times

VARIETY

The Hollywood Reporter

HUFF
POST

FILM JOURNAL
INTERNATIONAL

THE BiZ

THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

3 BIG BUDGET FEATURES JOIN CALIFORNIA'S FILM & TV TAX CREDIT PROGRAM

REPORTED BY THE CALIFORNIA FILM COMMISSION

*Half of the Projects in the Latest Allocation Round Plan
Filming Outside Los Angeles Production Zone
Hollywood California July 24th 2017.*

*The latest round of feature films added to California's Film
and Television Tax Credit Program 2.0 demonstrate the
state's progress in attracting big-budget projects and
creating jobs statewide.*

Three big-budget films -- "Captain Marvel," "Island Plaza" and "Midway," -- have been selected as part of the latest round of tax credits, which allocates nearly \$68 million to eight independent and studio projects. A total of 92 projects applied for tax credits during the first film allocation period (held June 27 – July 8) for fiscal year-three of California's expanded Program 2.0. Marvel Studios Co-President Louis D'Esposito stated, "Our headquarters and postproduction facilities are in California, so it's very exciting to be able to film 'Captain Marvel' here in our home state thanks to this California tax credit. As a result, not only will we be able to streamline our production process for this and other films we're working on concurrently, but we'll have more time to spend with our families."

"Captain Marvel" and the other big-budget studio projects have production budgets in excess of \$75 million, which would have made them ineligible for the state's first-generation tax credit

program. "With the three we've added today, a total of six big-budget films have been lured to California thanks to Program 2.0," said California Film Commis-

sion Executive Director Amy Lemisch. "Such films are a primary target for the tax credit program because they can bring significant jobs and spending to regions across the state."

Among the other projects selected for the latest round of tax credits are indies "Happytime Murders" directed by Brian Henson and starring Melissa McCarthy, and "Cheney" starring Amy Adams, Christian Bale and Steve Carell.

Based on data provided with each application, the eight film projects announced today are on track to employ more than 2,600 cast and crew, and generate

nearly \$385 million in qualified spending (defined as wages to below-the-line workers and payments for equipment/vendors). Four of the eight projects plan to shoot at least partially outside the Los Angeles 30-Mile Zone (as far away as northern California).

"Production companies are rediscovering the diverse locations available across the state," added Lemisch. "For example, 'Midway' plans to film extensively in Alameda County, where the producers can take advantage of the Bay Area's unique locations, production infrastructure and skilled crews."

Year-three of Program 2.0 began officially on July 1 (the start of the state's fiscal year). The complete list of feature films approved as part of the latest allocation round is provided below. Note the list is subject to change as applicants may withdraw from the program and their reservation of tax credits gets reassigned to those currently on the wait list. The next application period for feature films will be held October 16-20. The next application period for TV projects will be held November 6 – 13

CALIFORNIA
FILM
COMMISSION



2017 MEMBERSHIP SURVEY NOW ONLINE!

Secretary-Treasurer Steve Dayan and this administration wants to hear from YOU! We have rolled out our online Membership Survey to learn from our Members what this Administration is doing right and where we can improve to better represent our Members. We look forward to reviewing your feedback and we will do our best to implement and address your ideas and any concerns.

You can take the survey online at:

<http://rvdr.me/2017MemberSurvey>

Or email office@ht399.org for a link to the survey. You will only be able to take this survey once, so please be mindful of your responses.

This is your Union and we work for you! Help us to better help you by letting us know what we can improve and what elements you feel we are doing right so we can continue to represent you to the best of our ability. This survey will be live until September. You have plenty of time to complete this survey and we hope each and every Member will take the time to share your thoughts and ideas.

We are stronger together when everyone's voice, concerns and ideas are heard. This is a simple way to get involved in your Union and we hope that you will take this opportunity to let your voice be heard.

TEAMSTER JOINT COUNCIL 7 MEMORIAL FUND

We are deeply troubled by the tragedy that took place on June 14th in San Francisco that claimed the lives of 4 Teamster Local 2785 Members. At a morning meeting of Package Car Drivers, a fellow Driver burst in and fatally shot longtime Teamsters Local 2785 Members Wayne Chan, Michael Leftti and Benson Louie before shooting himself.

We offer our deepest condolences to all who are hurting from this awful and senseless act. Below is a statement from Teamsters Joint Council 7 in regards to the tragedy and a way that we can help ease the financial burden for the families and loved ones left behind.

"We are all left stunned by this senseless act and especially saddened by the fact that Wayne leaves behind his wife Tina, son Kyle and daughter Kiara; Mike was husband to Danielle and father to daughter Mercedes and sons Jeremiah and Malachi; Benson's wife is Sandy and his daughters Elizabeth and Melony. All are in need of comfort and support after their husband and father were so brutally taken from them.

In response to many requests we have received, Local 2785 and Joint Council 7 have established an account with the United Business Bank. Contributions for the families can be made to:

**All Charities Teamsters
Memorial for W. Chan/ M. Leftti/ B. Louie
c/o Teamsters Joint Council 7
250 Executive Park Blvd Suite #3100
San Francisco, CA 94134**

We announced at our July General Membership Meeting that Local 399 contributed \$2,500 to the fund. We ask our Local 399 Brothers and Sisters to consider making an individual contribution to the families' that have lost their loved ones.

May they rest in peace.

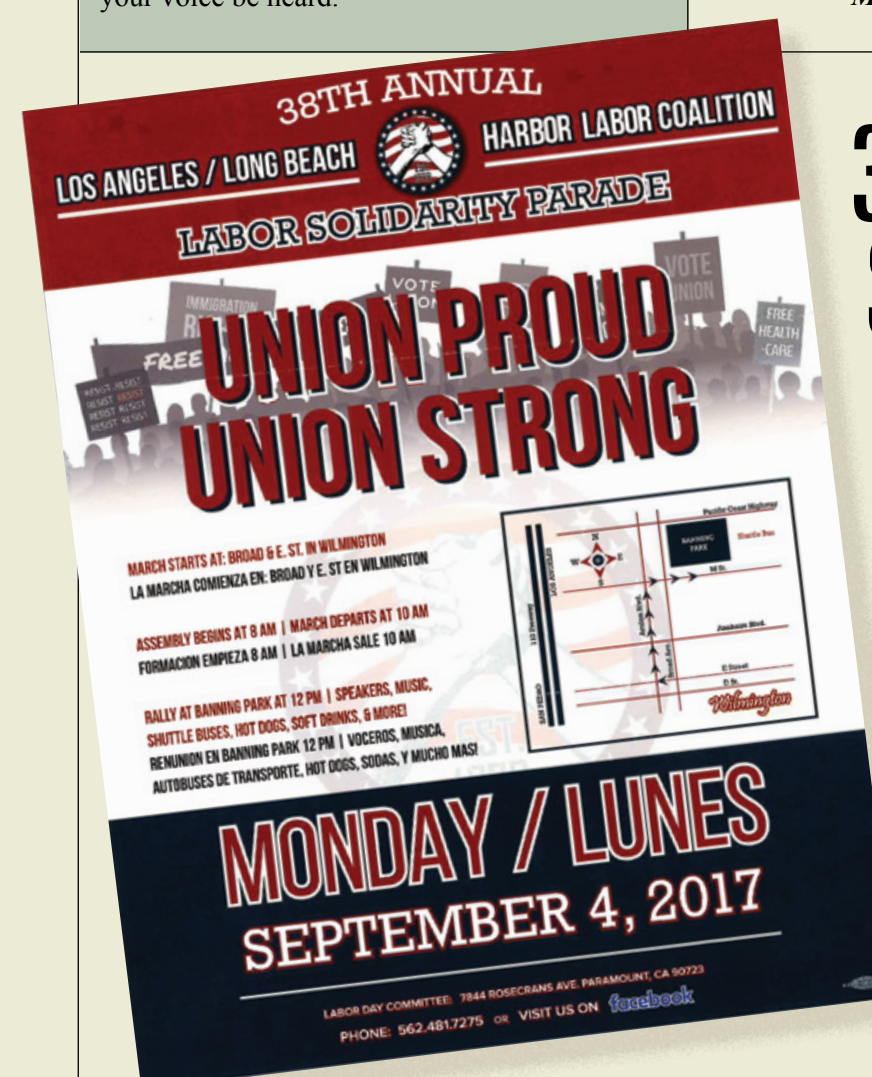


DUES SET TO INCREASE TO \$285 PER QUARTER ON OCTOBER 1ST 2017

Per our By-Laws, Members dues are based on 8 times the average hourly rate per quarter plus an International assessment of an additional 1/2 hour. Per Article X of our International Constitution, Members of all locals are required to pay a minimum of 2-and-a-half times their hourly rate in the form of monthly dues payments. On October 1, 2017 we will be increasing dues by \$2.00 per month, bringing the new quarterly total to \$285.00. We will be updating the new dues amount online on October 1st. If you are currently subscribed to our recurring payment plan you will be contacted via email to confirm the new amount that will be automatically updated on your card. Also, if you prepaid your dues for the year, you will receive a notice from the Local with the amount still owed.

**For further questions please email:
office@ht399.org.**

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



38TH ANNUAL LABOR SOLIDARITY PARADE!

Join us as we march in the 38th Annual Labor Solidarity Parade hosted by the Los Angeles /Long Beach Harbor Labor Coalition! This gathering is a great time to stand with fellow Union Sisters & Brothers to elevate the voices of the Labor Movement on Labor Day. We ask that all Local 399 Members that want to march wear Teamsters Local 399 attire for the parade.

If you are interested in participating and marching with our Local, email office@ht399.org. If you have any general questions about the event, please contact the Labor Day Committee at 562-481-7275.

**Date: Monday, September 4th
March starts at: Broad & E. Street in Wilmington
Assembly begins at: 8AM & March Departs at 10AM
Rally at Banning Park at: 12PM: There will be Speakers,
Music, Shuttle Buses, Hot Dogs, Soft Drinks & More!**

Come join the fun & represent the Labor Movement on Labor Day with Pride!

On June 24th we hosted our 3rd Annual Classic Car and Motorcycle Show this year at the Los Angeles Trade Technical College. The past two years the event had been hosted in the Valley at Reseda and Woodley Parks. The decision to change locations this year was twofold: we wanted to provide a more suitable facility for our show cars and motorcycles to park on, and we wanted to engage and invite more Unions and Locals to participate along with the students and faculty of LATT. We were excited to expand the event this year to include Movie Cars such as the George Clooney Batmobile, Fast & the Furious and Transformers Cars. We also had an impressive display of cars from Picture Car Warehouse. As this event continues to grow we hope to continue to represent both our Entertainment Industry and the Labor Movement at large.



Thank You...

We want to thank everyone that made it out to the event with friends and family! We had a great turnout and are already looking to grow the event even bigger next year! This event would not be made possible without the generous donation of time, energy, and talent of so many people. In no particular order we would like to thank everyone that contributed to make the event such a success!

Los Angeles Trade Technical College for allowing us to host our 3rd Annual Car & Motorcycle Show on their beautiful campus and their wonderful staff that ensured the success of the event.
The Basic Crafts (IBEW Local 40, Local 724, Local 78, Local 755) for partnering with us for the 2nd year in a row to host this event!
Local 399 Member Woody Wood and his wife Donna Wood for volunteering their time, expertise and equipment for a 3rd year in a row! Our photographers for the day, **Local 399 Member Rock Choquette & Jack Piatt.**
Motion Picture Television Fund for participating in our event! All proceeds from our Beer Garden went to benefit this great organization. They also ran a raffle for a BMW Luxury Suite at Dodger Stadium for the August 13th game against the Padres! Congratulations to a Member of Local 724 for being the lucky winner of the Suite.
Our Joint Council 42 and Donna Culwell for bringing out our Teamster JC 42 Truck.
Picture Car Warehouse for bringing out an awesome fleet of Picture Cars to show off.
Lunchbox Transportation for providing our guests with an air-conditioned trailer for our guests to hangout in.
Warner Bros. and Dan Ragan for donating the George Clooney Batmobile to the event for the day.
Local 399 Members, Randy Peters and Randy Rousseau of Eliminator – Self Service Fire Extinguisher for bringing out all of the Autobots for the day from Transformers. Universal Studios & Vehicle Effects for coordinating and showcasing Fast & the Furious Cars for the event.
Quixote for displaying their top notch piece of equipment – the Star Verde Trailer to help people cool off and check out the luxury Star Trailer.
Best Friends Animal Society for hosting their Mobile Pet Adoption! We hope everyone got to say hello to the adorable dogs and cats at the event. Consider adopting & learn more here: bestfriends.org
Blues Rockers Pat O'Brien & the Priests of Love for their amazing 3-set performance. They are truly talented musicians. Look them up and check them out if you missed them!
Teamsters Horsemen for helping to coordinate our Motorcycles for the day!
Car Club Yakety Yaks for helping us park show cars for a 3rd year in a row!
Local 399 Member Franko of Captain BBQ, Woody's Grill & Blast Ice Cream for being our Food vendors for the day.
Labor 411, The Actor's Fund, LA Times, LA Fed., Teamsters Local 896, Teamsters Local 848, AT&T Union Team, AFLAC & all of our other amazing vendors for the day!
All of our Show Car & Motorcycle Participants & all of our guests of the event!
 And last, but certainly not least, Car Show Founder, Retired Business Agent, respected Teamster and Veteran, **Jack Fisher!** Jack's commitment to our Local 399 Members and his enthusiasm for automobiles was the driving force behind the creation of this event two years ago. Thank you Captain Jack. We wish you a happy and healthy retirement. We are looking forward to growing this event next year to involve even more of our Union Sisters and Brothers. The LATT Campus has a lot of room to grow the event and include more Cars and Motorcycles next year.
If you didn't make it out to this year's show we hope you will join us next year!

LEO T. REED SCHOLARSHIP WINNERS!

WE ARE VERY EXCITED TO ANNOUNCE THE WINNERS

We want to first and foremost thank all of our applicants for taking the time to complete their applications and for their very thoughtful responses. The students that applied made the selection process very difficult. We want to thank the Los Angeles County Federation of Labor for taking the time to review each application and select our 10 winners. We are so proud of each and every one of our applicants for their dedication to furthering their education after High School. We wish all of our applicants the best of luck on their future



academic paths.

We would also like to thank Chef Robert Catering for their generous contribution to our Scholarship Fund. We appreciate their support in ensuring this Scholarship Fund continues to support the Children of our Members. Congratulations to our 10 winners below! Each of these students will receive \$2,500 Scholarship to the institutions of their choosing. Each winner is pictured below with his or her answer to the question: "What Does the Teamsters Union mean to you?"

April Ball



"The Union not only helps my Father find work but ensures that he earns a living wage to support my family and enable me to reach my college goals. As a Union Member, my Father also sets

a great example. He is a highly professional and serious about work, investing in skills development and training and giving his all. That attitude and support has helped me to achieve in and out of school."

Parent: Member George Ball

Lucinda Hirschfeld



"Before Teamsters Local 399 represented Casting Directors in Hollywood, my Dad had no health insurance, no job security, and no pension and retirement benefits in an industry run by

large powerful corporations driven by profits and not the well-being of their employees. The Teamsters Union proves that there is strength in numbers and gives the individual Members a collective voice that they would not have at the bargaining table by representing their mutual interests. The Union has given our household a sense of stability and financial security by establishing pension funds for my parents' retirement and providing health insurance for me, my mother and my disabled brother. I am grateful for the Teamsters' leadership and service."

Parent: Member Marc Hirschfeld

Gianna Potter



"The Teamsters Union is a family thing. My Grandfather, Hal Lary, was the first to be part of Local 399. My Father Gary Potter was next, followed by my Mother, Lisa Potter. I also have two uncles in the Union. The

Union was part of my Mom's life growing up, as well as my siblings and mine. Without the Teamsters' Union, I have no idea what our lives would look like."

Parent: Member Gary & Lisa Potter

Madaisha Beruman



"The Teamsters Union is what brought me the roof over my head, the clothes on my back, and the food in my tummy. Without it, my single Father wouldn't be able to support his little girl."

Parent: Member Angel Beruman

Marguerite Lena



"The Teamster Union has provided a roof over my head and food on the table for me and my family for several years. My Mother is the main provider in my household, and as a 399 Dispatcher

she has made the most impact in my ability to do what I enjoy which is learning and following my passion in soccer."

Parent: Member Bonnie Lena

Nicolas Ramos



"The Teamsters Union means opportunity. Through the Teamsters Union my Father has a stable and good paying job that has supported the family well over the years, and because of that

support I have had the opportunity to travel to Europe for an educational experience that will follow me through life. I was able to travel to Washington D.C. and New York. Now, I have the opportunity to go to the college of my choice and hopefully study abroad at some point during my college career."

Parent: Member Ramon Ramos

Jeremy Davalos



"The Teamsters Union means that we have a good life. We have healthcare, a reasonable standard of living, and the comfort of knowing we belong to a large organization of like-minded people. My Father

enjoys safe working conditions, professional development and good representation during contract negotiations. His Membership in Teamsters Local 399 has meant long-term stability for our family. I will always be a vocal advocate for organized labor."

Parent: Member Fermin Davalos

Diana Reyes



"The Teamster Union means a lot to me and my family, it has been our support system for my Father through the development of his career. From a young age I realized that I

was very blessed being able to be part of the Teamster family. It has given me great opportunities that I wouldn't have had without the Teamster Union."

Parent: Member Luis Reyes

Parker George



"The Teamsters Union has been very supportive for my family since my father is a Member and has provided a second family to me. My Father's best friends are all Members of the Union, so

they have all been in my life as role models and supportive people."

Parent: Member Brett George

Maya Doddger



"I am very thankful that my dad is a Teamsters Member in a somewhat seasonal industry. Teamsters' reduce unemployment, which is not only good for workers, i.e. my Father, but also good

for Businesses and the economy as well. My dad's ability to work throughout the year directly impacts my ability to attend the school of my choice."

Parent: Member Walter Dodder

We look forward to offering this scholarship next year to 2017-2018 Graduating High School Seniors.



BUSINESS AGENT Wes Ponsford: "See Ya On the Road!"

Veteran Driver, Local 399 Member since 1991, Business Agent & Former President of Local 399 for the 2014-2016 term, Wes Ponsford has been a huge asset to our Local 399 Membership. He has dedicated his time and energy to see this Local continue to grow and to ensure our Members are well represented. As of July 31st, Wes will be stepping down, of his own accord, from his role as Business Agent at Local 399 and will return to driving until he decides to retire. "I am not planning to retire yet, but I plan to go back to wearing shorts to work and driving with the rest of you. Retirement can wait for a few more years," Wes Ponsford commented.

Local 399 has been lucky to have Wes representing our Members as a Business Agent and President for the 2014-2016 term and we will certainly miss him around the office. Wes represented Universal Studios (Including the Tour Drivers), Mechanics, and City Walk Engineers. For Members that were represented by Wes as their Business Agent, his barns will be reassigned to Business Agents Ernie Barazza and Kenny Farnell. Business Agent Ernie Barazza will be taking over for the Santa Clarita Tram Mechanics, Universal Tours, and City Walk Engineers. Local 399 President and Business Agent Kenny Farnell will be representing the Universal Studios Lower Lot. Should you have any questions you can reach them at Ernie at: ebarazza@ht339.org or Kfarnell@ht339.org.



Local 399 Supporting the SAG-AFTRA Video Game Strike



Secretary-Treasurer Steve Dayan and Business Agent Wes Ponsford meeting with our Local 399 Mechanics working on Santa Clarita Tram Project for Universal Tours.

We are sad to see him go, but we wish him the best of luck back out there on the road. Secretary-Treasurer Steve Dayan had this to say about working with Wes Ponsford over the last 3 years, "I'm so proud and honored to have worked and served with Wes. He has always put our Members best interests first. He's a big guy with a big heart and I thank him for always being a stand up Teamster."

When asked about Wes's time as Business Agent he replied, "I do want to take a moment to offer my heartfelt appreciation to the Local 399 Membership who has stood behind me and to Local 399 Secretary-Treasurer Steve Dayan who always had my back and gave me the opportunity to serve the Membership as a Business Agent. I also owe a huge amount of thanks and gratitude to all of the other Business Agents and employees of Local 399. Under the leadership of Steve, this Local has made many changes that have improved the abilities of the Membership to be heard, more training to be made available and, most of all, the focus of putting our Members to work. I look forward to seeing all of you on the road! If you have any questions, I ask that you contact me directly to discuss."

Thank you again Wes for serving our Membership with a commitment to excellence and helping move this Local forward over the last 3 ½ years. We wish you the best of luck "on the road" and, when the time comes, a happy and healthy retirement.

SPOTLIGHT

CALVIN MCDOWELL
GARY ZUCKERBROD
ARMANDO SANTANA

GETTING TO KNOW YOUR TRUSTEES

By Matthew Klekner

The Local 399 Executive Board is made up of a Secretary-Treasurer, President, Vice President, Recording Secretary and 3 Trustees. The Trustees are tasked with the fiduciary responsibility of the budgets. They serve as eyes and ears to make sure the Membership's money is being spent in an open and transparent way and in accordance with the Union's goals and ideals.

At each Executive Board meeting, the Trustees look over the budgets and look for any discrepancies. If a Trustee thinks there is anything that looks out of line, they discuss the expenditure with the other board

members. These expenditures can range from mundane office expenses to charitable donations. Trustees also vote on any other board issues that arise.

The Executive Board is an elected position and the Trustees are voted on during General Membership elections. Each Trustee usually runs for office on a Slate with all the other Members of the Executive Board.

Today we would like to introduce Calvin McDowell, Gary Zuckerbrod and Armando Santana as Trustees, and thank them for their additional service in this official capacity.

Calvin McDowell

Driver – Appointed in January.



“Prior to becoming a Teamster I had been working at Quixote as a Motor Home Driver on photo shoots for several years. The town was pretty slow at the time, so there was no way to transition

to becoming a Union Driver. Then a friend of mine got ‘Nina’ - The Nina Simone Story, and I was able to work that and get my 30 days.”

“A lot of my involvement is due to Business Agents Josh Staheli and Lindsay Dougherty. When Quixote became a Union shop, we had to have an election to have a Union Steward. At the time, I had no idea what that meant, but I knew that it would help the guys out and a lot of the other Drivers approached me and said I should be their Steward. So I talked with Josh and Lindsay and they really pushed and lifted me up to take that on.”

“Then I began to see the bigger picture and what the Union was all about. I went on to become a Member of the Teamsters National Black Caucus.”

“The National Black Caucus means a lot to me. We do a lot of work in inner city communities. We reach out and we let young African American men and women know about the Teamsters and that there is another way forward, that there is a way out and a way to feed their families by working hard and that is very important to me.”

“I came from the west side of Chicago and it's one of the more dangerous places in the city. I was able to somehow circumvent that and become the man that I am today.”

“When Secretary Treasurer Steve Dayan and

Vice President Ed Duffy took me to Sacramento to Lobby for the tax incentives, it showed me a different world. I began to see we had responsibilities outside of every day life on set. I felt we could do good work, as Teamsters. That was the beginning of me really wanting to get involved, and move forward, and help out in any way that I could -- to help the Union and not just locally but nationally. Any small way I could do it, that's how I got involved.”

“Being a Trustee, having access to see the inner workings of the Union, was very important to me. Being a Trustee is mainly about the budget, and making sure the monies that come into our Local, the monies that are spent at our Local, are spent properly and justly. That was very important to me, because that's the Members' money.”

“For me at this point it's all about making sure the Members are taken care of. That was one of my most important reasons in becoming a Trustee -- to be involved in a way that I would feel comfortable making sure our Membership was represented.”

“I've become more comfortable in this position. I was a little scared, to be honest, early on. It was my first time at a meeting like that, especially a financial meeting. But now I am more comfortable and I know what to expect and how the numbers break down -- what's being spent and not being spent. I'm not a pro by any means, but I'm beginning to get a greater understanding of how the interworking's of the Union operates.”

“Because I'm a Shop Steward, I have about 31 guys in my barn. People have begun to recognize that I am actively involved and responsible as their Steward, so I field a lot of questions with regard to our contracts and anything else that comes up.”

“It's a great feeling, because the more I learn, the more confident I become in answering those questions. To be someone that other Members can look to, as someone ‘in the know,’ it makes me feel really good to be able to help my members and this Union. That's



the number one thing for me, to be of service to this Local and to its Members.”

“I'm 51 and it means everything to me to have a pension and to have good health care. It has forced me to look at my personal finances and make sure they are in order -- So that when the time comes, and I'm no longer driving, that I will be taken care of.”

“It was one of the best things for the Union to come in and represent us (at Quixote). It is night and day -- having an internal roster, not being invoiced on jobs and actually receiving pay checks that put hours into your health care and pension -- has been night and day.”

“It was the best thing that could have ever

happened to a Driver at that company. The job security that we have, the ability to negotiate with management when there is a problem, there is no comparison with what it was, versus what it now means for us, as Drivers, working for that company.”

“Our biggest fight going forward is to fight ‘Right to Work’ and to grow the Teamsters nationally and locally. Also to get back to a point where there are more Union members in general. We have to fight to grow Union membership in this country in any capacity. Because I believe the number one factor in this country is giving people the opportunity to have a pension and earn good wages and right now the only way to guarantee that is through Unions.”

Gary Zuckerbrod

Casting Director - Second term as Trustee.



Gary is the former president of the The Casting Society of America (CSA). He served three (non-consecutive) terms as President of the CSA and it was in this capacity that Gary became instrumental in the union organizing efforts of the CSA members.

Gary, and a number of the other Casting Directors, sat down with Steve Dayan and started talking about the realities of becoming Teamsters and the realities of becoming unionized. “My first contact with the Teamsters was Steve Dayan. I met Steve with fellow Casting Director Richard Hicks. We spoke the same language mostly because Steve came from being a Location Manager, and he understood the creative difficulties Casting Directors face. As a Location Manager, sometimes you can't create the perfect location so he understood Casting Directors go through a similar process with Actors.”

“Steve really took the time to learn about our profession. Steve spent a tremendous amount of time with Casting Directors and Casting Associates. Steve explained what we needed to do in order to organize. We're a tough group, we are autonomous and while many Casting Directors are friends, we're also competitors.”

“It was about a year long process before we sought to sign cards with the Teamsters. Once we signed the cards, we started the process of getting recognition by AMPTP. All in all, it took about 4 years before we actually sat down at the table.”

“It was an incredible journey with an amazing Steering Committee, Margery Simkin, Richard Hicks, David Rubin, Tammy Billik, Nancy Klopper, Tracy Lillienfield, Laura Adler, Megan McConnell and Janet Gilmore.

“I look back at it and think ‘Wow, I have been in Casting for 35 years, and if this had been in existence when I started, for myself and many of my colleagues, we would be set for life with benefits and retirement.’”

“Casting Directors represent a small part of the Teamsters, but we're a very tight group.

Being Union members is still relatively new to us so the well being of Locals 399 and 817, which represents the Casting Directors in NY, is incredibly important to us.”

“Local 399 has been a game changer for Casting Directors and Associates. Being part of this local has improved our lives, in terms of getting healthcare, protections and advancing the pay rate of Casting Associates. I think Steve felt that my experience organizing and my time as President of The Casting Society would be useful on the Executive Board so I assume that's why he asked me to do it.”

“Unions save us from exploitation by employers, they give us solidarity, and they give us strength. It couldn't be more important to be aware of that especially with the ‘Right to Work’ issue that's going on in Congress right now. It's unimaginable that someone would want to vote against their own interests in having these protections.”

“It means a tremendous amount to me to be a Trustee. I take it very seriously It's been an honor working with my colleagues and helping them wherever I can. When Steve took over, we cut a huge amount of extraneous expenses. Just the reimbursement for autos and gas was astronomical. We've already saved over \$80,000 a year just in that type of thing alone. This is the Member's money. If you ask Steve, that's how it works under this administration, it's all about the Members, we're very cautious on how we use that money.”

Armando Santana

Driver – Appointed in January



“What attracted me to becoming a Teamster was the great medical benefits and the pension, not to mention the good pay my Brother was receiving. He was also having all these amazing

experiences while doing his job.”

“My Brother Mike Santana was the first of the Teamsters in my family and then my Dad and myself. My uncle Eddie and my nephew Donovan are also Teamsters. My Mother is a Union Member that worked for a Construction Union back home in Hawaii and my wife Jane was a Flight Attendant for United. “I took every Driver job I could get because I was eager to learn and needed the work. I was afforded a great opportunity when my friend, Captain Dave West, introduced me to Coordinator Sam White and I became part of the family at 20th Century Fox.”

“During that time I became a Group 1 and Leo Reed gave me the opportunity to become a Shop Steward. I am also a Member of the Driver Steering Committee, with a great group of friends who all have the best interest



in mind for all the 399 Drivers.”

“I feel honored to be a Trustee. To be able to represent other Drivers and to be eyes and ears for the other Drivers -- to be able to talk to them about the Union's expenses and to be able to convey the concerns of other Drivers to the Executive Board -- all these things mean everything to me.”

“I'm very involved in our Union in a lot of areas. Calvin, Gary and I all have our own niches but we all take this very seriously and see this is an opportunity to be of service to the Members and whatever Members interpret that to be.”

“It is nice to be a Member and to see where our money is going. I don't usually see this end of it. It's good to know that we are doing so well and that we can help other Unions and other people in need as a result of our strength.”

“I have never been apart of anything like this before and I am still fascinated and intrigued by it because it is an opportunity to help others in many ways. Being a Trustee was an opportunity to be of service to the Union and help others and to try and give back for all the things it has given me.”

“Not everyone can go to the meetings and some people want to know more than others, but I always try and make myself available. I'm also the Shop Steward over at Fox, so a lot of people know me and will come to me.”

“Anyone should be able to come forward and talk to us and ask questions or voice their concerns. I've always been that way with anyone I've worked with.”

“By voicing our concerns and opinions it makes 399 Strong! Strength is important in these times because Unions are under attack. With a small percentage of Unions left and ‘Right to Work’ out there, it is extremely important to get involved on any level possible.”

“The way I see it, ‘Right to Work’ is really about taking away our jobs and our quality of life. It takes away everything we have fought for. If it were to pass, all of us will be in a lot of trouble and it's the most important thing on the table right now.”

“A lot of people are busy out there working hard. I see it every day, and it's a grind, so a lot of people don't have time to listen, don't have time to know about it. I'm trying to do my part through word of mouth.”

“Being part of 399 has helped me to provide a better quality of life and given me security I never had before.”



WITH STEVE
DAYAN

SECRETARY - TREASURER



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

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

A The NLRB decision that came down regarding the Cinelease warehouse workers. If it all works out, we will be sitting down with the company in the fall to bargain our first contract for these hard-working employees.

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

A The negotiations between the WGA, SAG-AFTRA and the AMPTP. A strike by either Guild would have had a devastating impact on our industry. Kenny Farnell and I attended the opening day negotiations between SAG-AFTRA and the AMPTP to show our solidarity. We need more solidarity between all the Guilds and Unions in this town!

Q What has Local 399 been doing to protect our Members from the threat of a National Right to Work Bill? Where does that proposed bill stand?

A The Bill is still in Congress and we're monitoring it on a daily basis. It currently has 53 cosponsors at this time all Republicans. We have attended many meetings that Randy Cammack, our Joint Council President has hosted to educate every staff member and Business Agent of Joint Council 42. We're also heavily involved with the IBT, LA County Federation of Labor and the State Federation of Labor. I also met with Congressman Adam Schiff along with International VP Rick Middleton and Randy Cammack to discuss "Right to Work for Less". Congressman Schiff has committed to do everything he can to fend off this anti-worker legislation.

Q There is a lot of discussion surrounding the future of Healthcare. How would our Members be impacted by the current proposed bill that has been discussed by the GOP?

A It would raise costs for all Americans, ourselves included. It appears as of this writing that this Bill has failed but we must remain vigilant as the Cadillac tax that's part of the Affordable Care Act is still on the horizon.

Q We had our 3rd Annual Classic Car & Motorcycle Show this year at LATTC. How did you feel the day went?

A It was such a great event! It was really inspiring to interact with a college campus that's so supportive of organized labor. From the faculty, staff and students who attended to all the Members and vendors who participated it was a great day for Local 399! If you have any questions, concerns or comments about the event, please feel free to let me know.

Q Why do you feel it is important to have events like the Car & Motorcycle Show and the Golf Tournament each year?

A It's a great way to spend a relaxing, social day with your Sisters & Brothers. These events create solidarity amongst our Members and we can also use these events to support great organizations like the Motion Picture Television Fund and the Actors Fund which directly support our Members in their time of need. Our goal is to bring our Membership together in a way that benefits them and our community at large.

Q Why did you want to put together a Survey for our Membership? What would you say to encourage feedback from everyone?

A I want to make certain that we give our Members every opportunity to express what is working for them and most importantly, what isn't working for them. I've said this a million times in the past several years, we work for our Members. I'm committed to doing whatever we can do to improve the lives of our Members. Your voice matters, please take a few minutes to complete the survey. You can even do it anonymously if you choose. Without your input, how can we make improvements?

Q When do you think the remodel of the office will be completed? What do you have planned to show it off?

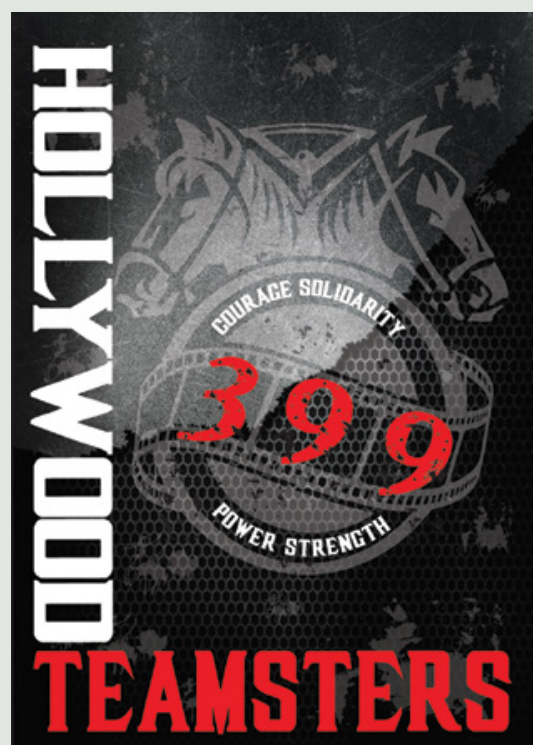
A We're 90% done with the remodel. This is your Union hall and it was overdue for the improvements we've made. This building is our largest investment and I'm proud to see the place looking so good. Please stop by and ask the staff to show you around!

Q What is being done at this point to ensure our Tax Incentive is renewed?

A We are in the beginning stages of preparing for our push to extend and expand the credits next year. The Executive Board recently approved the expenditures we'll be making in the coming months with the Entertainment Industry Coalition to ensure we keep our industry busy for years to come!



399 HOLLYWOOD TEAMSTERS: THE LOCAL 399 STORY NOW AVAILABLE AT THE UNION HALL!



Have you ever wondered about the History of Teamsters Local 399?

Back in 2004, Secretary-Treasurer Leo T. Reed tasked current Secretary-Treasurer Steve Dayan to preserve the history and tell the story of our Local. At that time, Steve was a Business Agent and Organizer at the Union Hall. Under Leo's direction he produced a film that captured the rich history of our Industry and the influence our Local had in strengthening and securing a strong Union Entertainment Industry.

We recommend every Member of Local 399 have a copy of this DVD to understand the origins and impact our Local has had on the Entertainment Industry at large in the lives of each and every one of our Members.

When asked about the content of the film, Secretary-Treasurer Steve Dayan replied, "It explains a lot of the labor history in the Entertainment Industry. It's a great source of information for understanding how we got to where we are today. It also highlights issues that have plagued our Local and Industry over the course of many years, such as Runaway Production. Without understanding our history we are at risk of repeating aspects that have negatively affected our Membership and our Industry."

We are excited to announce that we have just re-printed the "399 Hollywood Teamsters: Local 399 Story" DVD's and they are available at the Union Hall! Pick up your free copy today. We hope that Veteran Teamsters and New Members alike will take the time to watch, learn, appreciate and understand the origins of this great Local, paying tribute to those who dedicated so much time and energy to ensure Local 399 was built on a strong foundation.



NEWS FOR THE 399er RETIREMENT COMMUNITY

DON'T FORGET TO REGISTER! HOLLYWOOD TEAMSTER RETIREE REUNION

SEPTEMBER 25TH - 27TH 2017
Las Vegas, Nevada

WHERE:

Our Reunion is taking place at
The Orleans Hotel & Casino in
Las Vegas

WHEN:

September 25th, 26th & 27th.

REGISTRATION:

Last Chance to Register is
August 25th!

HOW MUCH:

Tickets are \$100.00 per person. This
covers everything except your room.

YOU MUST RESERVE YOUR ROOM BY AUGUST 25TH -If you have any questions, please contact Randy White:
Phone: (505) 869-6244
Email: jranda11399@gmail.com or
Glenn Carter: Phone (818) 366-6524
Email: carterglenn94@gmail.com

Our discounted room rate is \$45.00 per night plus 15% resort fee plus tax.
Group name & discount code: Hollywood Teamster Reunion - A7HTC09

SCHEDULE OF EVENTS:

MONDAY

5PM: No Host Bar | 6PM: Banquet Dinner will be held in the Grand Ballroom. Raffles, door prizes, dining, dancing, drinks and a DJ. Everyone will be given a group photo from the event! Secretary Treasurer Steve Dayan & other Local 399 representatives will be in attendance.

TUESDAY

7AM - 9 AM: Breakfast in a Banquet Room with Representatives from Motion Picture Health & Welfare to discuss updates and changes on our benefits. They also will be able to answer any questions you might have.

10AM: The Carroll Shelby Facility & Nostalgic Street Rod Museum: These are two great stops for anyone that likes cars, motorcycles and movie buffs. People Movers will be provided for this outing. Please indicate on Registration form if you plan to attend.

4PM: Bowling Tournament at The Orleans Hotel with trophies and refreshments. Please indicate on Registration form if you plan to attend.

[There will be a Golf Outing at a private golf course for those who would like to participate. Please contact Steve Hellerstein for information: Phone (702) 469-0025. Email: pacecar3@cox.net]

[Motorcycle Ride. For those who brought motorcycles to the Reunion, Bob Bailey has a road trip scheduled for Tuesday morning after breakfast. Please contact Bob Bailey for all details: Phone (818) 535-4315. Email: bob@bobbailey.com]

WEDNESDAY

7AM - 9 AM: Breakfast in Banquet Room & Goodbyes until next year!

RESERVATIONS

To make your room reservations, here is the information that you will need:

The Orleans Hotel & Casino
4500 West Tropicana Avenue
Las Vegas, Nevada 89103

Call to reserve a room: (800) 675-3267
or (702) 365-7111
(or)

Reserve your room online:
www.orleanshotel.com

See you in Vegas!

EVENTS

September 4, 2017

38TH ANNUAL LABOR SOLIDARITY PARADE
UNION PROUD! UNION STRONG!

Join us as we march in the 38th Annual Labor Solidarity Parade hosted by the Los Angeles /Long Beach Harbor Labor Coalition! This gathering is a great time to stand with fellow Union Sisters & Brothers to elevate the voices of Labor Movement on Labor Day. We ask that all Local 399 Members that want to march to wear Teamsters Local 399 attire for the parade.

Where: March Starts at: Broad & E. Street in Wilmington
When: Assembly beings 8AM
Rally at Banning Park at 12PM

September 17-19th, 2017

TEAMSTERS WOMEN’S CONFERENCE IN
SAN ANTONIO TEXAS

This is a great opportunity for Teamster women and men to take advantage of great speakers, educational workshops and time to network with other dedicated Teamsters - all of whom make a difference! We hope you will consider joining Local 399 in San Antonio, Texas this year! To register and for more information please go to: <http://rvdr.me/IBTWomensConference2017>.

Where: Grand Hyatt San Antonio
600 East Market Street,
San Antonio, Texas 78205

September 25th – 27th

LOCAL 399 RETIREE REUNION IN LAS VEGAS!

Brother Randy White and Glenn Carter are organizing this year’s Retiree Reunion in Las Vegas! If you are interested in attending call or email Randy White for more information:
Phone: (505) 869-6244 or
Email: jrandall399@gmail.com
You must RSVP before August 25th to ensure there is a spot available! Don’t wait - Contact Randy or Glenn today in order to reserve your spot and learn more about the activities they have planned.
We hope to see all our Retirees in Vegas!

October 22nd 2017

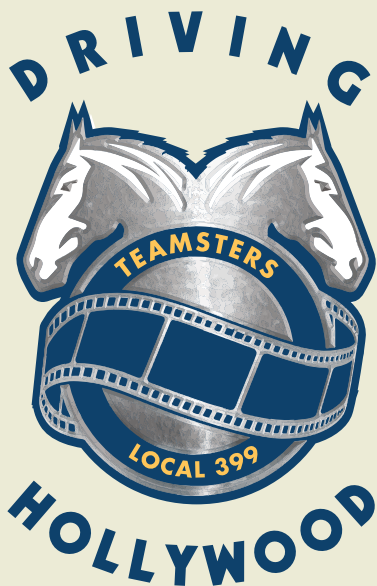
4TH GENERAL MEMBERSHIP MEETING

This will be the last General Membership Meeting of the year. Please plan on attending. We will be reading and voting on any proposed By-Law changes.

Where: Pickwick Gardens
When: 8am

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

- ★ **We now have more** “399 Hollywood Teamsters: “The Local 399 Story” DVDs available at the Union Hall.
- ★ **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.
- ★ **If you’re a Location Manager**, Key Assistant, or Assistant and registered on the availability list please remember to remove your name from the list when you return to work.
- ★ **Interested in fighting back** against proposed ‘National Right to Work’ legis-lation? Stop by the Hall to pick up your anti-Right To Work bumper stickers and buttons. Show you’re Union Strong & Proud!
- ★ **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 contact: (818) 397-2131.
- ★ **Always fill out a logbook** even if your employer doesn’t require it. Fines for not caring 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).
- ★ **Reminder, the Union has logbooks** and the CHP has notified us they are going to start checking commercial and non-Union productions.
- ★ **Please remember the safety guidelines** and report anything you feel might be unsafe to the Production and or Local 399.
- ★ **Please continue to notify the callboard** if animals are working.
- ★ **When working on production** and you see trailers that where not delivered by Teamsters. (For example, small dressing room trailers) Please call a Union Representative.
- ★ **With the increase in productions**, it’s even more imperative that Transpor-tation Offices when hiring communicate as much information as possible to the Driver when calling a new hire. New hires don’t be afraid to ask what show and a contact phone number.

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.

Jason Allen	John Fisher	Hobart Lundt
John Armstrong	Wallace Frick	Marco Lupi
Chris Anderson	Robin Gist	Reginald Martin
Paul Armendariz	Steve Gentry	Victor Martinez
Don Arnold	Gary Hardman	John Maxim
Gary Bailey	Kelly Hustis	Bill Rucker
Mike Berdrow	Christine Jones	Richard Suggett
Ramiro Carrion	Jay Kennedy	James Taylor
Byron Carter	David Lang	Kristin Wagner
Felipe Del Valle	Richard Loshbaugh	Russell Williams

OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since January 2017. 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:

Paul Andrews	Harry Hill	Verne McKinney
Olivia Conklin Baker	Ray Holmgren Jr.	William Murray III
Donald Cardwell	Gerry Kerns	Gregg Preston
Anthony Detiege	Alex Leach	Brian Rowe
Ed French	Ross Loney	Ray Stuart
Dennis Goble	Bert Lund	Phillip White
Tom Gordon	Louis Manick	Tom Winchester

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