

TEAMSTERS
LOCAL 399
—SISTERS—

399 MEMBER POWER

TEAMSTERS
LOCAL 399
—BROTHERS—

DRIVING HOLLYWOOD

GREETINGS SISTERS & BROTHERS

We can look forward to another busy year for our Membership thanks to our tax incentive program. We are currently in the process of lobbying our elected officials in Sacramento to extend and expand the program beyond 2020. Vice-President Ed Duffy has been working hard with the Entertainment Industry Coalition (comprised of the major studios and organized labor) to make certain our tax incentives stay in place. We'll keep you posted on our efforts and will be providing you with updates and what you can do to help get the incentives extended.

All of our major (and many white paper) contracts are expiring this year. We will shortly be bargaining the contracts for Universal Studios Tours, "Black Book", Location Manager and Casting Director contracts this year. We have already begun meeting with our Tours, Drivers and Location Managers Steering committees in order to develop proposals for the 2018 negotiations. We will also be sending out online surveys to get Member input.

In addition to the usual concerns around our negotiations, the big issues in the "Black Book" and Location Manager negotiations will revolve around Pension and Health benefits and New Media. (Please see the article on New Media in this edition of the Newsreel). Our Casting negotiations will focus on "stretching" of the weeks Casting Directors work as well as increasing the wage rates for our Associates

Local 399 has partnered with the #TimesUp movement and I'm pleased to announce that David Rubin, a Casting Director and 399 Member and I will serve as Members of the Industry Commission. The vast majority of our Members certainly need no reminder to be courteous and respectful to everyone on their crew. But the time has come for all of us to come together to stamp out sexual harassment and discrimination in the workplace.

At our April Meeting we encouraged our Members to participate in D.R.I.V.E. (Democrat Republican Independent Voter Education). Our focus has been to



"Transportation Coordinator Craig Fehrman, Co-Captain Tim Farrands, Captain Dave Morrison, and Dispatcher, Bonnie Lena working on Tax Incentive Show "Snowfall"

make certain our Membership is united around issues that impact working families. In this era, it's critical for all of us to be politically engaged and we should all come together to protect our own best interests.

D.R.I.V.E. is a great way to support our entire Teamster Membership. If you can, please consider contributing to D.R.I.V.E.

I'm pleased to announce that the Leo T. Reed Scholarship fund, JC42 Scholarship Fund and the Teamsters National Black Caucus are accepting applications for 2018. The applicants for the Leo Reed Scholarship will continue to be selected by two staff-members of the LA County Federation of Labor. The fund allocates ten \$2,500.00 scholarships for the children of our Members.

Please see the article in this Newsreel. Good luck to all of our scholarship applicants!

The 4th annual Car & Motorcycle Show will take place this summer. We have included our Brothers & Sisters from the Basic Crafts to bring their classic cars to the show as well. I encourage all of our Members to register for the event and come out with your families for a fun-filled day. Save the date for August 25th!

I'd like to thank all of our Members who came out to play in our annual Ralph Clare Golf Tournament this year. Special thanks to Office Manager Greg Karson, our staff, sponsors and all other Unions that came out to play this year. We'll be back in the same location next year.

We'll also be hosting our annual Retiree reunion in the fall. Stay tuned for more information.

I wish all of our Members a prosperous and safe summer.

Fraternally, Steve Dayan

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Hoffa: KING'S ECONOMIC DREAMS REMAIN UNFULFILLED



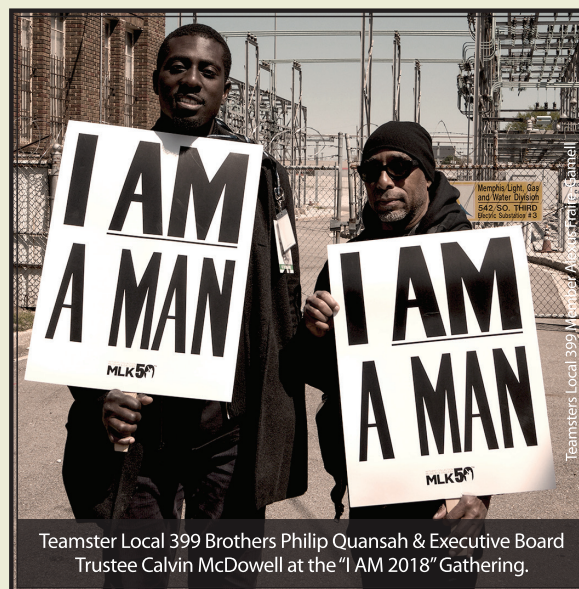
"IBT President James P. Hoffa marching in Memphis, TN at the 'I AM 2018' Gathering

April 4th marked the 50th anniversary of the tragic assassination of Dr. Martin Luther King Jr. in Memphis, TN while he was there supporting striking sanitation workers fighting for Union recognition, equality, and respect. Thousands of Teamsters, Union Members, Civil Rights Leaders and Social Justice Activists gathered in Memphis on this day to remember the life of the man who dedicated his life to the fight for racial and economic justice, and to reclaim the Dream that so many share, acknowledging there is still much more work to be done.

We are proud of our Local 399 Executive Board Trustee Calvin McDowell and Local 399 Members Philip Quansah & Alexis Fraire-Gamell and all our Teamster Sisters & Brothers for representing Teamster Strong & Union strength and power in Memphis, TN. Below is a statement that was shared by our International Brotherhood of Teamsters President James P. Hoffa that was published April 4th speaking to the impact and legacy of Dr. Martin Luther King, Jr.

BY JAMES P. HOFFA PUBLISHED IN THE DETROIT NEWS, APRIL 4, 2018

“Today marks the 50th anniversary of the tragic assassination of the Rev. Martin Luther King Jr., a man who stands forever tall as one of the greatest leaders in U.S. history. I’m in Memphis today, where King was murdered, with my fellow Teamsters, other union members, civil rights leaders and social justice activists to remember the life of a man who was an icon not only for African-Americans, but all who faced injustice, including the working poor. Many may not know that King was in Memphis at that time because he was advocating for strik-



Teamster Local 399 Brothers Philip Quansah & Executive Board Trustee Calvin McDowell at the 'I AM 2018' Gathering.

ing Memphis waste workers who faced unsafe working conditions and low pay. Two months earlier, two city sanitation workers had died when the vehicle they worked on malfunctioned and killed them. The Reverend made it clear in his famous “I’ve Been to the Mountaintop” speech, delivered the night before his death, that he was sure justice would come for all those disenfranchised, just not sure when. “I just want to do God’s will,” he said that night. “And He’s allowed me to go up to the mountain, and I’ve looked over. And I’ve seen the Promised Land. I may not get

there with you. But I want you to know tonight that we as a people will get to the Promised Land.” In 2016, two of the 1968 strikers came to the Teamsters’ 29th International Convention to tell their stories about how they and this union stood together in an effort to bring dignity and respect to the workplace. Fifty years ago, they wore “I Am A Man” placards, the same ones workers will wear today. One of those gentlemen, Alvin Turner, died last September. But the lessons he shared with thousands of union brothers and sisters that day still resonate. The Teamsters will continue the fight for justice in Memphis and across the nation going forward. That’s how this union will honor the memory of King beyond today’s important remembrances. The Memphis strikers did eventually prevail in their fight. But the struggle for sanitation workers, both in Memphis and elsewhere, continues. Half a century later, the Teamsters are standing with waste workers fighting for workplace safety, because these jobs are still the most dangerous in the nation. This union and our members are still fighting for a living wage. And we’re still fighting for dignity and respect on the job.



Teamster Local 399 Sister Alexis Fraire-Gamell at the 'I AM 2018' Gathering

The Teamsters have always stood at the forefront of equality, going back to contracts it negotiated more than 100 years ago. The union, when my father was its president, joined the March on Washington, provided financial support to King and the civil rights movement and participated in actions across the nation. Viola Liuzzo, wife of a Teamsters Local 247 business agent, gave her life in 1965 standing up against hate. King knew that civil rights and labor rights were one and the same. Social justice and economic justice go hand in hand. In 1968, Memphis sanitation workers earned so little that many were on welfare and food stamps. Does that sound familiar? It should! Today, millions of American workers need government assistance to make ends meet. It’s nothing short of a disgrace! The U.S. is the richest country in the world, but our workers need food stamps to feed their families. This has to change. Now is the time for elected officials to listen to the demands of working people. It’s time to fulfill King’s final clarion call for economic justice.”

SCHOLARSHIP OPPORTUNITIES FOR LOCAL 399 MEMBERS WITH GRADUATING HIGH SCHOOL SENIORS!

Now Accepting Applications

There are 3 great scholarship opportunities for Local 399 Members with graduating High School Seniors! Every little bit helps when it comes to paying for college or any form of secondary education. We encourage all Members to take advantage of the scholarships that are currently accepting applications.

LEO T. REED SCHOLARSHIP:

Applicants must be graduating High School Seniors embarking on their first year of college in the fall. Teamsters Local 399 will be awarding \$2,500 to 10 of the selected graduating High School Seniors.

Deadline to Apply: May 31st, 2018

JOINT COUNCIL 42 SCHOLARSHIP:

Applicants must be the child of an active Teamsters Union Member from a Local Union affiliated with Joint Council 42, who are graduating from High School in 2018.

Deadline to Apply: May 12th 2018

TEAMSTER NATIONAL BLACK CAUCUS SCHOLARSHIP: Applicants must be a Senior in High School or attending college, must have a GPA no lower than 2.50, must be a U.S. Citizen and live in Southern California area.

Applicants must write a 2-page essay on one of the following:

- African-American & Unions
 - African-American Relations in American Labor
- Deadline to Apply: May 12th 2018



The applications for each of the above scholarships can be found at www.ht399.org under the Members

tab > Scholarship Opportunities. Please make sure to read each application carefully. Each application has different requirements that must

be met. Please pay close attention to the details of each Scholarship and its deadline. If you have any questions about any of these scholarships, please contact:

office@ht399.org OR CALL 818-985-7374

SNOWFALL

IN LOS ANGELES

BY MATTHEW KLEKNER

“Snowfall” is a dramatic series that centers on the crack epidemic that swept through Los Angeles in the early 1980’s. Much like “The Wire and Traffic”, it’s a sprawling narrative that spans multiple generations and storylines. The three main story arcs reside in South Central Los Angeles, East Los Angeles/Boyle Heights and



the jungles of Nicaragua. As the seasons progress, the storylines converge, and the show spins an elaborate web that spans the entire city. The story of “Snowfall” follows three individual characters, but the neighborhoods in which they live play a large role in the story. As characters develop, so too do the neighborhoods.

“I like to say to get to the world of ‘Snowfall’ you have to peel the onion back multiple layers to get to where we reside,” says Location Manager Brian O’Neill.

“On a show like this we don’t really live in the standard filming world. We don’t often shoot in high falutin’ restaurants or big, beautiful, Beverly Hills mansions,” he continues.

“Early on it was just myself for the first month doing some broad strokes and scouting of the neighborhoods. Once we narrowed them down, we started going door-to-door to find where these characters would live and if these neighborhoods are ok with us potentially filming there for the next five years. The story arc is a five-season plan if all goes well.”

The story of “Snowfall” starts in the summer of 1983 and what most people don’t remember is that Compton was just another suburb at the time. Things were actually pretty good there, precisely because the crack epidemic hadn’t decimated it yet. “Just Google 1983 Los Angeles and take a look at the pictures. Thirty-five years ago, things were drastically different than today. It is only 1983, but we might as well be creating 1940,” says O’Neill.

“In ‘83 people didn’t have their yards fenced off or bars on their windows. In 1986, ‘87, ‘88, when the neighborhood started to take a turn for the worse, that’s when all the security bars were put on people’s houses and fences went up around their yards. In many of the neighborhoods where we shoot, we actually take down (and put up) all their fences and bars every time we come and go.” 1983 doesn’t seem like too long ago, but every-

thing from the street signs to advertising signs had to be covered everywhere they went. There are also all the modern inventions like DirecTV dishes, which pop up all over the neighborhood. So many things we take for granted every day, simply didn’t exist 30 years ago. And then there are the picture cars.

“A simple walk and talk down the street takes multiple blocks of us clearing the street to put

ing us places to park.

“They’ve also provided us with good security and hired local neighborhood liaisons to help us manage and work with the neighborhood environment,” says Fehrman.

South and East Los Angeles are not known as hot beds of filming activity. These are neighborhoods that are not used to a big company rolling in and changing things around and im-

acting their daily lives. Gaining access and trust required a group effort to lock down entire neighborhoods and get everyone on board with sharing in the show’s creative vision.

“I have a very diverse crew from all different backgrounds from all different neighborhoods,” says O’Neill. “Everyone was excited that we were coming to town, that we were going to portray their neighborhood. They know we are

not there to exploit their community,” says O’Neill.

“We reached out to the City Council. We reached out to the LAPD. We have a number of community liaisons and involvement with the local churches. We’re working with all of them,” he continues.

“Snowfall” shoots in these neighborhoods regularly and they didn’t want to behave like some other shoots that come and go quickly and leave a wake of trash or negative sentiments behind them. They made every effort to inform and include the neighborhoods.

“We give back as much as we can,” says O’Neill. “Just last week we had a ‘Food Truck Friday.’ We brought out a whole bunch of food trucks for one of our neighborhoods in South L.A. and we weren’t even filming there. This wasn’t for the

crew, it was for the neighborhood to come out and enjoy. It was a ‘Thank You’ from us.”

“We also invited a whole bunch of the neighborhoods to our premiere last year and there’s a sense of pride that we’re seeing now in season 2.” “We’re also trying to institute an internship project this year with the folks from the neighborhoods we film in, that’s both East L.A. and South L.A. That’s still in its infancy but we’re hoping to try to open the world of filmmaking to the people in those neighborhoods.”

“When ‘Snowfall’ was initially budgeted they planned on being on stage two or three days per episode. When you shoot 8 days per episode, those days on stage allow Locations and Transportation to catch their breath, get caught up, and get prepped for the next episode. That was the initial plan at least, but ‘Snowfall’ often doesn’t conform to the norms of episodic filmmaking.

“We’re beginning Episode 6 of this season and we’ve had, I think, three days on stage in all six episodes, and two of them were partial stage days as we moved out to a location at the end of the day,” says O’Neill.

“I like to say we’re out ten out of eight days,” he continues. “We have multiple locations many days and we probably shoot 15 locations within an episode.”

“It’s a very busy show,” acknowledges Fehrman. “T.V. has sort of evolved into a smaller footprint,” says Fehrman. “It’s just easier to work since we have to move almost every night and sometimes make multiple moves during the day.”

“Smaller 10 tons are the main equipment for grip, electric and camera departments. It’s just an easier way to travel and it makes it a lot easier for the different departments to access their equipment, since the smaller trucks can park closer. It’s just a good formula for shooting a show like this. When you travel smaller you can accomplish more.”

As a 41-year veteran of Local 399, Craig is no stranger to working in challenging environments. As a Transportation Coordinator he’s coordinated large projects like “Hunger Games”. For the better part of the past ten years, a lot of his work has taken him out of town throughout the country, to places like Texas, Virginia, New Orleans, Oklahoma, Mississippi and Atlanta, to name a few.

“You meet a lot of great people and have a lot of great experiences. But when it comes to the pure professional and knowledgeable work force,



Transportation Coordinator Craig Fehrman, Co-Captain Tim Farrands, Captain Dave Morrison, and Dispatcher, Bonnie Lena working on “Snowfall”

enced help to pull from,” says Fehrman.

“But this show is a little bit different than normal because we are out every single day. They’ve allowed me to keep my core group with me the whole time and they are all doing a great job. So that makes it a little bit nicer and easier for me rather than having to cut back when we’re

on stage and lay off

all my crew for a couple of days and then rehire my crew later.”

“I carry basically thirty-five full time Drivers. So, it’s great and it’s nice for them too because they know they’ve got a fulltime job and they don’t have to go looking for a different show every couple of days,” says Fehrman.

“Captain Dave Morrison is doing a great job for me. I sort of leave all the daily work of the set to him. He does the daily production end of

it. It’s nice to have the capability of being able to rely on guys you know who can do the job without micromanaging everybody.”

The Locations department is well staffed as well, carrying anywhere between 10 and 15 people at a time.

“You know I’ve got a very large team and they’re great at making this happen from day to day. It’s the most difficult and challenging job I’ve been

a part of in my career,” says O’Neill.

The work Brian and his Locations team did on Season 1 did not go unnoticed and they were awarded the best One-Hour TV Location Team of the Year and best TV One-Hour Location Manager of the Year by the California On-Location Awards.

“I was really excited to see my team win because they deserve all the credit. And it was nice to be acknowledged as an individual but without the team I don’t exist. I spend more of my days in the van scouting for the next episode and just trying to manage the problems that arise on a daily basis.”

“I like to say a good day in Locations on set is one where nobody needs to call for Locations.”

“I’m just the quarterback. I just get to sit there and throw the ball out to them and let them go to work, which they do amazingly! I’m only as good as the people I have around me and I’ve got some of the best and talented location pros around me.”

“Snowfall”, got off to a rocky start. The initial pilot for the series was thrown out by the Network, FX, and a new crew was brought in for a major overhaul of the project. FX knew they had something special on their hands and they wanted to see this project through.

FX applied for a tax incentive for “Snowfall” while the project was still in the pilot stage and as the final iteration of the pilot took shape, “Snowfall” was granted a \$4.9 million tax credit towards its first season. Shortly after airing, FX quickly picked up the project for a second season and their faith in the project was ultimately rewarded when the incentives were renewed as well.

“I did the second pilot and we always had the idea that as soon as we finished the pilot we were going to go straight into the series. You know, nothing’s ever a guarantee. I think we took three to four weeks off and we started the series,” says Fehrman.

“I have shot a lot out of California and I would say the tax incentive came at a great time for everybody,” says O’Neill. “And on a personal note the tax incentive came right about when my son was born. So, it has let me be home for the first two and a half years his life.”

“If I have to leave before he gets up I can usually see him before he goes to sleep, or vice versa, but



Snowfall Location Manager Brian O’Neill

to not have to be in a hotel each night is a great thing and I’m really hoping we get a renewal for another bunch of years to keep filming here.”

“It’s nice in the respect that most everybody that you hire are experienced and they know what they’re doing,” says Fehrman. “It makes my job easier. When I’m out of town I never know what the crew is going to be like and there’s always some good, some bad.”

“When you are in L.A. there’s not a million questions and there’s not the whole learning experience of telling someone what they need to do.”

“You know, they just don’t get the same quality of work out of the distant hire crews as they do in L.A. It’s always nice to get back home and make a phone call to someone, and say, ‘Hey I need you to do this,’ and they do it.”

“I did a show in Atlanta last year and when I showed up on the studio lot I was surprised by how many people I knew. So many people had transplanted there or had been there for quite some time. Unfortunately, because that’s where the work was, especially in Features. Features are still catching up here in L.A. It’s predominantly a T.V. driven town. So, if feature work is your forte, then you had to be out of town. That’s hard, but that’s the reality of it. There are more features coming back now, and the incentives have had a great impact. They’ve definitely turned this town around,” says Fehrman.



SPOTLIGHT

WOMEN IN TRANSPORTATION
STRONG. FOCUSED.
DETERMINED. HARDWORKING.

When we think of our Teamster Local 399 Sisters, there are a few words that immediately come to mind. Embarking on a career in the Entertainment Industry can be one that demands a lot from not only a Member as an individual, but also the friends and families that support them. It is a tough Industry with long hours and many demands in the various Crafts. Since its origin, Local 399 has been fighting to elevate the standard of living and gains for all of our Members. Expanding on the hard work of our Retirees and our past Local Leaders. Unions as a whole have played, and continue to play, a huge role in closing the gender pay gap and leveling the playing field for all workers to be paid a fair wage for a long day's work. That being said, we are constantly reminded that we still have a long way to go to create equal opportunities for all workers in all workplaces.



We chose to feature “Women In Transportation” in this Member Spotlight because the numbers of our Local 399 Sisters are disproportional compared to Brothers in this line of work. That does not in any way weaken our strong Teamster Sisters that have made exceptional careers in the Entertainment Industry. We talked with 4 of our Local 399 Sisters working in Transportation to hear about their careers thus far, their pathway to embarking in the Industry, as well as learn from each of them by way of their sound advice for anyone seeking a career in this Industry. We believe our entire Membership is made stronger by highlighting accomplished individuals so that we can learn from their experience and advice.

We appreciate Kim Latina, Karen Chang-Ambrose, Yvette Peterson, and Delya Campos for taking the time to share a bit about their experiences.

TEAMSTER LOCAL 399 SISTER:

Kim LatinaTRANSPORTATION COORDINATOR
Teamster 18 Years

“If you have a goal and something you want to accomplish in this Industry, it is all possible.” These words of wisdom are shared by Transportation Coordinator Kim Latina. Kim has been a Member of Teamsters Local 399 for over 18 years. Though female Transportation Coordinators in the Industry are few and far between, Kim stresses the importance of seeking out opportunities to grow in your craft to get to where you want to be in the Industry.

Kim is no stranger to the Entertainment Industry. Her father was Stephen Latina who also worked in the Industry as a Transportation Coordinator. Kim's original plan was to work in the Industry as an Editor. Though she went to college to become one, and was grateful for the opportunity to take an internship where she was able to sit in on an actual editing bay on a show, it was here that she reassessed her career path unsure of whether editing was the path she wanted to pursue.

“I'm a social person and I like to be out and about and being stuck in a dark room for many hours was not what I wanted to do when it came time to see what the job actually entailed. I was still going to college and continuing my education when it came up that 399 was into Permits, Transportation Coordinator Tom Thomas said to my dad and to the crew on “CSI” that maybe we should have Kim get her days to have something to fall back on. I got my days and I worked a bit when I was a Group 3 but not much. As the Industry started to get a bit busier and I became a Group 2, I started working more and realized that this line of work was what I really wanted to do. I enjoyed driving a van, meeting new people everyday, being outdoors, and working in different locations. That's when I fell in love with this career.”

The process of Kim moving up to work as a Coordinator was

met with a lot of support from her longtime friend, mentor and Teamsters Local 399 Brother Tom Thomas.

“When the Writer's Strike happened, work was definitely uncertain and Tom Thomas brought me into the office after the strike had settled and said ‘I think we should put you on as a Captain.’ Our Captain at the time was doing something in San Francisco and wasn't going to be able to make it back. I had never really thought about moving up but he told me, ‘trust me, you're ready, you're going to be okay.’ I took his word for it. He was a huge part of my career.”

Kim continued to work with Tom on “CSI” even after her Father moved onto another production. Later down the road, as Tom prepared to retire, he worked with Kim to take over his role as Coordinator when he left. The last 2-3 years that Tom was active in the Industry, he groomed Kim and taught her the steps necessary to be a Coordinator.

“I was very fortunate to be in the right place at the right time and having someone that could look over my shoulder for years to teach me. Many people don't get that opportunity. When he stepped out and retired I stepped in. I was already doing the work, I just didn't have the title yet.”

The biggest difference Kim mentioned between Captaining and Coordinating is that when Coordinating, you are solely responsible for the budget and how the money is spent. As a Captain, Kim was dealing mostly with Drivers, however with Coordinating you are working closer with the Producers and the accounting department – basically the people in the office verses the people in the field.

“I prefer Coordinating for a couple reasons. I enjoy the paper-work part of the job, budgeting and working with numbers. I enjoy the challenges of putting together the right equation to make the show work or function properly. It's definitely where I feel I should be.”

As a Coordinator, Kim is solely responsible for all transportation movement on any given show. She is helping out both sides by working with Producers as far as being budget conscious, while also taking care of her crew and her Teamster Sisters and Brothers working in her department.

“I really enjoy being able to pick my crew and who I get to work with everyday. We are there for hours and hours on end. Some days, not everyone is happy and enjoying each other's company. That doesn't always happen when you are months and months into a production. But I enjoy the people I work with and I enjoy getting to put the proper crew together to make that happen.”

Kim attributes a lot of her success in her career to not only her hard work but also her ability to seek out opportunities to grow, take on more responsibility, and to learn from the people that she respected as to how they did their job.

“Identifying shows that you like how they are run and are organized and try to follow those people as mentors. If Coordinating is something that interests you, it's better to just be in someone's back pocket if you can and learn that way. This job is very hands on; some of the pieces can be sharpened up in the classroom, but not necessarily taught. Just picking someone out that you think is good at their job and shadowing them is the best way.”

When asked about how the Union can work to further support

women to make the jump to Transportation Coordinators, or really any role that they want to work in in the Entertainment Industry, Kim had some great insight.

“Pick someone out that you respect, get along with and that is good at their job and shadow what they do. Starting out it can be intimidating to some people because it is a predominantly male dominated line of work, but I think you need to move past the intimidation factor and get over any fears and believe that you can do it. It's obviously possible but it won't just come to you.”

TEAMSTER LOCAL 399 SISTER:

Karen Chang-AmbroseTRANSPORTATION MANAGER AT STARZ
Teamster 17 Years

For some of our Teamster Members, their career in Transportation can lead to management roles that support our Membership on a different level. Dispatcher Karen Ambrose made the jump from Teamsters Local 399 Dispatcher to the Transportation Department Manager at Starz. Her career path is unique and her dedication to her craft is one that developed over time. Karen joined Teamsters Local 399 in 2001 and worked in the

Industry two years prior to joining Teamsters Local 399 as a Dispatcher.

“Transportation wasn't a role I had seen myself in – the best thing about starting as a Production Assistant is you usually get a really good view of how production works, and from that you can assess what area interests you. I found Transportation and stayed here because after a show or two and as my reputation grew, it was just easier to find work.”

Karen describes herself as just sort of falling into the field of Transportation. When Karen graduated college she had moved to Seattle to work in theater before starting as a P.A.

“I spent about a year in Seattle working in Theater. While I loved it and I loved Theater, I got tired of starving so I came home. I always knew I wanted to do something in the Entertainment Industry, I didn't really know what.”

When Karen returned from Seattle and got started as a PA she sent her resume to anyone and everyone she could think of to try to find consistent work. Karen mentioned that in this business you are hired a lot of time by who you know, and at the time she didn't know too many people in the Industry.

“Somehow my resume wound up on the desk of a Transportation Coordinator at Warner Bros., Keith Dillin. He hired me for my first Studio Show, which was a little movie Clint Eastwood was doing, called ‘True Crime’. That was my first job in Transportation.”

At the time that Karen was working on “True Crime,” the position of Dispatcher at a show level didn't exist. Most of the Dispatchers at the time were in-house with Studios. She says she was essentially working as a glorified non-Union PA, or Transportation Office Manager, as they were called back then. After completing “True Crime” Karen moved on to work with other Coordinators.

“A Driver I met on one show would refer me to another Coordinator, and that Coordinator would hire me, and then on the next show I would meet another Driver who would introduce me to another Coordinator. And it just fell like dominos. I went from Keith Dillin to Dave Robling to Tommy Tancharoen, to Jonathan Rosenfeld, and it just fell in-line like that.”

Eventually Jonathan Rosenfeld helped Karen get her 30 days to become a Member of Teamsters Local 399. After her time with Jonathan, she began working with Coordinator Denny Caira and continued to work with him for 13+ years straight.

When discussing the highlights of being a Dispatcher, Karen mentioned outside of loving the work, she was also grateful that as a Dispatcher she was able to work more normal hours compared to others in the Industry. As she continued to develop a great reputation for her work, the Coordinators she worked with were very willing to work with her schedule and provide a level of flexibility with her hours.

“As long as the work was getting done, I was fortunate to have Coordinators that would work with me and my schedule. The trade-off for me was that I was always willing to put in extra time when necessary to get the job done. As I got married and started a family, I was extremely fortunate to work with a lot of Coordinators who didn't care if I came in late or left early on occasion as long as I was available and the work was getting done.”

After a successful career as a Dispatcher, Karen's work ethic, experience and commitment to her craft made her a perfect candidate to grow in her role in the Transportation Department.

“I never really thought of my career as a “path”. I realized several years ago that I didn't want to coordinate and that is the peak of the Production Transportation road. Once I realized I didn't want to do that, mostly because I didn't want to put in those types of hours, I remember thinking that maybe my career had leveled off and I was okay with that. The trade off was the flexible hours and the time I would have with my kids.”

For Karen however, that wasn't the only path to follow. After years of working in the Industry as a Dispatcher, the position opened at Starz of Transportation Manager in the Originals Programming Team. Karen accepted the position and is now working at the Studio as the Transportation Executive, managing Starz Transportation policy and DOT compliance over their original productions.

“Part of my job now is really to build a relationship with the Coordinator and Transportation team to make sure they have the support they need to stay compliant with the Studio and DOT policies.”

“My role as a Dispatcher prepared me for this because as a Dispatcher, you deal not only with Drivers and Coordinators, but with producers, executives and every other department. While I am now on the Studio side, I think it's important to have someone that has a lot of production experience that knows what is actually happening on a day-to-day basis. I know what both the Studio and the Production needs.”

In discussing her current role she was quick to mention that there are definitely things she misses about Dispatching.

“I miss the Drivers. I miss the crew. There is an energy and fun on set that you just don't get anywhere else. Though I miss the people, I can't say I miss my phone ringing at 5:30 in the morning because someone can't find something at basecamp.” Karen's move to Starz was met with a lot of support from the Coordinators and Drivers she had worked with over the years. “They were really glad for me. I learned everything I know from them and I know part of the reason I am here today is because of their wisdom and support.”

With such an extensive career thus far in the Industry, we wanted to know what advice Karen has for New Members embarking on a career in Transportation in the Entertainment Industry. “My advice is no matter the position you are in, whether it be Driver, Mechanic, Captain, etc – learn everything you possibly can. And don't be afraid to be wrong. Over the course of my career I have seen people be afraid to be wrong, which in turn held them back. Learn as much as you can from everyone. Sometimes it's also just as important to learn what not to do as what to do.”

Karen continued by stressing the importance of not letting yourself get pigeonholed in Transportation. This advice especially rings true for women working in the Industry.

“Women make up a small percentage of Transportation Membership not only in our Local but also across the country. I have had conversations about this with New York and Atlanta where there are even fewer women in Transportation in the Industry, and they all drive vans. I have known a lot of great female Trailer Drivers, Stake Bed Drivers, Semi Drivers. My advice to women in our Industry is to be forthright and speak up about what you want to do. In my experience, women who work hard and are good at communicating what they want don't stop working.”

At the end of the day, this advice goes for everyone in the Industry according to Karen.

“Make it known what you want and then look for those mentors that will help you get there. Don't be afraid. Part of the fun is who you work with today might not be who you work with tomorrow. It's all about relationships. If you feel like you aren't getting the opportunity you need or you feel like you're in a place where you're not growing, keep looking. Someone out there will be willing to help you. Sure it can be intimidating, but keep looking.”

In closing Karen left us with one final piece of advice and words of wisdom to share, “Take the one-day call. You never know what it can turn into. Take whatever opportunity that comes your way.”

“This business can be rough but the Union and its Membership have always been really good to me. I don't believe you can have it all, but you can get pretty darn close. And honestly with all the support I have received in a career I “fell” into, I'm grateful to be where I am.”

TEAMSTERS LOCAL 399 SISTER:

Yvette Peterson

DRIVER

Teamster 20 Years



3rd Generation Teamster Yvette Peterson is another one of our talented and highly regarded Local 399 Drivers. Yvette's Grandfather worked at Universal and her Father was a Coordinator up until his passing in 2000. Yvette's Sister is also a Driver in the Industry. Yvette knew from a very young age that she was determined to follow in her Father's footsteps.

“When we had career day at school I always said I want to grow up and be like my dad and work in the Entertainment Industry as a Driver. Kids in school were more interested in hearing about what actors you got to meet. They only saw the glitz and glamour of it, which was funny to me.”

Yvette has always been a Driver since entering the Industry and prefers to set up and run the Basecamp on production, specifically hair and makeup trailers for actors or actresses.

“I do all the shopping for the trailers, clean them and I am there to fix them if something goes wrong. Something I have gotten really, really good at. Also, if the actors need to be shown how to do something simple like turn on the a/c or heater, I can help them with that. Basically, making sure basecamp is running smoothly and being able to help if need be.”

Yvette described that one of the best aspects of her job is not having to work in an office and getting to meet different people all the time.

“It's always fun and having a good crew always makes it easier.”

Yvette's certainly made a name for herself as a Driver and was recently requested by a prominent Actress to take care of her trailer on a production in Atlanta, GA.

“It would have been dumb of me not to take the job. She is an up-and-coming star and she works a lot. I just finished a show last week with her in Los Angeles.”

“I felt pretty accomplished that I made it through Atlanta and that I was requested specifically to be there. Especially since I hadn't seen or spoken to that actress in 4 years. All of a sudden they called me out of the blue. Having a great reputation that gets you jobs with specific people years after working with them made me feel special and affirmed that I did my job well. I work to make everyone happy.”

Yvette's humility and dedicated work ethic is impossible to miss. Her commitment to her work and the requirements of the job is one that she takes seriously to continue to make a good name for herself in the Industry.

“Being a Driver is more than just driving equipment – it's about building relationships with those that are interacting with your equipment. It's a very relational business. You should always be polite.”

When asked about any advice Yvette has for any new Members, she immediately responded with the necessity to be a strong willed and a determined person to succeed in this Industry.

“I can see that as a Group 3 you get discouraged because there is not a lot of work. Don't get discouraged. It will come. Be strong. You have to have tough skin in this business.”

As for Women embarking on a career in this Industry, Yvette mentioned that though she basically grew up in this industry and didn't face too many issues when getting her start, it is important not get to intimidated. Yvette stressed the importance to come in and focus on doing the job you are hired to do.

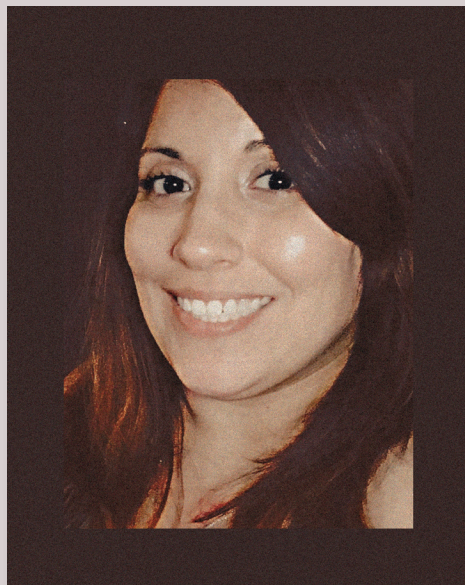
“Be strong. And stand your ground. I am fortunate that I have had a team that has been so supportive.”

TEAMSTER LOCAL 399 SISTER:

Delya Campos

DISPATCHER AT PARAMOUNT

Teamster 1 Year



Delya Campos has been working in the field of Transportation since 2007. She got her start on the Studio side working as a DOT Compliance Coordinator from 2007 – 2017. Delya describes the start to her career as just sort of falling into it. A family friend mentioned a job opening back in 2007 and over time what started as a job became an exceptional career that Delya has grown to love.

“I learned over my 10 years working in Transportation, that no two days are alike and I think that is what intrigues me. In this line of work every single day is going to be different and it's always going to keep you on your toes. I have always been a person that likes to continually learn something new.”

Delya described her entry into the Entertainment Industry as coming in “completely green” not knowing what Transportation did, or what it entailed. At the time she was pursuing a career in education, however in her last semester of school she decided it was not direction she wanted to go.

“I was ready to be done with school and just start working. When I initially found out about the job opportunity, what drew me to it was the Entertainment industry. When you live in Los Angeles, the Entertainment Industry surrounds you. Just being a little part of the process of making TV & movies, however small it might be, is exciting. Now however I'm seeing that being in Transportation, even though it's behind-the-scenes, it's a large part of being able to produce TV & Features.”

Though she might have begun her career with little knowledge to the scope of the Transportation Department, it didn't take her long to immerse herself in every aspect she could possibly learn.

“I just kind of went with it and threw myself into the deep end. As time went on, I realized that in this Industry, it is all about relationships and camaraderie between the people that you work with.”

Delya described herself as a person that always likes to learn something new and that this field of work has allowed her to not only constantly educate herself, but has also provided the opportunity to educate those she is working with about what is going on in the Industry within the Transportation Department.

“One thing that I take pride in is whether it's Drivers or other DOT Administrators I have trained over the years, some will come back to me and will tell me, ‘I took some of the information that you gave me and applied it to this one production I was working on and people asked me where I learned this or got my information from and I tell them I found out from you!’ For me that is really cool because I take pride in seeing someone learn and grow.”

Even though Delya has had an extensive career working in Transportation, it was just this past December that Delya started her Dispatching position as a Permit and she achieved her 30 days in February 2018. Delya is currently working as a Dispatcher at Paramount and handles the DOT Compliance side of things, making sure they are in compliance with State and Federal Regulations, as well as making sure the Drivers they employ are well educated on what they need to do when they travel and are operating under Paramount's DOT number.

“I had been working at another Studio for the past 10 years, primarily handling all of their DOT Compliance. That was a corporate job. I was fortunate enough that a job at Paramount

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SUPPORT DRIVERS

WORKING PEOPLE DRIVE.



Big Business spends big money in Washington to influence members of Congress and push their anti-worker plans. They out-spend working families on politics by more than 15-1. Now more than ever, we have seen threats against working families increasing at a rapid rate. With a National Right-to-Work bill on the table that has gained the support of over 100 Republican Congressmen and women, tax breaks that are lining the pockets of Corporations over working families, and the Supreme Court decision regarding Janus vs AFSCME set to be announced this summer, it is no surprise that the anti-worker agenda is one that is heavily funded and committed to weaken Unions and the support they provide to elevate the wages and working conditions for all workers. The International Brotherhood of Teamsters created the D.R.I.V.E.

program to help stop the attacks on working families and increase voter education to promote candidates that are advocating for the rights and working conditions of middle class workers. D.R.I.V.E stands for Democrat, Republican, Independent Voter Education; meaning D.R.I.V.E. is not affiliated with a Political Party. D.R.I.V.E. exists to identify candidates and policies that benefit the livelihood of working people everywhere. Through grassroots political action and aggressive lobbying on Capitol Hill and in State Houses and City Halls across America, Teamsters have stopped some of the worst attacks on working families and have worked to move forward with specific actions, like improving job safety, fighting for affordable childcare, and stopping abuses by corporate health providers and insurance companies.

CONTRIBUTIONS TO D.R.I.V.E. SUPPORT A WIDE RANGE OF TEAMSTER ACTIVITIES:

- ★ Keeping members and their families informed on the key issues that affect our future, including voter guides that show the records of our Senators and Representatives in Congress.
- ★ Rallies, news conferences, advertisements, and phone banks to build support on issues of concern to working people.
- ★ Voter registration, and financial support for political candidates who will stand up for working families. D.R.I.V.E. is non-partisan and independent from any political party.

We encourage all of our Members to take a stand for working families by contributing to D.R.I.V.E. Your contribution will support grassroots action by Teamster families to stand up to Big Business interests and your membership to D.R.I.V.E. will help elect political candidates who care about working people.

HOW YOU CAN GET INVOLVED

- ★ Make a one time or recurring donation to D.R.I.V.E. –If you didn’t get a chance to sign-up at our April General Membership Meeting, contact the Union Hall at (818)-985-7374 to get a D.R.I.V.E. contribution form or simply mail your payment to:

Teamsters Local 399 Department of Political & Legislative Action
25 Louisiana Avenue, N.W., Washington, D.C. 20001

- ★ Make an Online Contribution or have your Family Members and Friends support the partner fund TEAM: <https://teamster.org/team-fund/contribute>
- ★ Sign up to receive “Action Alerts” from D.R.I.V.E. “Action Alerts” will provide you with simple ways to get involved in the ongoing efforts of D.R.I.V.E. Sign up at: teamster.org/content/drive
- ★ Employees working under our Commercial Agreement that are interested in making direct contributions through payroll deductions, please email office@ht399.org for a copy of the form to be completed.

ARE YOU REGISTERED TO VOTE?

Make your voice be heard VOTE! Exercise your power and make your voice heard by making sure you are registered to vote. The best way to support working families is to elect Candidates that support middle-class workers and families across the Nation. We need our Elected Officials to work for all and support the efforts of Unions that are fighting for good wages, fair working conditions, health and retirement benefits and more for all working families.

If you are a Resident of California and you want to register to vote simply head to: registertovote.ca.gov. Let your voice be heard. Vote.

UNDERSTANDING NEW MEDIA

At our January 2018 General Membership Meeting we explained in great detail the issues surrounding New Media to set the stage for our upcoming Black Book & Location Manager Negotiations in the Summer of 2018. We wanted to recap some of the information shared for those who were unable to attend the Quarterly Meeting, as well as provide an informational tool that you can share with other Members seeking to understand the details and importance of New Media moving into the future.

POPULAR NEW MEDIA COMPANIES

Streaming	Internet	Apps
Netflix	Advertising Webisodes	Blackpills
Hulu (Disney, Comcast, Time Warner)		Net Tunes
Amazon		Go90 (Verizon)
CBS Access		
Seeso (Comcast)		
Facebook		
Apple		
You Tube Red (Google)		
Sony Crackle		

Let’s start with the Basics...

1) What exactly is New Media?

New Media is simply a way to classify productions that “air” on Internet platforms instead of traditional Cable, Network and Theatrical releases.

2) How did New Media start?

It really began with the advent of YouTube and streaming services that began to get into producing content the Studios traditionally produced, but for the Internet.

3) Is there New Media language in our Black Book?

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

4) How are New Media Productions covered by our Black Book?

Local 399 has to sign one-off agreements with each production that is producing New Media content. This includes the Major Studios. So for example, if Paramount Pictures were producing a series for Netflix, that production would not be covered under our current Black Book. In turn Local 399 has to sign a contract with Paramount Pictures for that specific production with terms and conditions equivalent to the “Black Book”.

5) I am on a New Media show, does that mean my rate will be lower?

No. Since 2014, the only rates that apply to New Media productions are the same as traditional productions; 399 Feature, Episodic or MOW rates. There is no such thing as New Media rates.

6) How do you see New Media impacting our Members in the future? Do you think we will see more New Media productions?

Organizer Lindsay Dougherty has signed over 160 New Media Agreements since 2015 and that number will only continue to increase. Young people especially, tend to watch about the same amount of time as traditional viewers but consume their content on computers, iPads and smart phones instead of in front of a TV set. The truth is, the more platforms there are, the better for our Members. It means more original content will need to be produced to satisfy those new (and old) platforms. That means more work for 399 Members. Currently we are seeing that 20% of all productions are New Media.

There are 2 issues that we are currently facing...

1) Days worked on a New Media productions for Roster Placement do not count towards placement on the Industry Experience Roster. To be clear, Permits will still receive contributions into the Trust Fund for Pension and Health but their Permit days will not count towards Roster Placement. All other grouped Drivers are not negatively affected by a New Media production pertaining to Roster Status, nor are their Health and Pension contributions affected. If you are rostered, all the days count toward moving up in Grouping as well.

2) The second issue, New Media Residuals. Residuals are not the same as Pension and Health contributions; they are back end contributions that were negotiated in 1960. The Producers pay a percentage of the “Producer’s gross” into the Motion Picture Industry Pension & Health Plans. Residuals are also generated via Supplemental Markets such as DVDs, VHS, or paid Television Programming.

Since there isn’t New Media language concerning Residuals, we are not triggering those monies into the Trust Fund. IATSE however is contributing Residuals and the Residual fund is still healthy. Teamsters Local 399 is still receiving Residuals in the Trust Fund concerning post 60’s and supplemental markets from traditional TV & Feature Film Productions. We predict the companies will propose New Media language in this contract cycle because Local 399 and the other Basic Crafts Unions are the only Unions that have not agreed to New Media language. Although we must continue to grow and adapt with ever-changing technology to protect what our Local 399 Sisters & Brothers have fought so hard for, we will not agree to New Media rates that are below MOW rates. We will be sharing more information about the upcoming Black Book and Location Contract Negotiations soon. Make sure you are subscribed to emails from Teamsters Local 399 to ensure you are receiving the most up-to-date information. Head to:

www.ht399.org > Members Tab > Get Connected.

If you believe you signed up but are still not getting emails, email us at **office@ht399.org** to look into your account.

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for a Dispatcher opened up and Frank Tardino, the Executive Director of Paramount Transportation, reached out to me and asked if I would be interested. It was an opportunity that I couldn’t pass up, especially knowing what a strong Union Local 399 is. When I think of Teamsters, I think of a broader sense of collaboration. One of the things I heard from people and Drivers I have worked with over the years was how supportive and excited they were for me when they found out I was able to become a Dispatcher and a Teamster. I was very grateful for that. I felt that not only from those around me but also the guys I work with now in the Paramount Office.”

It’s a small team at Paramount that runs the Dispatching Department. Delya, Anthony Ventrella, Daniel Razo and Paramount Shop Steward Micah Small work together in the office. Delya describes her team as a great balance. The guys have been able to teach her a lot about the vehicle side of things, such as different types of equipment, scheduling, rentals, and how to look up equipment and she has been able to share her extensive knowledge about DOT compliance.

“A typical day varies. For the most part it is fielding phone calls from Productions to make sure we have specific equipment. Talking with different Productions that Paramount over-see. Making sure paperwork is in order. And if we have any missing paperwork, we reach out to the DOT Administrator assigned to Production to see when we can expect that paperwork to be turned in. If there are any issues with Production or if they are falling behind, we will get in touch with that office to see if we can assist in anyway. This job is all about flexibility.” Outside of being flexible when it comes to being a Dispatcher, Delya mentioned this job is also based in large part on collaboration and the relationships you build, not only with your co-workers but also all people that work in production – such as Drivers, Coordinators and Captains.

“One thing I pride myself on is building relationships where people can feel comfortable to ask questions or help problem solve a situation. I always tell Drivers or DOT Administrators on a show that I would much rather they feel comfortable to ask for any clarification then do something wrong or be confused. There are no silly questions.”

The move to Dispatcher at Paramount was another way to continue to grow professionally and give herself a new challenge to tackle.

“A Dispatcher was something I was really excited about not only because I could be part of a really strong Union and I would get good benefits and obviously the pay but it was also an opportunity to grow as a professional and learn the different aspects of transportation that I wouldn’t have learned or been exposed to before. That was the main driving force for me – how can I learn more and grow more.”

Delya herself is a relatively new Local 399 Member. With extensive experience in the Entertainment Industry in the field of Transportation, she is no stranger to observing that this field tends to have more men than women. However Delya says she doesn’t really think too much about that. Though she mentioned she would love to see more female Drivers and continue to see more opportunities for women to embark in this field of work, she mentioned she always gets excited whenever she gets to work with strong women in the Transportation Department. For Delya, the bottom line is it’s all about being a hard worker.

“I have always looked at the Drivers in the Entertainment Industry as hard workers. They put in extremely long hours. I think as long as you put your best foot forward, you are a hard worker and try to learn as much as you can to help production run smoothly, that is how you make it in this Industry.”

“For the most part, all the Drivers I have worked with over the years have been very respectful of me and even when I made the switch to Dispatcher at Paramount, all the Drivers were very supportive and excited. One thing that I see about this Local is that our Members are supportive of one another. Even with the guys I am working with currently, I am the only girl in the office but the guys I work with have been so supportive and so mindful to make sure I am included and comfortable and transitioning well.”

Delya’s experience, work ethic and ability to support and work well with everyone she meets has brought her to her role today at Paramount. When she speaks of her accomplishments, her humility is genuine yet her strength and confidence in the career path she has chosen to embark on is undeniable.

We are grateful to Kim, Karen, Yvette and Delya for taking the time to speak with us. Sharing stories and experiences is how we all learn and grow from one another in the Motion Picture Industry. As a Union, we are a family. Our Teamster Sisters in Transportation are some of the best in the business, and every piece of advice shared will help to empower and grow our Membership to continue to reflect the reputation of hard working, strong and determined Brothers and Sisters that are Driving the Entertainment Industry forward each and every day. As all of our Teamster Sisters mentioned, moving forward in this Industry takes strength, determination and hard work. Identifying those around you that can help bring you forward in your career is essential in this Industry. Teamsters Local 399 is continually working to offer classes that help our Membership grow in their skillset and connect with other Members to facilitate more of those opportunities to learn and grow with one another.

Q&A

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 Local 399 was recognized by PRG to represent their Drivers as a result of our successful NLRB election. We still have to bargain the contract but negotiations are currently underway. I'd like to thank Brother Ernie Barraza for his hard work in organizing this bargaining unit.

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

A We've been preparing for our Universal Tour Negotiations with our Negotiating Committee. We sent out a survey to the affected Members and are preparing to bargain in April. I'd like to give a big shout out to our Stewards and the bargaining committee for all of their efforts in preparing to bargain the contract.

Q What should the Membership know about Janus vs AFSCME at this time?

A The decision is now in the hands of the Supreme Court and will be announced any time now. The chances that this court will rule in our favor are slim. Still, we await the decision in the hopes that the Chief Justice court will not rule in favor of Mark Janus who brought the case.

Q What features are you most excited about in regards to the New App & Website? Why are these sorts of technological advances important?

A In our 2017 General Membership survey it became clear that our Members had some great ideas as to how we might better communicate with and support them. We decided to develop an app to help centralize information from the Local, as well as give our Members their own personal portal to have information stored for quick reference specific to their craft. We will continue to develop both our new app and our current website to fit the needs of our Members. We always welcome feedback from the Membership and if you ever have any suggestions to share please email amy@ht399.org.

Q How does Teamsters Local 399 plan to continue to support Women in the Industry throughout 2018?

A I have been invited to be part of the #TimesUP Commission. Their mission is to create best practices around harassment in our industry and has a 5-year mission plan. Casting Director and 399 Member David Rubin will serve on the working group. We must also do everything we can to support our women and bring more women into our Local as well as training more women to work as Captains and Coordinators. We must also support and encourage all of our female Members to come forward if they have been harassed. Lastly, we have an attorney available to support our women if they feel the need to get legal advice.

Q Why do you feel having a Retiree Committee is important for Teamsters Local 399?

A We have to support all of our Members including our Retirees. We sponsor an annual reunion and want to support our Retiree's with any questions or concerns they may have. They also hold the keys to the history of this great Local and their counsel to our younger Members should be listened to. I'd also like to create more events for our Retirees.

Q How do programs like DRIVE benefit our Members?

A In this era, it's critical for all of us to be politically engaged. Our focus has been to make certain our Membership is united around issues that impact working families. Whether you're a Republican or Democrat, we should all come together to protect our own best interests. D.R.I.V.E. is a great way to contribute as it supports our entire Teamster Membership.

Q Why did we move the Car & Motorcycle Show back to Woodley park?

A L.A. Trade Tech is undergoing renovations and couldn't accommodate the Car Show this year. Also, our Members told us they prefer to have the show in the Valley. I'm very much looking forward to having another great family event for our Members!

Q How are Dues spent and what can you tell the Membership about the importance of being a dues paying Member?

A I recently had a Member tell me that paying his dues was a waste of money. I explained that for his monthly dues he receives a \$10,000 life insurance policy in addition to negotiating his wage rates, working conditions and his Health & Pension benefits. All for less than \$100.00 a month! Ask anyone in the private sector what they pay for health insurance alone! It's a lot more than the cost of dues. Our dues also go to pay the per-capita taxes we pay to support the IBT, Joint Council 42, The Basic Crafts and the L.A. County Federation of Labor.



CALIFORNIA STATE MILITARY RESERVE IS LOOKING FOR RECRUITS!



At our January 2018 General Membership Meeting, guest speaker Colonel Tim Ingram spoke to the Membership about the State Military Reserves. Colonel Ingram spoke very highly of our Driver and Location Manager Members being the perfect candidates to serve the State at this level in times of emergency. Colonel Ingram commended the work our Members do with the ability to seamlessly create basecamps in remote locations at a fast and efficient pace for large scale productions. After Colonel Ingram finished his brief presentation at the meeting there was an overwhelming show of hands for those that expressed interest in learning more about the California State Military Reserves to and see about getting involved.

They have provided basic information about the Military Reserves below and encourage anyone interested to contact the number or visit their website to learn more.

We grateful to all of our Members that have served and sacrificed for our great Country and we commend any of our Members seeking the opportunity to serve the state of California at this level.

The California State Military Reserve is an all-volunteer State Defense Force. The primary Mission is to support the California National Guard in their Homeland Security missions and provide service to California Civil Agencies (first responders) during times of state emergencies. Prior military service is desirable but not a requirement for entry into the CSMR. They welcome non-prior service men, women and experienced Veterans from all Title 10 Branches. The CSMR strives to have service Members who reflect the diversity of the communities that they serve. Individuals who are loyal, passionate, highly motivated and are committed with a desire to volunteer their time in a professional and military environment are the candidates they are looking for.

APPLICATION MINIMUM REQUIREMENTS:

- ★ Be over 18 years old
- ★ Be a US Citizen, Naturalized or have begun the Naturalization Process
- ★ Legal Resident of California
- ★ High School Diploma or equivalency
- ★ Meet medical and height/weight standards
- ★ Be of high moral character
- ★ Submit to background check
- ★ Veterans must have an honorable discharge with a favorable RE code

If interested in learning more, head to the California State Military Reserve website:

calguard.ca.gov/csmr
or call 866-526-4543



SAVE THE DATE

for the:
**Teamsters Local 399 & Basic Crafts
4th Annual Car & Motorcycle Show!**

**Saturday, August 25th
We're Back at Woodley Park!
6100 Woodley Ave, Van Nuys, CA
91406**

**Classic Cars + Motorcycles + Food + Family + Fun!
Details & Registration coming soon! Stay tuned.**

Sign up to receive emails from Teamsters Local 399 at

www.ht399.org

or follow us on:
Facebook, Twitter or Instagram to be the first to know when registration is live to receive updates about the event.

Please email Amy Gorton, amy@ht399.org for all:
Questions / Suggestions, Sponsorship, Opportunities, and Booth Space

APP & YOU SHALL RECEIVE!

It's the Teamsters Local 399 App.

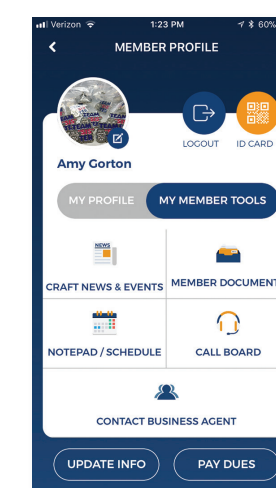
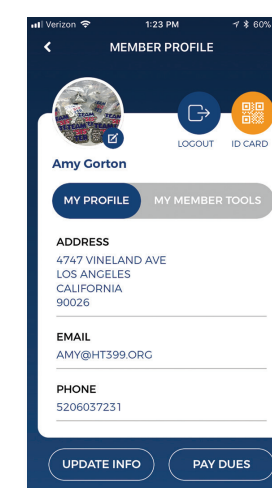
As part of our 2017 General Membership Survey we sought to find out where the Local could improve to better connect with our Members and keep the Membership informed. We are always striving to offer the best tools to our Members and through the survey many responded with the suggestion to launch a Teamsters Local 399 App to tie all our communication pieces together. We found an app building company called 'Linked Union' that has worked with many Teamster Locals, other Unions and our own Joint Council 42. Linked Union has created a product that works directly to address the needs of Union Members, offering tools to help connect the Membership to the day-to-day operations of the Union.

We are very excited to announce that we will be officially launching our Teamsters Local 399 App for both iPhones and Android users very soon! We are in the final stages of testing and when launched we will be doing a heavy push to get all our Members connected and using the Local 399 App.

This app will not take the place of any of our existing communication i.e: Emails, Text Messaging, Social Media, Website Updates and our Quarterly Newsreel, however this tool will allow us to better connect, educate and inform the Membership.

- ☐ General News & Updates
- ☐ Pay Dues link
- ☐ Call Board Login link
- ☐ Political action sections where you can register to vote, see endorsed candidates and contact your elected officials about Labor issues.
- ☐ Direct Contact to Business Agents for: Questions, Workplace Violations (with pictures), safety reporting, harassment reporting, and more.
- ☐ Member Profile that displays your contact information and allows you to update your information as well as upload a photo.
- ☐ Digital Member ID Card
- ☐ Member Tools that allow for Craft Specific updates & event information
- ☐ Member Documents that gives a storage space for important Craft specific information
- ☐ Note pad that allows you to keep track of your work schedule for the week

And more!



Make sure you are connected with our current channels of communication to be the first to know when the app has launched. We would love to hear your feedback! If you have any questions, issues or suggestions simply email: appsupport@ht399.org.

We look forward to connecting with our Local 399 Members in this unique and important way!



EVENTS

May 6th

SOCIETY FOR FINANCIAL AWARENESS TRAINING

Time: 9 AM
Location: Teamsters Local 399 Union Hall “B” Building

The Society for Financial Awareness, through AFL-CIO Labor Community Services, has introduced a program to help Members find financial comfort and success. The time has come to break the cycle of financial mediocrity and level the playing field by raising the bar for all. Must RSVP to attend. Space is limited. Email Business Agent Lindsay Dougherty to RSVP: ldougherty@ht399.org.

July 22nd, 2018

3RD QUARTER GENERAL MEMBERSHIP MEETING

Time: 8am
Where: Pickwick Gardens

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

August 25th

4TH ANNUAL CLASSIC CAR & MOTORCYCLE SHOW WITH THE BASIC CRAFTS

Time: 12pm
Location: Woodley Park

Some of the best Classic Cars & Motorcycles around! More details and registration coming soon. Email amy@ht399.org if you have any questions.

May 31st

LEO T. REED SCHOLARSHIP DEADLINE

Must be received before May 31st to be considered for selection. Head to www.ht399.org to apply.

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.
- 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 carrying a logbook and violations could add up to thousands of dollars. The front office at the Local has free logbooks. This is especially critical for the drivers on Commercials since the productions may not be 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 where 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.
- If you are interested in joining the Local 399 Retiree Committee – please email Business Agent Chris Sell: csell@ht399.org
- Head to our Teamsters Local 399 Facebook page to see more photos from the 27th Annual Ralph Clare Golf Tournament!
- Save the Date: 4th Annual Car & Motorcycle Show with the Basic Crafts will be held at Woodley Park on August 25th.

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.

- | | | |
|------------------|--------------------|--------------------|
| Ronald Antwine | Payton Kirkpatrick | Jimmy Tehee |
| Paul Briganti | Jeff Lira | Randy Tenhaeff |
| Kenneth Day | Michael Lowe | Patrick Tousignant |
| James Downs | Raul Ocana | Shelley Trammell |
| Peter Grandfield | Joseph Richardson | Roland Vandenberg |
| Brian Haynes | Robert Rosen | Gary Vermillion |
| Robert Jordan | John Sagray | Dale Warner |

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:

- | | | |
|-------------------|-----------------|---------------------|
| Duard Binkley | John Huskins | Nicholas Salapatas |
| Michael Brown | William Kurtz | Stan Simon |
| Hugh “Bud” Cairns | Bruce Margolis | Robert Sturtevant |
| Patrick Cyran | Sean Moore | James Vargas |
| Gloria Delano | Nearco Ossandon | William West |
| Robert Dolan | Mike Rowlee | Jacqueline Vargas |
| Scott Gogreve | | Jacqueline Xelowski |

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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