

TEAMSTERS  
**— STRONG —**  
 LOCAL 399

# LOCAL 399 GEARING UP

TEAMSTERS  
**— SOLIDARITY —**  
 LOCAL 399

# FOR A GREAT YEAR!

## GREETINGS SISTERS & BROTHERS

I hope you all had Happy Holidays and a Happy New Year! 2018 will be a busy one for the staff of Local 399. All of our major contracts are expiring this year. Universal Tours, The Black Book, Location Manager and Casting Director contracts will all be re-negotiated. Additionally, Local 399, along with the Basic Crafts, DGA, SAG/AFTRA and the IATSE will begin our push to extend our tax incentives beyond 2020.

We have formed Committees for each contract negotiation and will be sending surveys out to the Membership to get your feedback on what changes you'd like to see to the contracts. I strongly encourage all of you to take a few minutes to reflect on what you'd like to achieve in this next contract and complete the online survey "when available" so we can discuss your ideas with our committees.

I sincerely hope you are all planning on attending our January General Membership Meeting on January 21, 2018 at Pickwick Gardens in Burbank. We'll be discussing New Media along with any suggestions the Membership may have regarding our expiring agreements. As you may already know, New Media productions are not covered under the Black Book agreement. We must sign an agreement for every New Media production that's produced and, while we have gotten better rates on many New Media productions than our sister Unions, the days that Permit Drivers work on these productions do not count toward roster placement, even though those Drivers receive the same rates, benefits and working conditions as on any other type of production. The biggest issue confronting our Members working on New Media is that we are not triggering residuals on those productions. Residuals currently generate 24% of the monies that come into our Pension and Health Plans. Because of the explosive growth of New Media since our last contract negotiation, I believe we must capture those residuals to avoid having to pay increases to our Plans in the form of higher premiums or cuts to our health benefits. We will be discussing these New Media issues and your suggestions for contract proposals at the January meeting so please plan on attending. It will impact the outcome of your negotiations.

This year we will also be working on extending and expanding our Film Tax Incentive Program. Local 399 has committed \$75,000.00 to the Entertainment Union Coalition which is comprised of the Basic Crafts, IATSE, SAG/AFTRA and the DGA. More than \$500,000.00 has been pledged by the coalition to lobby our elected officials in Sacramento this year. We've seen a huge uptick in production as a result of our incentive program and the time has come for us to make certain we are doing everything we can on behalf of our collective memberships. In the coming months, we will be asking you to write and call your elected officials to lobby on our behalf. We need your help this year, more than ever. Please help us, help you!

Unfortunately, there are also dark clouds on the horizon for organized labor in 2018. The Supreme Court will hear the Janus vs. AFSCME case, which may affect all Public-Sector

Unions by making dues payments voluntary. It will only be a matter of time before it effects private sector Unions, including all of us. Right-to-Work legislation is still before Congress and the mid-term elections in November will have a profound impact on our local and national politics alike. We will push back on any anti-labor or anti-union legislation but we will need your voice in order to be heard in Sacramento & Washington. 2018 will be a significant year for organized labor and your voice will truly make an important difference.

I am proud of the Veterans Program that was started at Local 399 in 2016. Since we began our efforts we have slowly begun to successfully place Drivers and Location personnel on productions. We've still got a long way to go but we can really make a difference in the lives of our Vets

by helping to place them in our industry. If you know of a Veteran who is interested in working in the industry or if you can place a Veteran when we're into Permits, please contact the front office. We can make a difference in the lives of our service men and women!

Thanks to Business Agent Ernie Barraza for instituting Teamster Tuesdays! Every Tuesday, Ernie goes out and visits his barns to promote solidarity within our ranks, and to encourage our Members to wear a Teamster t-shirt, jacket or hat to show the rest of the industry how we feel about being a part of this great Union. I encourage all of you to show your solidarity by wearing something with a 399 logo on Tuesdays!

Local 399 is working to develop a mobile application for your smartphones. The app will have most of the functionality of our website and should make it easier for you to get up-to-date information from your Union. We will also be revamping our website to make it easier to navigate and update the site in general. If you have any suggestions for ways to improve our website or our

smartphone app, please contact Amy Gorton at: amy@ht399.org.

There were many natural disasters in 2017. Between the hurricanes that devastated so many parts of our country, to the wildfires that destroyed so many homes and lives in California, we must be prepared when disaster strikes. I encourage all of our Members to take a disaster preparedness class so you will be ready with a plan so your family knows what to do and who to contact when disaster strikes. Please refer to the article on Disaster preparedness in this Newsletter for specifics on being prepared.

2018 will be a defining year for this Local Union and the labor movement. This is the year to get involved in helping us protect the rights of workers. With your help, we can and will make a difference in the lives of all working men and women.

**On behalf of all the staff of Local 399, I'd like to wish each of you a very happy and prosperous 2018!**

*Fraternally, Steve Dayan*



Local 399 Members working on the Valencia Tram Project for Universal Studios. Read more on page 5.

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# RIDLEY SCOTT & MARK BURNETT SHOWS AMONG NEW TV PROJECTS NABBING CALIFORNIA CREDITS

PUBLISHED BY HOLLYWOOD REPORTER ON DECEMBER 11TH 2017, AUTHOR: BRYN ELISE SANDBERG



California is doling out more tax credits for in-state productions. In the latest allocation period for its film and television incentives program, new TV series including Ridley Scott's "Strange Angel" from CBS Studios, "The Rookie" from Touchstone Television Productions, "Untitled Peacock Project" from Hop Skip & Jump Productions and Mark Burnett's "Untitled Old Story Pictures Project" from Old Story Pictures are among 11 projects that nabbed credits. A total of \$69 million in tax credits has been reserved for the nearly dozen efforts. Other conditionally approved projects in the current round, the application period for which was held from Nov. 6 to 13, include three

pilots — "Euphoria", "Harmony" and "Less Than Zero" — as well as four recurring series already in the program: "Ballers", "S.W.A.T.", "Shooter" and "The Orville". The mix of new series, recurring shows and pilots are on-track to spending an estimated \$339 million in qualified expenditures, which is defined as wages paid to below-the-line workers and payments to in-state vendors. In addition, they will employ nearly 1,500 cast members and more than 2,200 crewmembers. "Television drives much of the industry's long-term employment and economic activity, so we're gratified to see the tax credit program help keep so much TV production here at home," California Film Commission

Executive Director Amy Lemisch said Monday in a statement. "Tens of thousands of cast and crew members, as well as support service vendors, are working in California on TV projects thanks to the expanded tax credit program." In addition to the 11 projects in the latest round, 21 recurring TV series in various stages of production are currently in the tax credit program and eligible for tax credits. In total, 52 TV projects — including pilots, movies of the week, miniseries and new/recurring/relocating series — have been accepted into the program since it launched in 2015. Here's a full list of the projects accepted into the incentives program this period:

California Film & TV Tax Credit Program 2.0			
PROGRAM YEAR 3 - ALLOCATION #4 CONDITIONALLY APPROVED PROJECTS			
PRODUCTION TITLE	COMPANY NAME	PRODUCTION TYPE	ESTIMATED TAX CREDITS
1. BALLERS 4	Chori Perros Productions, LLC	Recurring TV Series	\$6,783,000.
2. EUPHORIA	Cooler Waters Productions, LLC	Pilot	1,156,000.
3. HARMONY	Touchstone Television Productions, LLC	Pilot	1,154,000.
4. LESS THAN ZERO	Pacific 2.1 Entertainment Group, Inc.	Pilot	1,569,000.
5. S.W.A.T. 1.5	CBS Television Studios	Recurring TV Series	5,995,000.
6. SHOOTER SEASON 3	Paramount Pictures Corporation	Recurring TV Series	8,166,000.
7. STRANGE ANGEL 1	CBS Studios Inc.	New TV Series	7,846,000.
8. THE ORVILLE 2	Twentieth Century Fox Film Corporation	Recurring TV Series	14,513,000.
9. THE ROOKIE	Touchstone Television Productions, LLC	New TV Series	7,767,000.
10. UNTITLED PEACOCK PROJECT	Hop, Skip & Jump Productions Inc.	New TV Series	4,146,000.
11. UNTITLED OLD STORY PICTURES PROJECT	Old Story Pictures, LLC	New TV Series	9,901,000.

### JUDGING JANUS

## A THOROUGH LOOK AT NEXT YEAR'S SUPREME COURT CASE JANUS V. AFSCME

published by capitalandmain.com

2018 will prove to be a huge year for the Labor Movement and Middle Class Workers. Outside of hot topic issues such as healthcare and the GOP tax plan that has fostered much debate surrounding the lack of care and support given to the middle class and low income families, we will see the Janus vs AFSCME case move through the Supreme Court this summer. The website "Capital & Main" did a great series in November

### JANUS v. AFSCME

Mark Janus, an Illinois child-support worker, will soon argue before the U.S. Supreme Court that his free speech rights have been violated because he must pay "agency fees" to a union that, inter alia, negotiates contracts on his behalf. Last year California elementary school teacher Rebecca Friedrichs made the same First Amendment arguments at the high court against the teachers association to which she paid agency fees. The court deadlocked on Friedrichs' complaint following the death of conservative Justice Antonin Scalia, but his replacement, Justice Neil Gorsuch, is widely expected to cast a decisive vote in favor of Janus and against public-sector unions.

Provided on the next page is the first article in the series entitled: "Judging Janus: A Timeline of the Right's War on Workers". We encourage our Members to familiarize themselves with this case and be prepared to take action as the Supreme Court Case gets closer. The outcome of this case has the potential to devastate Unions and the labor movement on a national level and our Local will not be free from the effects. Read the full series by Capital & Main at: [capitalandmain.com/category/judging-janus](http://capitalandmain.com/category/judging-janus). We will also be sharing this on our website [www.ht399.org](http://www.ht399.org). (continued on the next page)

Full Series Online Includes:  
Co-Author: AltNet

Judging Janus:  
**A Timeline of the Right's War on Workers**  
Judging Janus:  
**Will California Unions Survive?**  
Judging Janus:  
**The Money Machine Behind the Attacks on Labor**  
Judging Janus:  
**Wisconsin's Shadow**  
Judging Janus:  
**Organizing 79 Million Millennials**  
Judging Janus:  
**What Happens to California's Progressive Legislation?**

### JUDGING JANUS:

## A TIMELINE OF THE RIGHT'S WAR ON WORKERS

CO-AUTHORED: ALTNET

"The fight waged against unionism today is no less bitter than it was 50 years ago," wrote Clarence Darrow in 1904. "It is simply directed along other lines." Evidence of how little things have changed since Darrow's time can be found in the pending U.S. Supreme Court case Janus v. AFSCME. For America's public-sector employees and electoral politics, the stakes are enormous.

"The corporate lobbies didn't put decades of time, money and energy into this because it's marginal," observed Gordon Lafer, a policy researcher with University of Oregon's Labor Education & Research Center. "It's a big thing." Indeed, the high court's closely watched case could be seen as the culmination of 40 years of ceaseless attacks on labor.

*"The growing economic inequality in the country is now going to get translated into growing political inequality."*

The road to Janus is one that labor has been down before. Its most striking historic parallel may be to today's Roberts court and its judicial-activist doctrine of "First Amendment Absolutism" — the constitutional belief that union dues are a violation of workers' free expression, but that unlimited corporate political spending is an inviolate act of free speech. The first 40 years of the 20th century saw the Supreme Court dominated by a similar philosophy of anti-labor stridency. Those bare-knuckled decades were marked by overt violence against workers, mass arrests, the criminalization of labor organizing and a right-leaning high court that, among other things, held that the federal government could not ban child labor.

Over the last 40 years, American workers have seen resurgent — if far more refined — attacks on their rights, often through paid news-media opinion pieces and manipulated polling questions that depict certain groups of employees as privileged or overpaid. "It's a very simple idea, which is divide and conquer," said Fred Glass, a City College of San Francisco labor historian and author of From Mission to Microchip: *A History of the Califor-*

nia Labor Movement. "It's the employing class, the one percent, saying to workers, 'Look at that group of workers over there, at how much better they have it than you,' while they are the ones that are creating these policies. They're the ones that are causing the economic inequality to grow."

The chapter and verse of divide and conquer was laid down in 1947's *Taft-Hartley Act*, which explicitly empowers individual states to outlaw workplace security clauses through so-called right-to-work laws. But Janus' DNA is also tangled in the same '50s/'60s social ferment that saw public-sector union organizing successfully expand collective bargaining rights to state and municipal workers. The first public sector labor law was passed by Wisconsin in 1959. And while it would take California another two decades and three separate bills to catch up, by the time New York enacted the *Taylor Law* in 1967, 21 states had legalized some type of public-sector collective bargaining. One year later, the National Right to Work Legal Defense Foundation (NRTW) was born.

Singularly focused on outlawing the union shop through First Amendment arguments, NRTW tested this line of attack when it sued Detroit schools. 1977's *Abood v. Detroit Board of Education* decision, in which the Burger Supreme Court underscored the state's interest in maintaining "Labor peace," spelled out the union's



right to collect a "fair share" or agency-shop fee from non-union members of a bargaining unit to pay for the non-political costs of bargaining. Any taste of victory turned out to be fleeting. By the end of the '70s, labor found itself leaping from the frying pan of the courts into a neoliberal inferno of deregulation. In quick succession, the *Airline Deregulation Act of 1978*, the *Motor Carrier Act of 1980* and the *1982 breakup of AT&T* decimated union jobs in their respective sectors, inaugurating a long slide in private-sector union density.

*"The first thing that is destroyed by any authoritarian regime is the labor movement."*

The era's biggest quake for both public- and private-sector labor came with Ronald Reagan in 1981, when roughly 11,500 public-sector union members of the Professional Air Traffic Controllers Organization (PATCO) struck in an illegal walkout. What happened next continues to reverberate to this day: Reagan famously broke the union by firing strikers and decertifying PATCO. The bargaining power of unions was never the same: On the public-sector side, federal work stoppages virtually ceased; in the private-sector, emboldened employers like *Phelps-Dodge* and *Hormel* followed suit by illegally dismissing strikers at their own plants in favor of permanent replacements.

"It became sort of a green light from the federal government that it was a field day for union-busting," City University New York labor sociologist Ruth Milkman told Capital & Main. "Legally nothing really has changed [but] the political culture and the norms that employers

feel obliged to conform to are suddenly pulled out from under [the workers]." Aftershocks inevitably followed PATCO's demise, often in the form of right-to-work laws. Eight states voted to leave the ranks of union security after 1985, not the least being Michigan, which in 2012 voted to outlaw the agency shop in the cradle and home of the United Auto Workers union. But it was Wisconsin's election of far-right Republican Scott Walker and the 2011 passage of Wisconsin Act 10 that seemed to suggest the true magnitude of a post-Janus world. The bill, which effectively ended collective bargaining for some 380,000 state and local government employees, came with the *Tea Party fingerprints* of the American Legislative Exchange Council and a subsequent 38.5 percent plunge in union density.

*"In a way the whole country is becoming Wisconsin."*

On the constitutional side, much had changed since *Abood*. New right-wing law groups like the *Center for Individual Rights* and *Citizens United*, together with the anti-union lawyers association the *Federalist Society*, whose libertarian members now comprise four of the Supreme Court's five-justice conservative majority, including both

Neil Gorsuch and First Amendment hardliner Samuel Alito, joined in what has amounted to a perfect judicial storm of conservative activism. Its radical dimensions were first revealed by *Citizens United v. Federal Election Commission*, the 2010 decision striking down parts of the 2002 McCain-Feingold federal campaign finance law by ruling that the writing of a corporate campaign check was now constitutionally protected expression.

"Citizens United basically says that the growing economic inequality in the country is now going to get translated into growing political inequality," noted Gordon Lafer. "Because however much outsized share of the economy is controlled — by the one percent or the .01 percent — they're going to have that much [more] political influence as well."

The court's next decisions to touch on agency fees — a pair of First Amendment challenges brought by NRTW — were shots across the bow of public-sector unions, challenging their ability to fund their own existence. Neither 2012's *Knox v. Service Employees International Union* nor 2014's *Harris v. Quinn* went so far as to pull the trigger on the 1977 *Abood* decision, but both contained Alito-penned critiques of fair-share fees that, to constitutional lawyers, were unmistakable invitations to overturn a precedent. The seemingly inevitable ruling will come as an anticlimax for all but the 7.1 million public sector employees directly affected, along with the millions more who have come to rely on their collective voice as a bulwark against unaccountable private power.

"In a way the whole country is becoming Wisconsin," Ruth Milkman reflected. "What's not really discussed much but is fundamental in this context is why the Right to Work Foundation and other groups are so eager to see this happen. I think the answer has to do with electoral politics — that these are the unions left standing."

"The floodgates are open with the Trump administration," agreed Fred Glass. "The first thing that is destroyed by any authoritarian regime is always the labor movement. We are potentially witnessing that moment."



# TEAMSTER TUESDAY

## UNIVERSAL: CITY WALK, TRAM GARAGE, MECHANICS & TOURS

Step foot on Universal Studios or Universal City Walk and you will see a lively and bustling amusement park with an added glimpse into active back lots and sound stages. Universal Studios gives an immersive behind-the-scenes look into some of the mystery that surrounds making a film. It allows people from all around the world to marvel at the movie magic that happens behind the camera, while also giving guests a taste of the amount of work and crew members it takes to ensure television shows and feature films come to life. Universal Studios is not only employing our Members in key positions on productions, but we have a team of skilled professionals that are employed to keep the Universal Studios Tour and City Walk up and running. When you take a closer look at how Universal Studios operates, it's not hard to see the importance of each Member's role is important to ensure a successful and safe experience for each guest of the park. Business Agent Ernie Barraza is the Local 399 Business Agent assigned to these barns and has worked hard to help instill a level of solidarity and Teamster Pride amongst all those that work at Universal Studios whether at: City Walk, in the Tram Garage, at Tours, as a Dispatcher or at the Valencia Tram Project for Universal Studios. When asked the reason for the origins of Teamster Tuesday and bringing it here to Universal, Ernie stated, "Teamster Tuesday is a time to celebrate solidarity and the importance and strength that comes with being a Teamster. It is both a time that I can meet with my various Members and catch up on any issues taking place, but is also a time to remind them of the power they have as a united Collective Bargaining Unit. We are one big Teamster Family and I am proud to be able to represent such a talented group of workers at Universal and those that work to support Universal."

*Below is a glimpse of our Members that work for Universal Studios in various capacities. Each contributes to making sure Universal Studios operates properly and gives guests the best and safest experience possible.*

### UNIVERSAL CITY WALK

Our Members working for Universal City Walk are skilled professionals that take care of all issues pertaining to: lighting, power, painting, fire equipment, running water through City Walk and the parking structure, helping to change decorations for the seasons, keeping the facility running smoothly and more. This small but talented crew is the backbone of Universal City Walk and ensures it both looks and operates at its best.



Hard working crew at Universal City Walk

We asked two of our Members that work at City Walk their perspective on their jobs and their pride in being part of the Teamsters:

### LEONARDO GARNICA

**Teamster:** 1 year  
**Job:** Maintenance, Fire Technician, Sprinkler, Fire Alarm, Electrical, and Plumbing



Local 399 Member Leonardo Garnica

*"It's my first time being in a Union and I'm very excited for all of the benefits that are available when you are part of a Union for your co-workers & family."*

### ENRIQUE ERIQUE

**Teamster:** 15 years.  
Has been a Member since City Walk was organized in 2002.  
Enrique has worked at City Walk for 22 years.



Local 399 Member Enrique Erique fixing lights in the giant Universal City Walk Tree

*"Since I was one of the Members that started this Shop, the benefits that I see from the Union are number one, respect. Now the company and management side sees us as united. It commands respect in the form of benefits, retirement, and better working conditions. All of that has gotten better over the years and just continues to get better."*

### UNIVERSAL TRAM GARAGE

Our Members working on the Universal Lot as Mechanics have their work cut out for them. They are the ones that take care of repairing, painting and cleaning the general Tour Trams, the VIP Buses, the golf carts, trucks, and basically any piece of equipment that is driven around the grounds of the Universal upper lot. Every day, Universal Studios sees tens of thousands of



guests and it is up to the Mechanics to ensure the safety of those guests by keeping the equipment well maintained, inspected and repaired as needed.



Walking through the shop you can see it is a well-oiled machine, with each of the crewmembers working on a fleet of vehicles to prepare them for their next ride.



### UNIVERSAL STUDIOS TOUR DISPATCHERS

An important role that supports our Tour Drivers and keeps the flow of work organized are our Universal Tour Dispatchers. Walking into their office you can find a small crew that is responsible to keep track of and assign our 200+ Tour Drivers to their



Teamsters Local 399 Members & Universal Dispatchers

various tasks throughout the day. Their role is essential to streamlining the schedule and keeping communication between our Tour Drivers, the Tour Guides and the ride attendants on the same page.

### JOHN GRAJEDA

**Teamster:** 11 years  
**Job:** Dispatcher



John Grajeda, Amanda Grajeda & Robert Grajeda a family team at Universal

*"I have been a Teamster since I was 18 years old. I started out at Local 952 in Orange County and then I joined 896. My dad before me was an 896 Member himself. I have Uncles, Brothers, and Sisters that work here at Universal too. It is important to always have each other's backs. Some people here don't come from a Teamster background like I do so I try to help people out where I can. The solidarity here is what it is. We can be our own worst enemies at times but I try to tell people to pick up the contract and learn it. You are working under these rules, you need to know these rules."*

### LEO KELLY

**Teamster:** 15 years  
**Job:** Dispatcher



Universal Dispatcher Leo Kelly

*"You got your family at home and then you have your Teamster Family. You are going to have differences but the goal is everybody sticks together and that's the whole idea, we're a united force."*

### UNIVERSAL TOUR DRIVERS

When embarking on the world famous Universal Studios Tour, one might often be distracted by the enthusiastic tour guide, the television screens that show clips from movies and television shows filmed on the lot or the iconic buildings and structures. What one might miss on a Universal Studios Tour is the dedicated Tour Driver that guides each and every tour safely around the lot. These Drivers are Local 399 Members and they work around the clock to take guests through one of the most sought after experiences at Universal Studios. These are trained professionals that are equipped to operate the various Trams & Buses at Universal Studios, while also helping to move merchandise, food, equipment around set and also escort guests and talent around the lot.



Universal Tour Drivers

### DAVID COHEN

**Teamster:** 15 years  
Started at Universal June 2011, worked at Hertz as Shop Steward prior to Universal.  
**Job:** Universal Tour Driver



Universal Tour Driver Dave Cohen

*"The positive aspect of being part of a Union is the benefits to my family. The Union has helped my family out a lot with our medical and with our pension and what we get paid. Our contract really helps to secure these benefits. I think we are working on Solidarity. I think everyone needs to stick together as a group, like Brothers & Sisters because at the end of the day, it is all about us standing together as a Union Shop."*

### JAMES SULLIVAN

**Teamster:** 22 years  
**Job:** Universal Tour Driver



Universal Tour Driver James Sullivan

*"My philosophy is the only way to work, is to work Union. It's the only respect we get as working people even though Membership in Unions is low right now and I have seen it decline. I expect that to turn around because people are going to start realizing that the only way to work is through collective bargaining. To be with your Brothers & Sisters in order to go against the companies and have some clout is through Collective Bargaining and through a Union. Local 399 has a great history in the industry and we want to preserve that."*

### VALENCIA TRAM PROJECT FOR UNIVERSAL TOURS

The Valencia Tram Project was created about 3 years ago in order to keep the construction of the Universal Tour Trams in-house. An empty warehouse was rented in Valencia to house this undertaking and about 6 Members in total work on the project today. This small crew works to assemble the Trams that are to be used at Universal Studios for their Tours. Though this project was initially intended to be temporary, the workload has been consistent and we hope to see this project expand as time goes on. Stepping into the Tram warehouse is a unique experience to see trams at various stages of development. Our



Local 399 Members working on the Universal Tram Project in Valencia.

Members working on this project fought together to ensure their Union representation similar to their Brothers & Sisters working on the Universal Studios Lot as Tour Drivers, Mechanics, Dispatchers and those working at City Walk.

### TRAVIS LUCAS

**Teamster:** 2 years  
**Job Title:** Universal Tram Project



Universal Tram Project Shop Steward Travis Lucas.

*"I came from a non-Union shop to a Union shop and the organization is by far better. The wages are a lot better. Being a small crew as it is right now it really wasn't hard to corral everyone to be a strong unit as it could potentially be for a larger group. Here in Valencia, we believe that it is necessary to stick together to lock in our position. Right now we are on a day-to-day basis, fighting to become a permanent position in the near future. Usually it's just 5 guys maintaining these trams, building them - it's a pretty big accomplishment. Hopefully the company will see that and maybe this will turn into something larger in the future. Being a Union Member, despite the outcome of this program, I think we are protected either way. It's a good thing to be a Union Member and I am happy to be part of it."*

### JOE LOPRINO

**Teamster:** 12 years



Universal Tram Project Joe Lopprino

*"Being a Member of a Union is unbelievable from the ground up, from the medical benefits from the support all the way through. I had never worked Union until I came to Universal, I didn't know how good it was until then. They actually saved my wife's life as she battled with cancer. Without the insurance and everything we would have been in trouble. It's a beautiful thing."*

PLEASE PLAN ON ATTENDING THE 1ST

## 2018 GENERAL MEMBERSHIP MEETING

8am, Sunday, January 21st  
at Pickwick Gardens  
1001 W Riverside Dr, Burbank, CA 91506

2018 will be a big year for Teamsters Local 399 with many of our major contracts expiring, fighting for the renewal of our California Film & Television Tax Incentives, local Elections, and more. At this meeting we will spend some time discussing New Media and answering any questions that Members have as we prepare for 2018 negotiations. We encourage all Members to attend this important meeting. Proposed By-Law changes can also be submitted at this meeting.

Bring cash if you would like to purchase any Teamsters Local 399 Merchandise. We will be bringing select styles to choose from.

WE HOPE TO SEE YOU ON SUNDAY, JANUARY 21ST!

# 2017 COLA CALIFORNIA ON LOCATION AWARDS



Secretary-Treasurer Steve Dayan & Vice President Ed Duffy presenting the 2017 COLA for Assistant Location Manager of the Year in Features and Television

## CONGRATULATIONS TO ALL OUR LOCATION PROFESSIONALS THAT WERE NOMINATED & WON!

Everyone had a wonderful time at the California On Location Awards held at The Beverly Hilton on December 17th honoring our talented Location Professionals. Location Managers and the Location Teams that support them are a key element in bringing Television Shows, Feature Films, Commercials & Music Videos to life. Without their hard work and dedication to their craft some of our favorite hit Television shows and classic Feature Films would lack the ability to draw the viewer into the story and communicate the vision of the Director. Their dedication to their craft often times means they are the first people on set and the last to leave ensuring every filming location is secured properly and things run smoothly for the entirety of the shoot. We want to thank everyone involved in hosting, planning, and sponsoring the California On Location Awards this year. For a full list of COLA 2017 sponsors head to: [www.californiaonlocationawards.com/sponsors2017.html](http://www.californiaonlocationawards.com/sponsors2017.html) Lastly, we want to give a special thank you to The FLICS (Film Liaisons in California Statewide), California Film Commission and Film L.A. Without their support we would not be able to do our jobs. We look forward to working with them to continue the fight to keep filming here in California, supporting good middle-class Union jobs and the California economy. We want to congratulate all who were nominated for a COLA and who took home an award in December. We are proud to represent such a talented group of Professionals. Full list of COLA winners:

**STUDIO FEATURE FILM  
LOCATION MANAGER OF THE YEAR**  
Alison Taylor  
"A Wrinkle in Time"  
Walt Disney Pictures

**STUDIO FEATURE FILM  
LOCATION TEAM OF THE YEAR**  
Supervising Location Manager,  
Michael Haro  
**Location Managers.**  
Becky Brake, Earl West  
**Assistant Location Managers.**  
Nancy Bruno Rich Heichel Ben McCrea  
J.P. O'Connor David Park  
**Assistant Location Managers.**  
Daniel Alvarez, Chris Beal, Anthony Carrillo, Mario Rene Hernandez, Phillip Oglesby  
**Key Location Manager, 2nd Unit**  
Peter Martorano  
**Location Manager, 2nd Unit.**  
Dale Dreher  
**Key Assistant Location Mgrs, 2nd Unit**  
Jorge Luis Alvarez, William Jorgenson  
"Bright"  
Netflix

**INDEPENDENT FEATURE FILM  
LOCATION MANAGER OF THE YEAR**  
Michael Burmeister  
"Suburbicon"  
Suburbicon LLC/Paramount

**INDEPENDENT FEATURE FILM  
LOCATION TEAM OF THE YEAR**  
Supervising Location Manager  
Rob Frank  
**Location Managers**  
Gregory Alpert, Peter Costelli  
**Key Assistant Location Managers**  
Jeffrey Hunter, Harry Middleton, Eric Mills, Jason Stowell  
**Assistant Location Managers**  
Bryan Shaw, Jason Neudecker, Tom Lackey, Location Scout Shelly Armstrong  
**Location Department Coordinator**  
"Sandy Wexler"  
Netflix



Winner of Location Manager of the Year on Features is the talented Alison Taylor for her incredible work on CA Film Incentive Feature "A Wrinkle in Time"



The award for Location Team team of the Year on Features goes to Michael Haro & his Location Team on "Bright"



Congratulations Assistant Location Manager J.P. O'Connor for winning the award for Assistant Location Manager of the Year presented by Teamsters Local 399!



Congratulations to Alexandra Gibson, winner of the award for Location Manager of the Year in Reality TV for her work for "The Voice"!

## 2017 COLA

**TELEVISION ONE-HOUR  
LOCATION MANAGER OF THE YEAR**  
Brian O'Neill  
"Snowfall"  
FX

**TELEVISION, ONE-HOUR  
LOCATION TEAM OF THE YEAR**  
**Location Managers**  
Brian O'Neill, Justin Hill  
**Key Assistant Location Managers**  
Dylan Kirkland, Tisha Jefferson  
**Assistant Location Manager**  
David Marmolejo  
**Key Assistant Location Managers**  
Caitlyn McCarty, Eric Mills, Alex Moreno, Jason Sallee, Eddie Santillan, Josh Vignery  
**Assistant Location Managers**  
Will O'Brien, Tommy Woodard  
"Snowfall"  
FX

**TELEVISION, HALF-HOUR  
LOCATION MANAGER OF THE YEAR**  
Kyle Alexander  
"Brooklyn Nine-Nine"  
Comcast/NBC Universal/Fox

**TELEVISION, HALF-HOUR  
LOCATION TEAM OF THE YEAR**  
**Location Manager**  
Caleb Duffy  
**Assistant Location Managers**  
Clay Valenti, Taylor Erickson, Jennifer Kennedy  
**Key Assistant Location Manager**  
John Jamieson  
"VEEP" – Season 6  
HBO

**COMMERCIALS  
LOCATION MANAGER OF THE YEAR**  
John Rizzi  
**Location Manager**  
Errol Reichow  
**Location Scout & Manager**  
Carrie L.A., Barbara Miller, Stuart Barter, Pat Riley, Thomas Holaday, Brian Deming  
**Location Scouts**  
Jeep Compass – "Recalculating"

**MUSIC VIDEO  
LOCATION MANAGER OF THE YEAR**  
Mark Zekanis  
The Weeknd  
"False Alarm"

**REALITY TELEVISION  
LOCATION MANAGER OF THE YEAR**  
Alexandra Gibson  
"The Voice"  
Mark Burnett Productions

**TEAMSTERS LOCAL 399  
ASSISTANT LOCATION MANAGER OF THE YEAR**  
J.P. O'Connor  
"Sharp Objects"  
HBO  
Episodic Television – One-Hour

**TEAMSTERS LOCAL 399  
ASSISTANT LOCATION MANAGER OF THE YEAR**  
Pedro Mata  
"A Wrinkle in Time"  
Walt Disney Pictures  
Studio Feature Film

Big night for CA Tax Incentive Show "Snowfall"! Congrats to Location Manager Brian O'Neill for winning Location Manager of the Year on TV One-Hour AND the entire "Snowfall" Location Team for winning in the TV One-Hour Location Team of the Year!



## TEAMSTERS LOCAL 399 VETERANS PROGRAM



Vice President Ed Duffy with Location Professionals Marilyn Bitner, Greg Alpert and Mike Bernister.

Over the course of the past year, Teamsters Local 399 has been working to create a program that helps Veterans enter into a career in the Entertainment Industry. Thus far, we've seen Location Professionals and Drivers complete the training and, when we're into Permits, get days to be able to join in order to become a Member of Local 399. The origin of this program came from meeting with a handful of our Members who were Veterans them-



Location Professionals Greg Alpert, Mike Bernister and Marilyn Bitner with Vets in Training: Lugdy Cueva, Kimberly DeWitt, Tomas Bertenyi & Wayne Santon

selves or who were committed to helping our Servicemen and Women and prominent organizations that work with Veterans in helping to assist and connect those that have served our country to employment opportunities after their time in the Military. The Veterans organizations that we partnered with are: Hire Heroes US, United States Veterans Initiative, Veteran Employment Services, and The Salvation Army HAVEN Southern California Division. Each of these organizations have created various programs that assist Veterans in things like: job skills training, placement in permanent housing, career coaching, family services, employment workshops, networking guidance, and more. Veterans in this country are often faced with severe hardships after their time in the military. Whether it is an injury or disability, posttraumatic stress disorder, difficulties in finding stable employment or housing, Vets are far too often left on their own to cope with these issues. It is devastating to see those that have sacrificed so much for the sake of our country and our freedoms but yet are met with such hardships upon their return home. We are excited to have partnered with these Veteran organizations and are grateful for the work they do everyday to protect and empower the Veterans of this country, providing them with resources and opportunities.

As this program is still in its infancy, we wanted to highlight our success thus far for a few of our new and soon to be Members. We have begun this program for Veterans interested in a career as a Location Professional or Driver, however we hope to expand it to more crafts in the future.

### Locations:

We are proud to announce that we have 3 new Location Assistants that have gone through the Location side of the Veterans Program and 4 Vets working to get their days in the industry. At this time we have held two Vet specific Location Management Classes taught by two of our dedicated Local 399 Members. They put together a thorough curriculum to teach the ins and outs of the industry in Locations. We want to thank Local 399 Location Managers Greg Alpert and Michael Burmeister for their hard work in developing a skills training class for our Veterans Program, and Marilyn Bitner for her assistance in connecting Local 399 to Veteran candidates for employment and her continued support of the program. We want to congratulate our 3 new Members Paquita Hughes, Jennifer Crandell and Aaron Cota and we are excited for our Vets Lugdy Cueva, Kimberly DeWitt, Tomas Bertenyi and Wayne Santoni as they continue through training and working on getting their days.

### Drivers:

On the Driver side of the program we have seen Johnny Aragon and Joshua Mora join Teamsters Local 399. Johnny and Joshua are two dedicated and hard working individuals that worked with Business Agent Lindsay Dougherty to gain guidance and the skill training needed to become a Member. As many of you know, joining our Local as a Driver can be a long road and depends heavily on how busy the Industry is as well as the availability of our Members. We are proud of Local 399 Members & Veterans Johnny and Joshua for sticking with the process and ultimately making their days to become Members. As we move into 2018, the success of this program depends heavily on our industry being busy and the continued growth of filming here in California. We have been fortunate that the California Film & Television Tax Incentive has brought work back to Cali-

fornia and has kept our Members working. As we begin this new year, we need all of your support to rally behind our Film & Television Tax Incentives to ensure that it is extended so that all our Members can benefit from consistent work and remain home, close to their families and friends. The Film & Television Tax Incentive has directly benefitted our Membership and other below-the-line workers and we will fight hard for its renewal so that we can continue to develop things like our Veterans Program in order to benefit those that have served and sacrificed so much for our Country.



Our Vets in training at our most recent Location Management Class

# SPOTLIGHT Casting Professionals

- Nancy Klopper – Casting Director
- Christina (Charley) Medigovich - Casting Associate

**C**asting is an interesting and often overlooked area of the Entertainment Industry. Like other departments they put in long hours but they also play an integral part in the creative process by finding and attaching the actors that appear in movies and television projects.

A Casting Director is usually brought on very early in the process. In some situations, a Casting Director may be given a piece of material with the intent of attaching talent to it, in order to help the project get a green light on a script and thus get the project made.

A Casting Director, and the Casting Associates that work by their sides, often work phones and send emails to make the Talent Agents in town aware, and interested, in a project.

They get the Agents excited about the filmmakers and send them supporting material, like breakdowns and character descriptions. They tell Agents about the Director's vision for the project and circulate the material

amongst the agencies, which then send the material out to their respective clients. When names are attached to the project, studios often green light the material and move forward.

Another part of Casting is being actively involved for the whole project, not just attaching initial talent. In this situation, Casting Directors and Associates are involved in setting up Casting Sessions to find talent for the whole movie, including the major and minor parts in the script.

Casting Sessions are usually set up first for the internal department, which is called a "Pre-Read." They send out the breakdowns of the characters and the roles they are looking for, and begin the long process of meeting and reading lots (and lots) of actors. Based on the results of the Pre-Read, they set up additional Casting Sessions for the Director and Producers of the project. We chatted with two prominent Casting Professionals, Casting Director

Nancy Klopper & Casting Associate Charley Medigovich to hear more about their work in the Industry.



By Matthew Klekner

## Nancy Klopper Casting Director

"We sit down with the Directors and talk about how they imagine the roles and what their vision for that role is. Sometimes they know -- and they are very specific. Other times they have no idea, and are completely open. So it is then our job to help them figure that out. We can then expand upon that and perhaps help them imagine

something they had not considered."

"For a leading role we usually make up lists of Actors and go over the lists with the Director in order to see who they respond to and find interesting. You narrow the list down and check availabilities for those people with your shooting dates and say, 'of the people you responded to, these are available,' and then you can reach out and make offers." Nancy got involved in Casting right after high school, after taking a one-day temp-job with legendary Casting Director Lynn Stalmaster.

"He was a really gifted, and famous Casting Director. He had real artistry. There were very few Casting Director's at that time, it's not like it is now, there were just a handful back then."

"I took a one day job and I stayed for six years. At the end of six years I left and went independent. I was lucky enough that some of the Directors I had been working with under Lynn trusted me to cast their films."

"Lynn was a real artist and had this amazing eye and great taste. While he wasn't a hands on teacher, if you just paid attention and listened carefully, there was a lot to be learned. I learned everything from Lynn. I also learned a very strong work ethic from Toni Howard, who was running the office. She was fiercely organized."

Nancy has seen the Casting profession change as the number of Casting Directors bloomed over the years.

"What happened is Lynn Stalmaster and Fenton-Feinberg, Marion Dougherty and Juliet Taylor staffed up, and their staffs grew bigger

to accommodate the number of projects they were casting internally. I think that Directors and Producers started to want more individual attention, more hands on attention, and there would be no way that Lynn Stalmaster or Mike Fenton, or any of the larger casting companies, could pay attention to one Director full time."

"I think that the Producers and Directors wanted to have a designated person, a dedicated Casting Director, for their show. I think that is part of what happened."

Additionally, the number of shows being produced, both in television and film grew exponentially so the profession grew right along with it." "In Casting you are looking for people who bring a strong sense of reality to the part. For me, that's the number one thing. You have to believe them -- you never want to feel like you are watching an actor perform, you want to feel like you are watching the character in the script. Great actors also bring something unexpected.

They take the role and do something with it you may not have imagined."

**"The power and strength of the Teamsters was, and is, very significant to the Casting Directors."**

"Right now I am working on a couple of independent films. One is about fracking and the other is a character drama, so two smaller independent films."

"Independent films are more difficult to cast because, Agents will naturally spend more energy trying to get jobs for their clients that they know are going to pay well and if it's a studio film, that it is also going to get made. The financing of independent films are less certain."

"The independent market is a bit more challenging but we also keep seeing repeatedly, and this year is no exception, that these films are often the ones that sweep the awards season."

"I think the material is there (In the Independents) and it's a way for young filmmakers to get start-

ed and there is much less interference than there would be at the studio level."

"I love the challenges of the Independents but you really have to believe in the material in order to take them on, because it is really so much work. If you strongly believe in the script, then your enthusiasm is contagious and you can convince people to take the film seriously."

"You have to love it, but I think each project brings new challenges and different people and it's really fun to work with different people. It's exciting when you love the material and there's an enormous feeling of gratification when you help put a film together."

In addition to her professional responsibilities, Nancy was instrumental in the organizing of the Casting Directors and Associates.

"There were a handful of us that formed a Steering Committee. The topic of unionization kept coming up at CSA (Casting Society of America) meetings."

"The power and strength of the Teamsters was, and is, very significant to the Casting Directors. I think that for Teamsters to add us to their roster was a plus for the organization, and it was a great fit for us as well, so it's a real win/win situation."

"Before 2006 we were completely on our own. We were out at sea, adrift. We had no benefits. We had no pension. We had no retirement; we had no one to go to bat for us if we didn't get paid. We were completely at sea. And because of that, we were a very different group and we were not as unified as we are now."

"In becoming Teamsters, probably the most challenging part of the process was getting all the Casting Directors on board because there are between 300-400 of us, so people each saw things very differently. Everyone didn't just jump on the bandwagon. There was a lot of fear involved."

"It took us almost six years to have everything in place, of us talking and having meetings with groups of Casting Directors. It took that long for us to be unified and organized and even then it wasn't 'all aboard' and everyone in agreement. Steve Dayan had great patience with us. He met with groups over and over to answer questions. He never gave up on us."

"For many of the people that were on the steering committee, we may be too old to benefit from the long term benefits (Due to the number of years vested to qualify). But we did it for the next generation, so there will be a pension for them and so that people can look at Casting as a profession they can spend their careers in."

"It is very important to me to give back. I feel like I have been so lucky in my career and I feel I have been lucky in my life."

Nancy's dedication to helping people is also on display in her local community as well, where she has helped spearhead a homelessness task force.

"I would walk around my neighborhood and see a large population of homeless individuals. Over the years the population had grown so enormously that we, as a community where I live, decided to do something about it."

So Nancy and her community held regular meetings and determined they needed to partner with an organization that knew how to both engage and then house these individuals.

"We partnered with OPCC, now called The People Concern (<https://www.thepeopleconcern.org>) and the first thing we had to do was embark on fundraising."

"I knew nothing about fundraising but I found it interesting. We raised the money needed to engage the organization. They provided us with two fulltime outreach workers that are here five days a week, eight hours a day. There is a group of local volunteers involved in various ways. We are in touch constantly."

"We are seeing unbelievable results with an over 50% success rate so far. That means getting people into shelters and eventually into permanent housing. The People Concern can also provide them with drug, alcohol, and mental health counseling. Because we are having such great results, we were given an LAPD homeless task force of two full time police officers. The enforcement is

a huge part of the success. No question about that. We work hand in hand with them."

"I recently received an award from my Community Council called 'The Pride of the Palisades.' I was presented with award certificates from the offices of Supervisor Sheila Kuehl, Congressman Ted Lieu, Assemblyman Richard Bloom, Senator Ben Allen, LA City Attorney Mike Feuer, and Mayor Eric Garcetti."

"I feel that we are all very lucky to be working in the industry we are working in. I for one am grateful for this. Whether it involves Casting or local Community, the most dangerous mindset is, 'somebody else will take care of it.' I urge people to become involved, to step up and be part of the solution. If you have an interest in helping, and making change, find a way to do so."

## Charley (Christina) Medigovich Casting Associate

"I was always interested in movies and TV. My family and I were always big movie watchers and I always knew I wanted to do something in entertainment. In college, I did internships and worked in production development and that kind of segued into casting. I had met a lot of Casting Directors through that job."

"I've known Kerry Barden for years now and he is great. Initially he was with a company out of New York and he had come out to L.A. for a Pilot. He knew I wasn't working and was wondering what I wanted to do after coming off the production development side of things. So he called me up and said come be my assistant on this pilot and I've been in casting ever since."

"I really enjoy the creativity of it. I like connecting the right actor with the right role. Sometimes there will be people that we really love as Actors but we haven't quite found the right thing for them yet, so finding that perfect fit is really gratifying."

**"My job is to support the Casting Director. I'm working for and collaborating with them to get the job done."**

"A typical day really depends on what we're working on and how busy we are in general. It really is anything and everything -- it's making lists, coming up with ideas, auditioning actors, coordinating with production, coordinating with Producers and Directors and, really, all of it."

"We all say, 'No day in Casting is ever the same.'" "I'm currently working on the Patty Jenkins AMC Limited Series, it's a unique situation for us because it's a limited series, so it's not going to be an ongoing television show, so it's similar to a pilot. We just did a big search for the leads and it's shooting in Los Angeles, so we're following up to cast all the local talent for the smaller roles right now."

"As opposed, to our other show Stranger Things, which shoots in Atlanta. Working with local casting is a big part of my job as a Casting Associate and I coordinate everything with them to make sure we're all on the same page as far as what we want out of each role and if we're finding what we need." "Technology has really changed the way we do

our job and I think in a lot of ways has made it better and easier. I think the difficult thing is the volume now that we are dealing with. We can have people submit from all around the world and it's great because we can find these amazing actors that we wouldn't have been able to find before but, at the same time, it just increases our work load exponentially, so it's a trade-off."

"Work life balance is so hard with our jobs with access to our phones and emails, it's really a 24 hour job. I think it's really important to remember what the really important things are in life and take time outside of work that really kind of rejuvenates you." "I'm really involved with the CSA, and I'm a member of the CSA board and part of that



Associate Casting Director Charley Medigovich

is I run their charitable arm. Casting Society Cares, we're a 501(C)(3)." "What I've really tried to implement since I've taken over in the last year is a monthly volunteer program. Usually it's a Saturday or Sunday and we take a day to set up an event for everyone and we go do different activities, like going to the LA Food Bank or Project Angel Food and help prepare and package meals."

"What's been really rewarding is seeing people come out and meet new members and find people who just needed to find a place to volunteer, and they've had trouble finding options, so we try to make it really easy for them."

"A Window Between Worlds (<https://awbw.org>) is an organization I really love. It's basically an arts program. They partner with other service agencies, around the country, but this is local here in LA. It's about transforming trauma through art. They teach art classes to men, women and children who have experienced domestic violence and trauma in their life. It's really amazing."

"We've also done Heal the Bay (<https://healthebay.org>) and Project Angel Food (<http://www.angelfood.org>) is really amazing and they always need help."

"Casting Society Cares is really for our (CSA) members but we welcome friends and family as well. I set up a Facebook page for Casting Society Cares, so people can always look there for more information."

"The Teamsters have always supported us and supported what we want to do and fought for us so we're all really appreciative of that."

"It's a great group of Casting Directors and Associates who really believe in what we're doing and we're really just trying to fight really hard for our Members."



Casting Director Nancy Klopper

# Q & A

WITH **STEVE DAYAN**

SECRETARY - TREASURER



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

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

**A** Successfully organizing and ratifying the new Cinelease contract. The new agreement includes 41 new warehousemen in addition to our Driver Unit. Furthermore, we also won an election at PRG which will cover four Drivers at that facility.

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

**A** With the epic amount of work in Hollywood, it's been a challenging time for our staff and our Members. I started working in the industry in 1977 and I've never seen the town this busy. We have also met with the DGA, SAG-AFTRA, WGA, IATSE and the Basic Crafts to discuss our upcoming negotiations for all of our crafts regarding New Media.

**Q** As we gear up for 2018 and lobbying on behalf of the Television & Film Tax Incentives, how can our Members get involved to support the process?

**A** We will be asking Members to write and call their elected officials asking to extend the credits beyond 2020 as well as recording video interviews of our Members. We will also be walking the halls of the State Capital, lobbying for this crucial incentive. Please check out our website for important updates on what you can do, or email [amy@ht399.org](mailto:amy@ht399.org)

**Q** Why are we looking to revamp our Local 399 Website and Develop a Local 399 App? What benefit do you think it will serve to the Membership?

**A** We are always looking for ways to improve our communications with our Membership, so enhancing and upgrading our communication platforms is a critical and ongoing process. We're hoping to launch a phone application in the first or second quarter of this year. The app will be an additional tool to our website that will benefit our Members.

**Q** What can you tell us about New Media as it pertains to the upcoming negotiations? What should the Members be aware of?

**A** First off, New Media is no different than any other type of production. The wages and working conditions are the same as traditional media. Here are the two big differences for our Membership: Permit days on New Media don't count toward placement on the Industry Experience Roster and most importantly because New Media is not covered under the "Black Book," we don't receive the residual streams our Pension and Health Plans.

**Q** How has the Veterans program been going and how do you see it evolving throughout 2018?

**A** The program is up and running. Local 399 has reached out to Veterans groups, interviewed and created a list of Vets we believe are a good fit for our industry and when we're into Permits, we make every effort to place them on productions. Once they've gotten their 30 days, they are placed on the roster. To date, fewer than 10 individuals have been placed but we expect to have another busy year and hope to place more of these deserving men and women in our ranks.

**Q** What prompted the article about Disaster preparedness? Why do you think this is important to our Membership?

**A** It began when my wife and I were evacuated from our home during the recent fires. I was totally unprepared for that event and I realized the time had come to make certain Local 399 and its' Members were prepared for a disaster. There are many resources available and we plan to educate and help our Members to be ready in case of an emergency. We will have more fires and earthquakes in the future and we should be ready to help each other and protect our families in an emergency situation.

**Q** What value do you see in celebrating "Teamster Tuesdays"? How do you think it could be developed across the entire Membership?

**A** We have such a great and vibrant Membership. We are all proud to be Teamsters and wearing an article of clothing with our 399 logo promotes solidarity and pride in Local 399. This is another way to bring us closer together and to show our industry the sense of pride we feel by being Teamsters.

**Q** 2018 is a big year for Local Elections as well as national decisions that will directly impact working people. What efforts will Local 399 take to help ensure workers around the nation are protected? How do you feel issues like "Right-to-Work" and the Supreme Court case Janus vs AFSCME will affect our Membership?

**A** The Janus case may not impact us immediately but I believe that once that decision is reached by the Supreme Court, it will only be a matter of time before private sector Unions are impacted by that decision. There is an assault taking place on organized labor and we must do our part to protect the rights that our forefathers struggled so mightily to achieve for all of us in organized labor. Whether you're a Republican or Democrat, I hope you will all recognize that we must be together on the issues that confront us as middle class workers. We will lobby state and local officials as well as our elected officials in Washington to not only block anti-worker legislation such as "Right to Work for Less" but to strengthen pension protection for workers as well. More than ever, we all need to be engaged and active in blocking legislation that will negatively impact working families.

# 2018 CONTRACT NEGOTIATIONS

2018 will be a busy year as most of our Contracts are expiring. Contract negotiations are an important time for our Membership to come together to fight for what they deserve. The power of a Union lies in its Members and their willingness to stand together to elevate wages, working conditions, benefits and more. Each expiring contract and negotiations will come with individual challenges and gains that will be sought after. If you are working under a Collective Bargaining Agreement that is expiring this year, we urge you to make sure you are signed up to receive emails and text messages from the Local in order to provide suggestions and feedback as well as keep up with the progress of negotiations.

To sign up to receive emails and text messages please go to:  
[www.ht399.org](http://www.ht399.org) > **Members Tab** > **Get Connected**  
or email:  
[office@ht399.org](mailto:office@ht399.org).

## EXPIRING CONTRACTS

### JANUARY 2018

ABC TV Network Drivers  
Scenic Expressions  
Triscenic Production Services  
Western Studio Services

### MAY 2018

Universal Studios, Inc.  
Universal Tours

### JULY 2018

Black Book Agreement  
Classic Couriers  
Consolidated Scenic Services, Inc  
Film Transportation Services  
Green Set  
Greenco Studio Rentals, Inc  
King Kong Production Vehicle  
Location Manager Agreement  
Quixote Studios, LLC  
Reel Greens, Inc

### AUGUST 2018

Herc Entertainment

### SEPTEMBER 2018

Casting Director Agreement

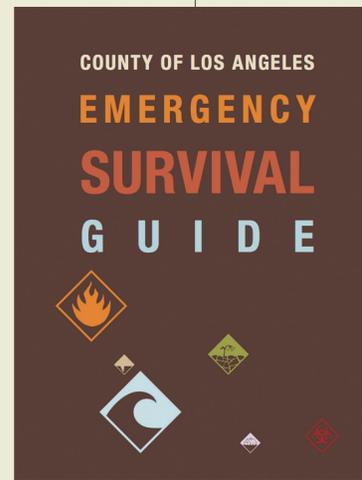
### OCTOBER 2018

Hilltop Services, Inc



# HOW TO BEST PREPARE FOR THE WORST

Every year we see devastating natural disasters and other horrific instances of unexpected violence. We have communities still hurting and recovering from hurricanes, earthquakes, fires and even situations involving violent attacks. The time to prepare for such events is now. We want to encourage our Members to begin the conversation and planning process with your family and friends to ensure their safety in times of crisis. Secretary-Treasurer Steve Dayan and Business Agent Joshua Staheli recently attended a 2-day "Labor & Disaster Relief Class" hosted by the L.A. County Federation of Labor, AFL-CIO and Los Angeles United Way. The class taught the students the tools avail-



able to help prepare, as well as resources that are in place within the County of Los Angeles, should an emergency take place. Secretary-Treasurer Steve Dayan had this to say about the information provided from the class, "The chance of any sort of catastrophic event, whether man made or natural, is unfortunately a constant reality. Though I urge Members not to live in fear of such potential disasters, I do feel it is important to remain educated on the resources available and to make an emergency plan now instead of when it is too late. This class is what prompted me to want to share the information with our Membership. Often times we understand the importance of emergency planning, but we don't make the time to ensure a plan is in place should something unexpected occur."

Los Angeles County has prepared an excellent Emergency Survival Guide that provides an overview of many emergency situations and helps you think through the process of preparing and creating a plan for you and your family should an unexpected disaster take place.



Los Angeles County has prepared an Emergency Survival guide that is broken down into 4 steps to preparedness:

- 1) Have a Plan
- 2) Keep Supplies
- 3) Stay Informed
- 4) Get Involved

Each section of the guide elaborates in great detail about the necessity to be prepared for the worst at any moment. This guide is not meant to alarm or distress readers, but instead to empower them with the knowledge of emergency preparedness and begin creating a plan with your family now before disaster strikes.

If you are interested in reading the handbook in full it can be found online here: <https://www.lacounty.gov/emergency-survival-guide> We recommend all Members download a copy and take the time to prepare emergency kits and emergency plans should any unfortunate and unforeseen events occur.

## TEN ESSENTIAL EMERGENCY SUPPLIES

\* At minimum, your emergency supplies should include these 10 essential items \*

- Water for 3-10 days (1 gallon per person, per day)
- Food for 3-10 days (Including pet food)
- First Aid Kit & Instructions
- Flashlights (& extra batteries)
- Radio (and extra batteries)
- Medications (Prescription and non-prescription)

- Cash & Important documents (Small bills and coins, birth certificates, tax returns, deeds, titles, insurance, papers, medical cards)
- Clothing & Sturdy Shoes
- Tools (Wrench, duct tape, fire extinguisher, sturdy gloves, whistle)
- Sanitation and hygiene supplies

\*\* Don't forget to take time to personalize your kit to the needs of your family. Keep in mind anything that will help your family be comfortable and self-sufficient in an emergency situation. More ideas and suggestions can be found here: <https://www.lacounty.gov/emergency-survival-guide>

Important Phone Numbers & City Services that are available to you in the County of Los Angeles can be found in the chart on the right.

However, in case of emergency – always dial 911. The tools provided in the Survival Guide are meant to help you prepare before an Emergency takes place. If you have any ideas as to how you might want to see Local 399 help our Members "best prepare for the worst", email [amy@ht399.org](mailto:amy@ht399.org)

Given the most recent California wild fires, we ask that our Members find ways to support those that were affected. If you or your family were affected, please email [amy@ht399.org](mailto:amy@ht399.org) if there is anything we can share on our social media channels to help support any relief efforts. If you are looking for ways to help, the California Federation of Labor has compiled a great list of way to donate supplies & money to working people that were devastated by these recent wildfires: [calaborfed.org/california-wildfires-disaster-relief/](http://calaborfed.org/california-wildfires-disaster-relief/)

## CHART OF EMERGENCY SURVIVAL CONTACTS

Where can I find information about...	Agency	Contact Information
Emergency planning and preparedness information for Los Angeles County?	LA County Chief Executive Office, Office of Emergency Management - Emergency Survival Program (ESP)	213-874-1188 <a href="http://www.esppocus.org">www.esppocus.org</a>
Community Emergency Response Team (CERT) training?	LA County Fire Department Community Emergency Response Teams (CERT)	323-890-4132 <a href="http://www.fire.lacounty.gov">www.fire.lacounty.gov</a>
Fire Department requirements for damaged structures?	LA County Fire Department	323-881-2481 <a href="http://www.fire.lacounty.gov">www.fire.lacounty.gov</a>
Community and personal protection issues?	LA County Sheriff's Department	Emergency 911 General Information 323-526-5541 <a href="http://www.lasd.org">www.lasd.org</a>
Road closures and conditions in Los Angeles County?	LA County Department of Public Works	800-675 HELP (4357) <a href="http://www.ladpw.org">www.ladpw.org</a>
Clearing and repairs to County maintained roads and bridges?	LA County Department of Public Works Road Maintenance	800-675 HELP (4357) <a href="http://www.ladpw.org">www.ladpw.org</a>
Building inspections and permits?	LA County Department of Public Works Building & Safety Division	800-675 HELP (4357) <a href="http://www.ladpw.org">www.ladpw.org</a>
Flood control and drainage issues?	LA County Department of Public Works Flood Control	800-675 HELP (4357) <a href="http://www.ladpw.org">www.ladpw.org</a>
Road closures and conditions for State Highways?	Caltrans	213-897-0383 <a href="http://www.dot.ca.gov">www.dot.ca.gov</a>
County-provided emergency social services including CalWORKs, CalFresh, Medi-Cal, and General Relief programs?	LA County Department of Public Social Services	866-613-3777 <a href="http://www.ladpsa.org">www.ladpsa.org</a>
Mental Health services for disaster victims?	LA County Department of Mental Health	800-854-7771 <a href="http://www.dmh.lacounty.gov">www.dmh.lacounty.gov</a>
Communicable disease control, preventive health measures, contamination control and health inspections	LA County Department of Public Health	800-427-8700
Assistance with injured animals and information on animals displaced by a disaster?	LA County Animal Care and Control	562-940-6898 <a href="http://www.animalcare.lacounty.gov">www.animalcare.lacounty.gov</a>
Schools and school districts in the County?	LA County Office of Education	<a href="http://www.lacoe.edu">www.lacoe.edu</a>
Status of Los Angeles Unified School District schools?	Los Angeles Unified School District	213 241-4500 <a href="http://www.lausd.k12.ca.us">www.lausd.k12.ca.us</a>
Organizations that provide response and recovery assistance in the event of a disaster?	211 LA County	211 <a href="http://www.211lacounty.org">www.211lacounty.org</a>
Questions or reports about outages?	Southern California Edison	800-684-8123 <a href="http://www.sce.com">www.sce.com</a>
	Southern California Gas Company	800-655-4555 <a href="http://www.socalgas.com">www.socalgas.com</a>
Information on exposure to toxic substances?	Poison Control Center	800-222-1222 <a href="http://www.asppc.org/DNN">www.asppc.org/DNN</a>
Emergency Financial First Aid Kit?	Operation Hope	<a href="http://www.operationhope.org">www.operationhope.org</a>
Disaster loan and grant information?	U.S. Small Business Administration	800-659-2955 <a href="http://www.sba.gov">www.sba.gov</a>
Preparing and planning for disasters?	U.S. Department of Homeland Security	<a href="http://www.ready.gov">www.ready.gov</a>
Information and services for individuals, families and businesses needing disaster recovery assistance?	U.S. Department of Homeland Security	<a href="http://www.disasterhelp.gov">www.disasterhelp.gov</a>
Latest earthquake information?	U.S. Geological Survey	<a href="http://www.quake.usgs.gov/recent">www.quake.usgs.gov/recent</a>
Latest weather information?	National Oceanic Atmospheric Administration	<a href="http://www.noaa.gov">www.noaa.gov</a>
Information on environmental disasters?	U.S. Environmental Protection Agency	<a href="http://www.epa.gov/ebpages/emergencies.html">www.epa.gov/ebpages/emergencies.html</a>

## EVENTS

**January 15th 2018**

**KINGDOM DAY PARADE – HONORING MARTIN LUTHER KING, JR**

**Time:** Parade Line – Up 5am – 9am

**Marching:** 11am – 1pm

**Location:** Map of Parade can be found here [www.kingdomdayparade.org](http://www.kingdomdayparade.org)

We will be marching with Teamster Sisters & Brothers, fellow Unions & Guild, organizations and the Los Angeles community. Join us as we march to honor the legacy & life of Martin Luther King, Jr.

**January 21st, 2018**

**1ST QUARTER GENERAL MEMBERSHIP MEETING**

**Time:** 8am

**Location:** Pickwick Gardens

This will be the first General Membership Meeting of the New Year. Please plan on attending!

Bring cash if you would like to purchase any Teamsters Local 399 Merchandise. We will be bringing select styles to choose from.

**February 10th, 2018**

**PRE-RETIREMENT SEMINAR**

**Time:** 10am

**Location:** Pickwick Gardens

What you should know and how you can best plan for retirement. If you are interested in attending please email Business Agent Chris Sell. More details about the event will be shared as we get closer.

**April 22nd, 2018**

**2ND QUARTER GENERAL MEMBERSHIP MEETING**

**Time:** 8am

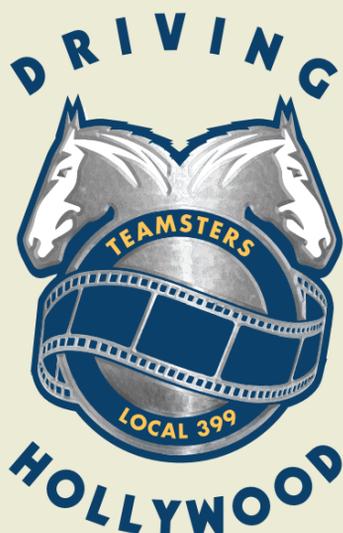
**Location:** Pickwick Gardens

We encourage all Members to attend.

Bring cash if you would like to purchase any Teamsters Local 399 Merchandise. We will be bringing select styles to choose from.

## 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

- ★ **Please remember the safety guidelines** and report anything you feel might be unsafe to the Production and or Local 399. Download IATSE Local 600 Safety App to report anonymously.
- ★ **With the CHP doing enhanced enforcement** and Commercial Companies choosing to become compliant, it's important that Drivers remember to carry their current License and Medical Card – consider taking a picture of both.
- ★ **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.
- ★ **Interested in getting involved in the fight** for the renewal of the California Film & Television Tax Incentive? Email [amy@ht399.org](mailto:amy@ht399.org) to learn how.
- ★ **Interested in fighting back** against proposed 'National Right to Work' legislation? 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.
- ★ **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).
- ★ **Please continue to notify the callboard** if animals are working.
- ★ **When working on production and you see trailers** that were not delivered by Teamsters. (For example, small dressing room trailers) Please call a Union Representative.
- ★ **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.
- ★ **Quarterly Dues are due: January, April, July & October.** Failure to pay within these months will result in late fees.

## 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.

Mary Artz	William Gay	Frank Roughan
Michael Ballew	Jerome Glassman	Dean Rubin
Raymond Blanchard	Thomas Lackey	Robert Russello
Christopher Bronsal	Randall Luna	Scott Salzman
Robert Defonte	Victor Martinez	Stuart Shiff
Roger Dragsdorf	Mark Moelter	Dennis Skiles
William Freeman	Michael Paventi	Ronnie Yeskel

## OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have recently passed. 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:

Shawndra Blyle	David Glavin	John Menefee, III
Mercedes Bryton	Alfred Holland	David Price
James Chamberlin	Klaus Holthaus	Jose Reynoso
Howard Coleman	Jerry Knight	Dana Swartout
John Cooley	William Kruger	Tom Quilty
Lynn Delmerico	Charles Melton	Gregory Willis

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[www.twitter.com/teamlocal399](http://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](http://ht399.org)