

TEAMSTERS  
LOCAL 399  
—SISTERS—

TEAMSTERS  
LOCAL 399  
—BROTHERS—

# STRONGER TOGETHER

## GREETINGS SISTERS & BROTHERS

The topic of this issue of our Newsletter is “Stronger Together.” Solidarity is the core principle of the Labor Movement, and without it we are lost. We need to support each other and help out a Brother or Sister if they are unclear what to do on the job or if they are struggling with an employment issue. We are family and in order to remain strong and continue to move ahead, we all need to stick together. As has been said time and again, together we bargain, divided we beg. To that end, you will see many articles in this Newsreel

that focus on Member engagement through the many classes we now offer, social events, scholarship opportunities and more. Rose Falcon, who has been serving this Membership for 40 years and 5 months retired at the end of June. While the entire staff and Membership are happy for Rose, we are all sad to see her go. Thank you to all the Members who’ve been sharing their experiences with Rose. She’s always been there with a smile, information, advice or a reassuring hug. Please refer to the Member Spotlight article on Rose Falcon in this issue for a more in-depth look at her years of service.

We have been hosting many educational classes for our Members this past quarter. In addition to the Location Manager classes that are regularly scheduled, we’ve held a Shop Steward Training, Hours of Service classes with the CHP, Bobcat, Forklift and two Water Truck training classes, just to name just a few. For those considering retirement, we’ve held retirement seminars with MPI and had MPI attend our General Membership Meeting in April to answer Member questions.

We also hosted our 28th Annual Ralph Clare Golf Tournament, 5th Annual Car & Motorcycle Show with the Basic Crafts and we will be hosting our Retiree dinner at the Castaways this Fall. We’ll also be hosting our New Member Orientation class, a “Black Book” class and we will be rolling out our Coordinator/Captain class this fall.

We are close to finishing the contractual language changes to our three major contracts with the AMPTP. We should have the new printed agreements available to the Membership in August or September. We concluded negotiations for our Music Video agreement and are in the process of negotiating agreements with Universal Studios and Warner Brothers on behalf of DOT Administrators at those facilities. It is our intention to include DOT administrators in the “Black Book” during our next round of negotiations with the AMPTP. We’re also beginning negotiations on behalf of the CSATF Administrative staff. If you’re going into CSATF, please



Wishing Rose Falcon, 40+ years  
Member Specialist and Executive  
Board Recording Secretary  
a happy and healthy  
Retirement!



tell those people you support them becoming 399 Members. We ratified the PRG agreement and those Drivers are now 399 strong. Lastly, we were able to extend and ratify the Omega agreement and it looks likely that another vendor has purchased Omega and our Members will continue to work for Omega at their new location.

Our bi-annual survey results are outlined in this Newsreel. We had an increase of more than 300 Members participate in this year’s survey.

I appreciate those of you who took the time to let us know what’s working and what isn’t working for you. I go through every comment to see what I can do to address Membership concerns.

Also, in this Newsreel, is an article on how our California Film & Tax Credit program works. In it, we lay out how companies qualify for credits and what the next steps are for expanding and preserving the program. Some of our Members have asked why it seems to have slowed down during the second quarter of this year. Part of the slowdown has to do with the allocations that take place in the Tax Credit program during the year. As a result, we really didn’t have much of a Pilot season this year. Many New Media productions are shooting fewer episodes and aren’t shooting the 22-episode seasons the Networks tend to produce. However, we are getting busier and fully expect to see an increase in employment over the summer.

We also have a great article on the qualified tax credit production of “Mayans MC.” The article highlights Transportation, Casting and Locations from the perspective of the Department Heads.

I’m proud to announce our Leo T. Reed scholarship recipients for 2019. I hope you’ll take the time to read some of the comments these very deserving students wrote about their parents being Union Members and what belonging to the Teamsters has meant to these students and their families. Congratulations to all of the 2019 scholarship recipients!

Lastly, I’d like to remind you to take the time to download the Teamster 399 Mobile App if you haven’t already. So far, approximately 1,000 Members are using the app.

On behalf of the staff of Local 399, I’d like to wish you all a very busy summer production season!

FRATERNALLY, STEVE DAYAN  
TEAMSTERS LOCAL 399 SECRETARY-TREASURER

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Teamsters Local 399





# UNDERSTANDING OUR CALIFORNIA FILM & TELEVISION TAX INCENTIVES

## Q & A with Secretary-Treasurer Steve Dayan & Vice President, Business Agent & Political Coordinator Ed Duffy

*Many of our Members have reached out to our Local 399 Business Agents this past Quarter to inquire about our Industry and why, with the success we have seen from our California Film and TV Tax Incentives, are we experiencing a slower start to the year compared to last year. There are many factors to explain the slow start and also much to understand about the program itself to fully grasp how these incentives are designed, what work has been done to create them and what is going on behind-the-scenes to keep the program growing and expanding. There are also a lot of ways our Members can continually support the program to ensure its continued success in creating and keeping good, Union, middle-class jobs here in California, as well as keeping our Members working close to home and near the ones they love. We sat down with Secretary-Treasurer Steve Dayan and Vice President, Business Agent and Political Coordinator Ed Duffy to chat about the California Film & TV Tax Incentives to help Members further understand the structure of the program.*

1

### Let's start with the basics, what is the California Film and TV Tax Credit program and why was it created?

This program was created because we were losing a lot of Feature and Television projects to other States that were offering incentives within the Motion Picture Industry that we were not offering at the time. The thought initially was that some projects would leave but most would stay simply because of our crew base and infrastructure. We soon realized that wasn't the case. In 1990, Canada employed generous competitive tax incentives for the first time. This was the first step in challenging the booming Entertainment Industry in California and by 1998 Canada became a key player in the Film and Entertainment Industry. By 2002, aggressive Film and Television tax credits were introduced in Louisiana and New Mexico, and soon after that in Michigan, New York, and up to 40 other states offered similar competitive incentives.

By 2007/2008 Hollywood was starting to really feel the effects and the term "Runaway Production" was used to describe our fleeing Industry that was relocating to other States and Countries. By 2009 we had our worst year for on-location shooting days for Feature Films. This was also the year we would achieve our first-ever Tax Credit program in California. This first set of tax credits targeted Cable TV Series and Feature Films below \$75 million and allocated \$100 million in tax credits per year. This initial program did good work in saving some projects from relocating, however early into the program, we discovered that it wasn't nearly enough to compete with the rich tax credits that were being offered in New York, Atlanta, Louisiana, New Mexico and Canada.

We spent a number of years after that initial allocation putting together our Entertainment Union Co-

alition (International Brotherhood of Teamsters Local 399, California IATSE Council (CIC), Directors Guild of America (DGA), LiUNA Local 724, and SAG AFTRA), starting our FilmWorks Program and educating our Elected Officials that this program was not about supporting major corporations and giving tax breaks to the rich, it was about jobs; good, Union, middle-class jobs. By 2011 we were able to start making inroads to expand our tax credit program.

After aggressive campaigning, lobbying, and strategic actions, we were able to develop our California Film and TV Tax Credit Program 2.0. In 2014, the legislature passed a bill that more than tripled the size of California's film and television production incentive, from \$100 million to \$330 million annually. Aimed at retaining and attracting production jobs and economic activity across the state, the California Film and TV Tax Credit Program 2.0 also extended eligibility to include a range of project types (big-budget Feature Films, TV Pilots and 1- hr. TV Series for any distribution outlet) that were excluded from the state's first-generation tax credit program. Other key changes included replacing the prior lottery system with a "jobs ratio" ranking system that selects projects based on wages paid to below-the-line workers, qualified spending (for vendors, equipment, etc.) and other criteria. Program 2.0 also offered an additional five percent tax credit for projects that shoot outside the Los Angeles 30-mile zone or have qualified expenditures for visual effects or music scoring/track recording. The five-year program went into effect on July 1, 2015 and is currently in its fourth fiscal year (2018/19). This past year we created the next tax credits that go into effect in 2020 that will extend the program another 5 years with important changes including career readiness paths and language surrounding diversity and inclusion.

2

### Can you expand on how this program was actually created and what efforts were done this past year to grow the program past its initial 2020 end date?

The initial creation of this program was from the combined efforts of the Entertainment Union Coalition, the Major Studios, California Film Commission, our Elected Officials in Sacramento and independent companies. In 2014 our primary author was Kevin De Leon, the Pro Tem of the California State Senate and Assemblymember Raul Bocanegra. The process of developing these incentives was something that happened very organically with all of us working together. The initial idea of having the tax credits based on a "job ratio" ranking system developed first and then we needed to develop the formula to understand how this could be managed. We broke down the percentages by production types and developed different "buckets" to structure how the credits would be allocated.

With the 2014/2015 Tax Credit program set to run for 5 years, it was imperative to all parties involved to de-



velop a plan for an extension of the program well before the expiration date in July 2020. Working again with the Entertainment Union Coalition, the California Film Commission, the Major Studios and legislators we were able to examine the current Tax Credit Program and determine how we could continue to develop this program in order to extend it. In 2018 we had two different authors, one in the Assembly and one in the Senate. The same bill originated in both places and we had our authors' Majority Leader and Assemblyman Ian Calderon and California State Senator and Budget Director, Holly Mitchell, carry the bill. We all worked together to make sure the language was similar, ensuring both bills went through the committees in both places until they were combined into one bill. First it was voted on in the Senate, then it went to the Assembly and they both passed together. The last step was for the Governor to sign the bill, which at the time was Governor Jerry Brown. The first time we went through this process in 2014 we had to fight hard. We went to Sacramento and did a huge action at the State Capitol to showcase just how big and far our Industry reaches and how many jobs the Motion Picture Industry creates and supports in California. Throughout 2017-2018 the California Film and TV Tax Incentive extension was heavily fought for, mostly behind the scenes, for over a year with countless strategic meetings, trips to Sacramento, and the mobilizing of our collective Memberships. Encouraging Members to share their success stories is what afforded us the opportunity to see the Film & TV Tax Incentive extended prior to its expiration in 2020. Our California Film Commission has done an incredible job collecting data and highlighting the success of the program since 2015 and that information was extremely beneficial to support the extension of the program past its original 2020 end date. The more our legislators understand and are aware of the impact of the program, the better off we are.

### In addressing the way this program is structured and the formula that has been developed, can you explain how projects are selected and awarded Tax Credits under the current 2.0 Program?

Projects approved for the California tax credits are selected based on their "jobs ratio" score, which ranks each project by wages to below-the-line work-



ers, qualified spending for vendors, equipment, and other criteria. The top 200% ranked projects in each round (i.e., those that would qualify if double the amount of funding was available for the current allocation round) are evaluated, and those with the highest-ranked job ratios receive tax credits. Those not selected are placed on a waiting list. The program allocates funding in “buckets” for different production categories, including studio films, independent films, TV projects and relocating TV series. This allocation system enables applicants to compete for credits directly against comparable projects. As has been the case since the state launched its first-generation tax credit program in 2009, the California Film Commission awards tax credits only after each selected project: 1) completes post-production, 2) verifies that in-state jobs were created, and 3) provides all required documentation, including audited cost reports.

There are certain allocation periods throughout the year; some for Television and some for Features. The \$330 Million dollars is broken down into buckets of available tax credits and a certain percentage is allocated for Episodic TV, for Features above \$10million and for Features below \$10million. There is another bucket for TV projects that are returning from other parts of the country and world.

**4** **How do the “Buckets” breakdown for the different production categories?**

The California Film Commission administers the Film & Television Tax Credit Program 2.0 which provides tax credits based on qualified expenditures for eligible productions that are produced in California. The over \$3 billion program now runs for 10 years, with a sunset date of June 30, 2025. Each fiscal year – July 1 to June 30 – the \$330-million funding is categorized in:

**RELOCATING TV SERIES**

(any episode length) that filmed its most recent season (minimum 6 episodes) outside California. \$1 million minimum budget per episode. Credit is reduced to 20% after the first season filmed in California.

**INDEPENDENT FILMS**

\$1 million minimum budget. Credits apply only to the first \$10 million of qualified expenditures.

**FEATURE FILM’s, MOW’s, NEW TV SERIES & PILOTS**

**Feature Film:** \$1 million minimum budget. Credit allocation applies only to the first \$100 million in qualified expenditures, plus uplifts.

**Movies-of-the-Week and Miniseries:** \$500,000 minimum budget.

**New Television Series for any Distribution outlet:** \$1 million minimum budget per episode (at least 40 minutes per episode, scripted only).

**TV Pilots:** \$1 million minimum budget (at least 40 minutes).

**Looking at the breakdown can you elaborate on how this actually works with the current productions**

**5** **we see awarded the tax credits and how this translates to the work our Members experience to help explain the fluctuations within the Industry?**

Through the first two years of our current tax credit program we’ve experienced, a large growth on the TV side because the tax credits kept a large number of Network, Cable TV and New Media projects here in California. Once a project is awarded the tax credits, they retain the credit for the life of the series. There are only so many tax credits available annually for Episodic TV and the credits are allocated 3 times per year. For the time being, we maxed out the number of projects that can actually be in the Tax Credit program on the TV side. Once a project is completed, gets cancelled or leaves the network, then the money goes back in the bucket and it will be available to be allotted for future projects.

For example, we had no tax credits this year for new Episodic Pilots because, two straight-to-series projects were awarded tax credits: “Why Women Kill” and “Star Trek”. Those two series and additional series used up the available tax credits. So, when the next allotment came up for pilots there were no new tax credits available. Though many of the hour drama pilots wanted to shoot here, they couldn’t get the credits, so many went elsewhere. One of the other issues is that these pilots are costing more and more money to produce. Where a pilot in the past would cost \$2-\$5million to make, now it is closer to \$6-\$10million. These companies are seeking out these tax credits in order to make these pilots less costly as now pilots have much higher budgets than ever before.

**WHAT ABOUT ON THE FEATURE SIDE?**

On the Feature side, the “bucket” is constantly being used and it doesn’t run out of money. There are 3 allotments for Features every year, there are credits given out of that “pot” every allotment period. We had 18 Features that got tax credits back in March; so all those projects are in the pipeline. The issue becomes that just because a Feature got these credits doesn’t mean they are going to start shooting tomorrow. They have 240 days to start principle photography. A lot of Features wait to see if they qualify for the tax credits

before determining where they will shoot. With Television however, it is much more immediate. Once they get the tax credits, they know they will shoot here, and they generally shoot right away.

**6** **With so much data and reporting done by the California Film Commission to highlight the success of this program, what efforts are being done to expand this program even further in the future in order to remain competitive?**

With every election cycle, legislators change and we see newly elected officials taking office. One of the first and most important steps is for us to continue to educate newly elected officials about how important these tax credits are to our Members. As you know, we just got a new Governor that we need to continually involve and educate as well. We just got the extension last year and it doesn’t even take effect until 2020. In order for us to prove that we can and need to expand the tax credits, we need to continue to compile data to highlight the program’s success. We are already making plans with our coalition to look for ways to work to grow the program.



**7** **How can our Members get involved and what can they do to support the program and support the efforts to increase and expand it in the future?**

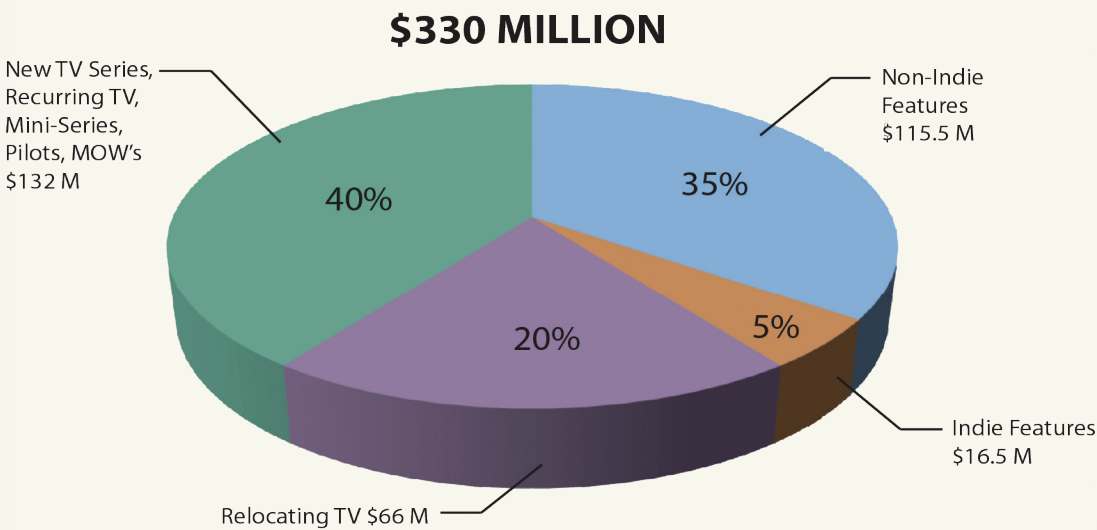
A good way for our Members to continually support the program is to be diligent about reaching out to legislators reminding them that we need to keep bringing more jobs back to California and that we are still losing a lot of work. We need to keep our attention and focus on the fact that we have the best workforce in the Nation and that this Tax Credit Program is about our jobs, our families and our future.

Also, be on the lookout for another FilmWorks type of campaign that will be rolled out in the next few months and be sure to join it and send us pictures of yourself on the job. The best thing you can do is to continually tell your stories about the importance of this program to you and your family. We encourage our Members to stay connected with all of our channels of communication and look for ways to continually support the program.

We must continue to highlight the success of the program and highlight the hard work of our Members that drive the Entertainment Industry here in California forward. We have the best in the business and we look forward to seeing our ever-changing Industry grow, ensuring it is our Members who truly benefit.

**If you have any other specific questions for Steve Dayan or Ed Duffy, please email: [office@ht399.org](mailto:office@ht399.org).**

Fiscal Year Dedicated Funding





# TEAMSTER PRIVILEGE:

## MEMBER BENEFITS AND DISCOUNTS

*The IBT is proud to endorse Teamster Privilege – a package that offers benefits and services for hardworking Teamster Members and their families. In addition to the benefits of a strong voice and representation on the job, you and yours can enjoy these benefits because of the strength of our Organization. As long as you are a Teamster Member, you are eligible for deals on products and services that are not available to the general public.*

*The Teamster Privilege benefits extend above and beyond what is negotiated with your employer under your Teamster contract. Take a look at all the great programs below to support our Members and their families.*

### TEAMSTER PRIVILEGE CREDIT CARD PROGRAM



#### Features and benefits of the Teamster Privilege Credit Card:

- 24/7 U.S.-based phone customer service
- \$0 Fraud Liability if card is lost or stolen
- Rebates and discounts
- Proudly displays Teamster logo on card
- Plus, after just three months of carrying the card, Teamsters may be eligible for **hardship grants\***.
- Disability Grants of \$1,600 - \$2,700 help eligible cardholders who have lost significant income due to long-term illness or disability.
- Hospital grants of \$1,200 aid eligible cardholders with large, unreimbursed hospital expenses.
- Job Loss Grants of \$300 help eligible cardholders who have recently been laid off.
- Strike Grants of \$300 to aid eligible cardholders in a union-sanctioned strike.

All grants approved for eligible cardholders are paid by check – **and you never have to pay them back.**

**For more information or to apply go online at [teamstercardnow.com](http://teamstercardnow.com) or call 1-800-420-5828. (Information about products and benefits are accurate as of April 22, 2017.)**

Credit approval required. Terms and conditions apply. The Teamster Privilege Credit Cards are issued by Capital One, N.A. pursuant to a license from Mastercard International Incorporated.

\*Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance).

### AUTO, HOMEOWNERS AND RENTERS INSURANCE



Introducing the Teamster Auto Insurance Program from MetLife Auto & Home®. As a Member of the IBT you now have access to valuable features and benefits, including special group discounts on auto and home insurance offered through MetLife Auto & Home – a leading provider of quality auto insurance coverage.

This new program offers money-saving discounts not available through many other insurance programs, like:

- Teamster member discount of up to 15%
- Length of membership discount of up to 20%
- Extra savings with automatic payment options
- Multi-policy, multi-vehicle, good driver and anti-theft discounts
- Special discounts for RV, condo or boat insurance

It's very easy to save money! Just call MetLife Auto & Home, mention the Teamsters Discount Code: B6J, and you could lower your rate in minutes!

**1-877-491-5089**

### LIFE AND ACCIDENT INSURANCE



These Teamster Privilege insurance plans help to provide financial security for you and your family at affordable premiums.

#### TEAMSTERSHIELD Accident Insurance

Round-the-clock accident insurance protection at no cost to you. \$10,000 of workplace and \$2,000 of all-accident protection is paid for by the International Brotherhood of Teamsters. You also may purchase up to \$200,000 of additional protection for you and your family. Benefits include:

- No cost coverage
  - Optional coverage to protect your spouse and dependent children
  - 5% cost of living benefit
  - Premiums waived during strikes and lock-outs
- To enroll call **1-800-393-0868** or go to **[www.unioncare.com/IBT](http://www.unioncare.com/IBT)**.

**Who's eligible?** U.S. Teamster members ages 18 to 69. Members over 70 receive one-half the benefit amount. This program is not available to members living in Canada.

### TEAMTERM LIFE INSURANCE



Affordable term life insurance protection for Teamster members ages 18 to 64 with benefit amounts up to \$250,000. Benefits include:

- Special strike and lockout premium waiver
- Coverage from \$50,000 to \$250,000
- Optional spouse coverage
- Living payout option

To enroll call **1-800-393-0868** or go to **[www.unioncare.com/IBT](http://www.unioncare.com/IBT)**.

**Who's eligible?** U.S. Teamster members ages 18 to 64. Spouse coverage is available. This program is not available to members living in

Canada.

#### Team-to-100 Insurance

**Affordable** supplemental life insurance with benefits guaranteed for life for Teamster members, retirees and spouses age 50 to 80. This protection is NOT intended to replace life insurance you already have. The purpose of this insurance is simple: to help pay your final expenses. Benefits include:

- No medical exam required
- Benefit amounts of \$5,000 or \$10,000
- Premiums never increase
- Benefits never decrease

To enroll call 1-800-393-0868 or go to [www.unioncare.com/IBT](http://www.unioncare.com/IBT).

**Who's eligible?** U.S. Teamster members, retirees and spouses ages 50 to 80. This program is not available to members living in Canada.

#### Hospital Income Program

Provides as much as \$90 per day if you, your spouse or dependent children are hospitalized. You are paid regardless of any other insurance coverage you may have. Benefits include:

- Daily benefit paid directly to you
- Family coverage is available
- Skilled Nursing Facility and Home Health Care benefit
- Renewable for life

To enroll call **1-800-393-0868** or go to **[www.unioncare.com/IBT](http://www.unioncare.com/IBT)**.

**Who's eligible?** U.S. Teamster members, their spouses and their dependent children. This program is not available to members living in Canada.

### TEAMSTER PRIVILEGE MORTGAGE



Buying a home can be one of the most expensive and stressful purchases in your life. But finding your dream home doesn't have to be a nightmare – thanks to Teamster Privilege Mortgage. This benefit makes buying, selling or refinancing a home **easier and more affordable.**

Mortgage counselors are available to help you, your children or even your parents find the right mortgage. This program features a unique assistance program that helps members who become unemployed make their mortgage payments.

#### Let the mortgage experts at Wells Fargo Home Mortgage help you with:

- Mortgage loans with competitive rates including FHA and VA loans
- In person or over-the-phone application
- Opportunity to earn a \$500 First-Time Home Award

• Parents and children of Teamster members are also eligible for Teamster Privilege mortgages.

• Assistance to help you make mortgage payments if you are unemployed, disabled, locked out or on strike

To speak with a mortgage counselor or to find a local Wells Fargo Branch office call **1-800-848-6466** or for more information go to **[www.teamster.org](http://www.teamster.org)** and click on Teamster Privilege Program.

Not all mortgage programs/products are available in all areas

**Who's eligible?** U.S. Teamster members, their



spouses, their children and their parents. This program is not available to members living in Canada. Call **1-800-848-6466** to apply.

**AT&T WIRELESS SERVICES**

**15% Discount on wireless services from AT&T**



As an IBT member, you can save 15%\* on your monthly individual or family wireless plan from AT&T, the nation’s only union wireless company. Union families save an average of \$110 a year on monthly service. Plus, the \$36 activation fee is waived for union members. The 15% discount is available for both new and current AT&T customers.

In addition to saving money you’ll be supporting union workers and their families. AT&T Mobility is the only unionized wireless provider with 45,000 union-represented employees.

**How to save:**

• Visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT). Find specials on AT&T cell phones and purchase wireless service online.

• **Visit your local AT&T store.** Just bring this coupon and union identification to your local AT&T store. Use Discount FAN 3508840. To find a location near you, visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT). (Not available at authorized AT&T dealers or kiosks.)

\*Credit approval and new two-year service agreement required. Additional lines for family plans, unlimited plans and Unity plans are not eligible. Other conditions and restrictions apply. Data Services – only the 5GB data plan and shared minutes, and data plans for AT&T Mobile share plans are discounted.

**Who’s eligible?** This offer is available only to Teamster members and retirees. Union identification is required. The program is currently for residents in the United States and not available in Guam or Canada.

**TEAMSTER PRIVILEGE EVERYDAY SAVINGS**



Teamster Privilege Everyday Savings offers members-only savings on everything from renting a car to sending a bouquet of flowers. Teamster members can save money by taking advantage of all of the Everyday Savings benefits!

**Car & Truck Rental Discounts:** Rates and discounts are available at participating locations in US and Canada. For reservations, call the numbers listed below and have your ID number ready. To check car rental pricing and reserve online, click here.

- **Hertz: 1-800-654-2200** (Reference Union ID #205666)
  - **Avis: 1-800-698-5685** (Reference Union ID #B723700);
  - **Budget: 1-800-455-2848** (Reference Union ID #V816100)
  - **Alamo: 1-800-462-5266** (Reference Union ID#7015700);
  - **Enterprise: 1-877-222-9711** (no ID)
  - **National: 1-800-227-7368** (Reference Union ID #5029562)
  - **Budget Truck: 1-800-561-1157** (Reference Union ID #56000127763)
- Not all rental locations have union representation. Members are encouraged to inquire about union affiliation at desired location.

**Computer Discounts**

Save 10% to 30% on selected products purchased through Dell and HP. Free technical support included on select systems.

**Call 1-877-882-3355 (ID# PS16626766).**

**For HP call 1-866-433-2018 (ID# EP144472).**

**Union-Made Checks**

To order call 1-888-864-6625 or visit [www.UnionPlus.org/Checks](http://www.UnionPlus.org/Checks).

**INTERSTATE MOVING DISCOUNTS**

Call North American Van Lines at 1-888-813-9595 or Allied Van Lines at 1-888-642-6814 or go to [www.unionplus.org/moving](http://www.unionplus.org/moving).

**FLOWER DISCOUNTS**

To order call 1-888-667-7779.

**LEGAL SERVICES**

A nationwide network of attorneys at more than 2,000 law offices offers free and discounted services to members; For further details visit Union Plus Legal Aid Services. To search participating lawyers visit Union Plus Legal Service - Find a Lawyer.

**ENTERTAINMENT DISCOUNTS**

Teamster members and their families can save on a wide range of entertainment with Teamster Privilege Entertainment discounts. To order tickets or learn more call 1-800-565-3712 or visit [www.UnionPlus.org/Entertainment](http://www.UnionPlus.org/Entertainment) (ID#744387769).

**CREDIT COUNSELING**

Teamster members and their families can turn to Teamster Privilege Credit Counseling through Money Management International (MMI) to speak to a certified counselor, visit [www.UnionPlus.org/CreditCounseling](http://www.UnionPlus.org/CreditCounseling) or call 1-877-833-1745.

**Who’s eligible?** U.S. Teamster members and their families. Please see program details for availability in Canada.

*The benefits of being a International Brotherhood of Teamsters Member extend well past your benefits on the job. Take some time to explore these great services and benefits for you and your family. We have also added this information in the new Local 399 App on the Main Menu under Member Resources.*

**LEO T. REED SCHOLARSHIP WINNERS!**

*We are excited to announce the 2019 recipients of the Leo T. Reed Scholarship Award! First and foremost, we want to thank all of our applicants for their very thoughtful responses. The students that applied made the selection process very difficult. Local 399 would like to thank the Los Angeles County Federation of Labor for reviewing each application and thoughtfully selecting this year’s 10*



*recipients, which the Fed has done since the program’s inception. Local 399 chose the L.A. Federation of Labor to select the recipients to ensure fairness in the selection process. We are proud of each and every student that applied. We’re excited for their dedication to further their education after High School and we wish all of our applicants the best of luck on their future academic paths.*

Each winner is pictured below with his or her answer to the question:  
**“What does the Teamsters Union mean to you?”**



**INDIA ALTER**

“The Teamsters Union means a great deal to me. My father has been a Teamster since 1995 – well before I was born – so I have been a Member of a Union family my entire life. My great grandfather and my two great uncles on my mom’s side in Florida have been Teamsters for decades. The Teamsters have been part of my family for multiple generations. Across the nation, Teamsters take care of their Members to make sure all of their needs are met. Incredible health insurance, great pensions

and most of all, they advocate for Union Members to ensure they are not exploited. Watching my dad work as a Teamster has helped me learn that one must put in hard work and commitment to receive rewards. The Teamsters have always been supporting my dad on the many projects he has worked on. It allowed him to provide for my mom, my two siblings and myself. The Teamsters Union means my father was able to do the job he truly loves – working in film. I have always enjoyed going to visit my dad on the many films he has worked on. It is wonderful to see him thoroughly enjoying his profession – something that not everyone can say. My father always told me that whatever I pursue in life should be my passion, not just a way to earn money. These memories inspired me to pursue education as I love to teach and help others.”

**Local 399 Parent: Jeremy Alter (Location Manager)**



**CHEYENNE ARROYO**

“I am very grateful for the fact that my dad is always able to get work when he needs to. Additionally, I also enjoy that he is able to take days off somewhat easily allowing him to see most of my theater performances.”

**Local 399 Parent: Rob Arroyo (Driver)**



**OONA FOLEY**

“The Teamsters Union represents the American Dream. Union wages and benefits are the only way my Father’s single income as a Truck Driver can support our family of six. Through health issues, inconsistent work hours and the recession,

CONTINUED ON PAGE 11



## SPOTLIGHT

*Wishing  
Rose Falcon  
A Healthy & Happy Retirement!*

*At our April 2019 General Membership Meeting, we let the Membership know that our longest serving Membership Specialist, Local 399 Executive Board Recording Secretary and dedicated Teamster, Rose Falcon was retiring as of July 1st. We are so incredibly grateful for the dedication and commitment Rose has shown to the Members of Local 399 over the years. If you have stopped by the Union Hall in the past 40+ years, then you can be assured that you have met Rose Falcon. A dedicated employee of Teamsters Local 399 since 1979, Rose has spent the majority of her career representing the Local's Membership. She worked for many years in the Call Board, but the Front Office is where she has spent most of her time. Rose is characterized by her giant heart, making sure that all Mem-*



*bers were well-informed, and going above and beyond to make the Membership feel welcomed and properly taken care of.*

*Rose has seen our Local grow through various administrations, Industry-wide advancements, technological changes and more. Through it all, she has always put Local 399 Member needs first. Many can agree Rose doesn't simply support our Local as a Member Specialist, she truly has supported many Members as friends and family. She has worked her entire career to ensure this Local thrives and we are so grateful for her investment in our Local and the legacy she leaves behind.*

*We asked Rose to share some final words to the Local 399 Membership to highlight her time serving the Members of Local 399.*

BY: ROSE FALCON

### ***"Sisters & Brothers,***

*I am writing shortly after my last day at the Union Hall, which was June 28th, 2019. Retirement is a whole different ballgame! I don't have to get up early to get ready, spending at least an hour on the road and forever on my makeup. I am so glad to be able to share some words with you in this Newsreel to echo what I shared at our July 2019 General Membership Meeting.*

*There are a lot of new faces in the Local today, so for all of the new Members that don't know me, my name is Rose Falcon, or as some Members call me, Rosie. To all the fairly new Members, consider yourselves very fortunate to have been able to join one of the greatest Locals in the Country. We are also part of the largest Joint Council and under one of the strongest organizations – the Teamsters. We get many phone calls at the Union Hall every day about how to join the Union. I want to share a little about myself, and how I came to join Teamsters Local 399. As soon as I graduated high school I was eager to find a job. In August of 1972 I started working at SCE as a cashier and eventually moved up becoming an Employee Representative in Huntington Park for two years. Through some very fortunate circumstances I was granted an interview and offered a job at the Burbank Studios in October of 1975 as a "floater"; filling in for different departments. In November of that year, a permanent secretarial position became open working for Ivy Shepard, the Director of the EEO Department at the time. There I did the secretarial duties and compiled numerous statistical reports on the workforce at the Burbank Studios. I was also responsible for the preliminary screening of all applications and eventually interviewed, hired and placed the applicants at the Studio. It afforded me the ability to attend different conferences and luncheons pertaining to the Equal Employment Opportunity movement at the time.*

*In October of 1977, I took a secretarial position for the Director of Labor Relations, Chuck Byloos. That job prepared me for my eventual hiring at Local 399. As Chuck's secretary I was responsible for typing letters for Local 399 Members to be placed on the Studio Seniority Roster. Mind you, at that time I had to walk down to payroll and research by hand the days worked for each Member who needed to be placed on the Seniority Roster and IER. Since various heads of the different Locals would come into the office to have meetings with Mr. Byloos, I met Pat Miller, Secretary-Treasurer of Local 399 and he asked if I would like to work at the*

*Union in the front office when a position opened up. I jumped at the chance to do so because of the better wages, medical benefits and a highly desired pension plan. On January 22, 1979, I officially began working at Local 399, and as they say, the rest is history.*

*I always knew that I wanted to be part of a Union. My father, Manny Fajardo, was a Member of IBEW Local 11 in the building trades for over 40 years. I saw firsthand from my father how being a Union Member with great wages and benefits helped him raise three daughters and one son. We were*



*able to take many memorable vacations and receive a good education. We were never without. My grandmother, Vicenta Fajardo, was also a Union Member. She was a Member of the Laundry Workers beginning in the 1930's for over 35 years, working at Master Linen Supply. It was because of her Union jobs that she was able to afford a home on her own and was able to retire on a modest pension.*

*After about two years in the front office at Local 399, a position became available in the Call Board where I worked for two years. There were no computers back then, so everything was done by hand, writing each name on a tablet by the date they called in. We had home numbers on a Rolodex, and I had to call the Studios for their daily rundowns.*

*With the help of our Drivers, I was able to learn more about the different pieces of equipment. One of my fondest memories from my time in the Call Board was when there was a one-day call and the Driver I called did not know if he should take it or not. I told him it might turn into more days so why not go ahead and in doing so he did not get laid off for twenty years!*

*One of my greatest accomplishments while at Local 399 was being able to serve on our Executive Board as the Recording Secretary for 27 years. To serve the Local in this capacity was a dream of mine and I was proud to represent the Members both at the Union Hall as well as on our Executive Board. I want to thank all of my Local 399 Sisters and Brothers for voting to keep me in my Executive Board position for all these years.*

*I've always loved my job, as every day was different. I helped many Members, formed good friendships and came to know Members' families. Even in the most difficult situations, I am glad I was able to help our Members in times of great distress. At the end of the day, you are talking about a Member's livelihood for them and their family. I have taken great pride in trying to help the Members to the best of my ability because I know what is on the line if things aren't handled properly. Our Members work hard. I have enjoyed being able to do my best to make their lives a little easier by being a source of information and advice.*

*In closing, I would like to thank our current Secretary-Treasurer Steve Dayan and his outstanding leadership since 2014 as well as our current staff. To me this team is the "best in the west" and I will miss working with you all. Please, my Sisters and Brothers, take care of yourselves and get rest and good nutrition, as we all know the long hours can be brutal. I always tell everyone that our Members work twice as hard and twice as long then other workers in the workforce. It has truly been a privilege and an honor to serve the Membership as Recording Secretary on the Executive Board, but also, most importantly as a friend and Member of Local 399.*

*God speed and God bless each and every one of you. Long live the Teamsters and Teamsters Local 399. Que viva Teamsters Local 399!*

***In Solidarity,  
Rose Falcon  
Teamsters Local 399  
Recording Secretary,  
Member Specialist,  
Retiree***





## Thank you, Rose Falcon,

*for your 40+ years of dedicated service to the Members of Teamsters Local 399. We are so fortunate for your work ethic, respect for the Teamsters and love for your Local 399 family!*

*We asked Local 399 Members to share some parting words of support, wisdom, and gratitude that we could share in our Member Spotlight tribute to Rose. We received an overwhelming outpouring of love and support for Rosie. We have given her all of your kind words, and wanted to highlight just a few below.*



**“Greetings Rose!** I just wanted to thank you for always being there on the other end of the phone when I had questions and for handling our dues and receipts with care. You will surely be missed. I hope your next chapter in life is full of fun, good health and above all love. All the best to you!”

**Brenda Lee**  
Local 399 Member | 39 Years

### **“I’ve always looked forward to paying my dues**

at the 399 offices because there was a chance of seeing Rose and having a short chat. Rose will be missed by all!”

**Deborah Laub**  
Local 399 Member | 33 Years

**“Rosie, your unparalleled,** unwavering, dedication to our local will be sorely missed. Thank you for your years of service and always making what you do look easy. Big shoes to fill for sure.”

**Phil Henderson**  
Local 399 Member | 19 Years

**“Rose, you were always a friendly face** behind the front desk. You will be greatly missed. The person taking over has huge shoes to fill. Congrats on your retirement and I wish you nothing but relaxation and happiness.”

**Damon Rivetti**  
Local 399 Member | 13 Years

### **“Thank you Rose for being so kind to a Rookie!**

I joined in December 2018 and you were so kind and welcomed me with open hands. I’m sure you won’t remember me, but just know, a Rookie Member will never forget you. Best of luck in your future travels. Cheers!”

**Sean Fitzpatrick**  
Local 399 Member | 1 Year

### **“Hello Rose, Congratulations!**

It has been my honor and privilege to know you for all my 23 short years as a Hollywood Studio Driver. I have always been proud of your commitment and dedication to our local, as well as your support and awareness of Union labor beyond 399’s doors. Please know that your spirit and presence will truly be missed. As you move into your new position as “Retired”, I hope your path will be adventuresome, restful, and fulfilling. Again, thank you and Congratulations!”

**Byron McGee**  
Local 399 Member | 23 Years

**“Rosie,** I started in 1977. I’m pretty sure you have been there every step of the way during these many years and chapters in the Locals history, (some wacky times in the 80’s) it was you that remained the one true consistent icon of our Local. Thank you for your service and may god bless you with a long and happy retirement.”

**Jim Nordberg**  
Local 399 Member | 43 Years

### **“Congratulations Rose on your retirement!**

My first interaction with 399 was with you when the Union had temporarily moved to the Burbank Blvd location. Back in 2001, I was a new Cook Driver, and you helped me figure out how to join, explained some of the benefits and called my former Teamster local to get my withdrawal card info so it only cost me \$10 to join 399. Thank you for all of your years serving the Local and always being so helpful to me.”

**Stephen Faust**  
Local 399 Member | 18 Years



**“Outstanding Lady-Rose!** You deserve the best putting up with all of us all these years! May your retirement be fun and fruitful as you continue on with life’s journey. Thank you for being so nice and understanding when we needed things in the office. Always greeting us with a smile that would make our day. Wish you well Always!”

**John Enoch**  
Local 399 Member | 45 Years

**“Bonjour from Paris! Rose,** like I told you last month, you were always the best part of 399. I remember coming into the office when I got grouped to pay initiation fees. You had that funky little corner office before the remodel. You made me feel real welcomed when joining the best thing to ever happen for me, Local 399! If you ever head Paris way, be sure to contact me. Know some tips for this great city. Healthy, happy retirement Rose!”

**Steve Murray**  
Retired Local 399 Member | 22 Years

**“Dear Rose,** you have always been the most informed person at the Union. Part Dear Abby, part Mom, part confidante, part organizer and mainly a trusted person to call and ask when one needed help. There is so much appreciation to your work ethic and friendliness to me when I called or asked for help. I am so happy you have decided to retire and place your energies to new opportunities - you can do anything! If we are lucky the Union will survive, but you have left a big mark in the Union’s success.”

**Kim Crabb**  
Local 399 Member | 17 Years

**“Dear Rose,** I want to wish you the very best in your retirement! You have always been there when I needed your advice or to just answer any questions for me. You have always been a pleasure to speak to, and always asked how my family and myself were doing through some tough times. I hope your retirement is loaded with fun and family!

You will be sorely missed.”  
**Sean Swayze**  
Local 399 Member | 23 Years



**“When I was the Shop Steward for Location Managers,** Rose would sit in on our meetings, as well as the Drivers meetings, and what I witnessed was calm. I always felt she was the rock in our 399 office. Always helpful, steady and with a smile. Rose is the best and will be missed. Happy Trails Rose and enjoy it all.”

**Todd Christensen**  
Local 399 Member | 22 Years



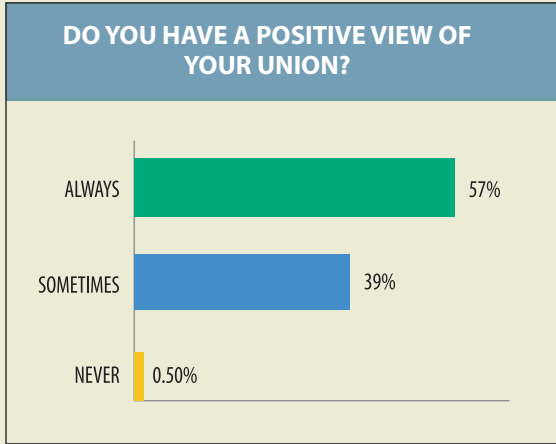
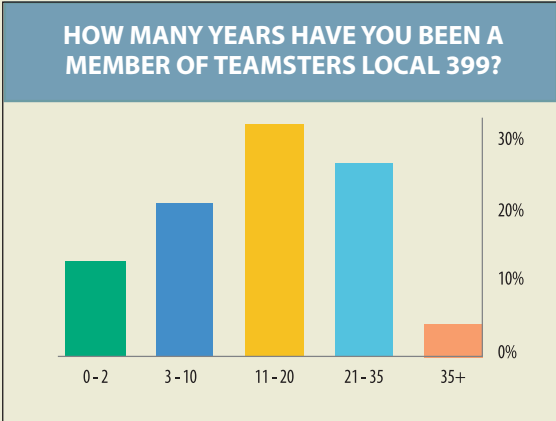
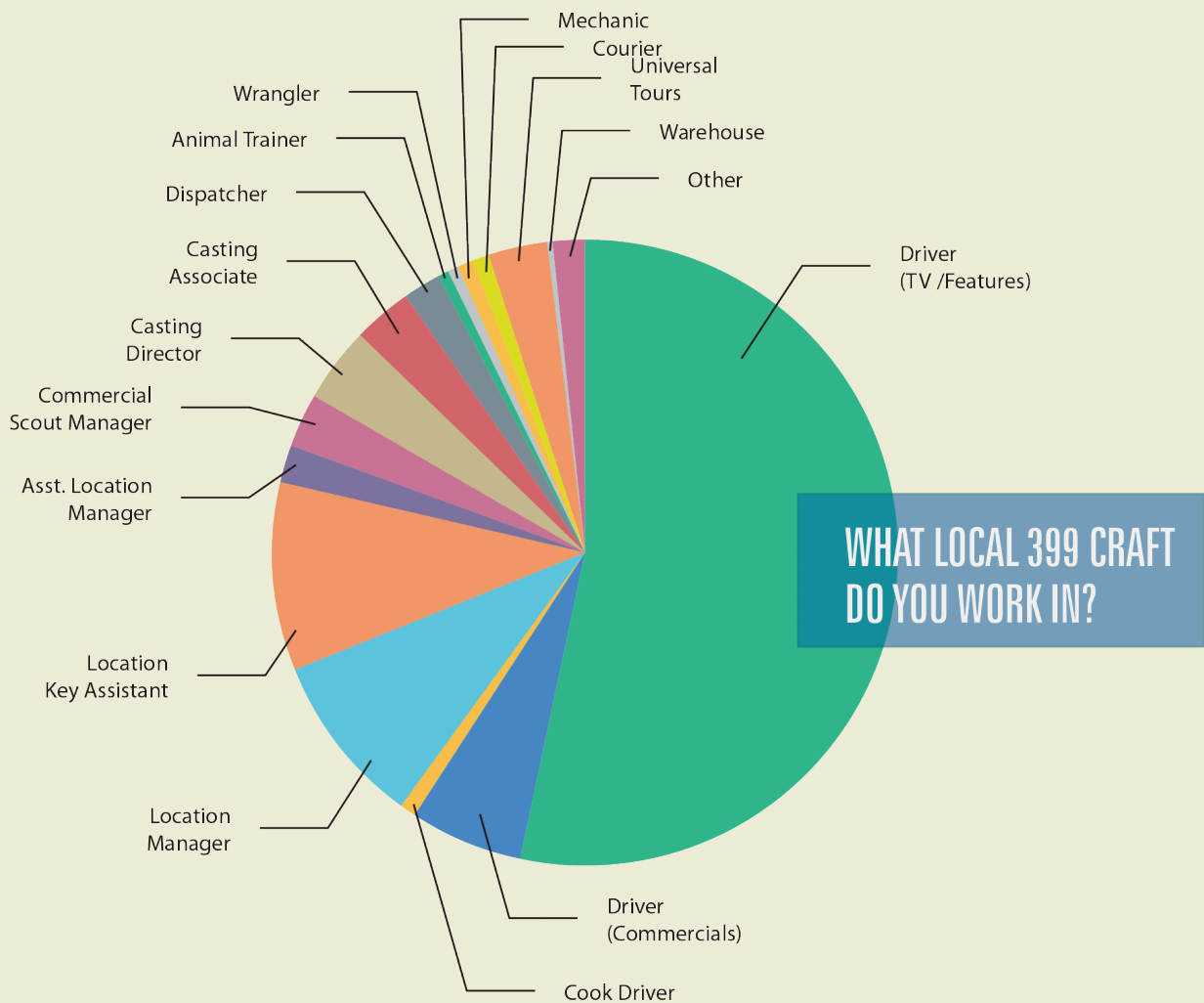
Celebrating Rose Falcon with our entire Union Staff at her Retirement Luncheon.



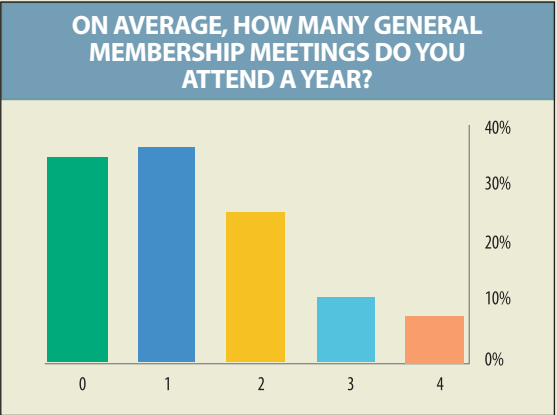
# 2019 GENERAL MEMBERSHIP SURVEY RESULTS

*We want to thank our Members who took the time to complete our 2019 General Membership Survey! We had over 800 Members take the survey this year, which was a big jump from our initial General Membership survey published in 2017. This is your Union and we work for YOU. It is important for us to continually find new opportunities to listen and learn from the Membership, while learning where we can further support our Members in their careers, in their understanding of their contracts, utilization of Union benefits, and the education and development of individuals interested in leadership roles within their Union or community.*

Below we have highlighted just some of the findings from our Survey. We have also provided information to remind Members of what resources are currently available to them, as well as what is on the horizon to be of further support in the near future. If you have any questions about the information below, please email [office@ht399.org](mailto:office@ht399.org).



Overall, we are glad to see that the majority of our Members that participated in this survey have a positive view either “Always” or “Sometimes” of their Union. For those that rated their response as “Sometimes” or “Never”- we are always striving to improve our representation to our Membership, so if you have any questions or additional suggestions that you did not list in this survey please don’t hesitate to reach out to the Hall: 818-985-7374 and ask to speak to your Business Agent directly.



Quite honestly, it was disheartening to see that a majority of our Members attend 0-1 General Membership Meetings a year. These meetings are for you. They are an easy way to get engaged in your Union and are extremely important in understanding what is going on in your Local, so we encourage our Members to attend at least one General Membership Meeting a year. In an effort to increase attendance from those Members who do not currently attend on a regular basis, some Members suggested that a change in location, date and/or time of these meetings, might help. Based on the responses from many Members, however, it is clear that there is no perfect solution for where to host the meetings or when, as we saw many differing responses and suggestions. Moving our meeting space every quarter would prove difficult. We have been at Pickwick Gardens for over 10 years and they continue to provide an affordable space with ample parking and treat our Members as family. Another suggestion made was live-streaming the General Membership Meetings. In the past, we have explored this idea, but our Union meetings are intended for our Union Members only. The Union business discussed is private highlighting on-going organizing efforts, issues within the In-

dustry or Member-related issues. At this time we do not see a way to ensure that the information would not be shared or viewed by those outside of our Membership if it was moved onto a digital platform. That being said, we will be looking into providing some sort of meeting recap that touches on topics addressed by each Business Agent and our Secretary-Treasurer Steve Dayan so that Members can stay informed. The meeting minutes are also always available at the Union Hall should you want to read and review them. If you are planning to attend a meeting, invite a fellow Local 399 Brother or Sister who is not a regular attendee to join you. We have many Members that make their Union meetings a priority and we hope to further engage those that do not at this time.

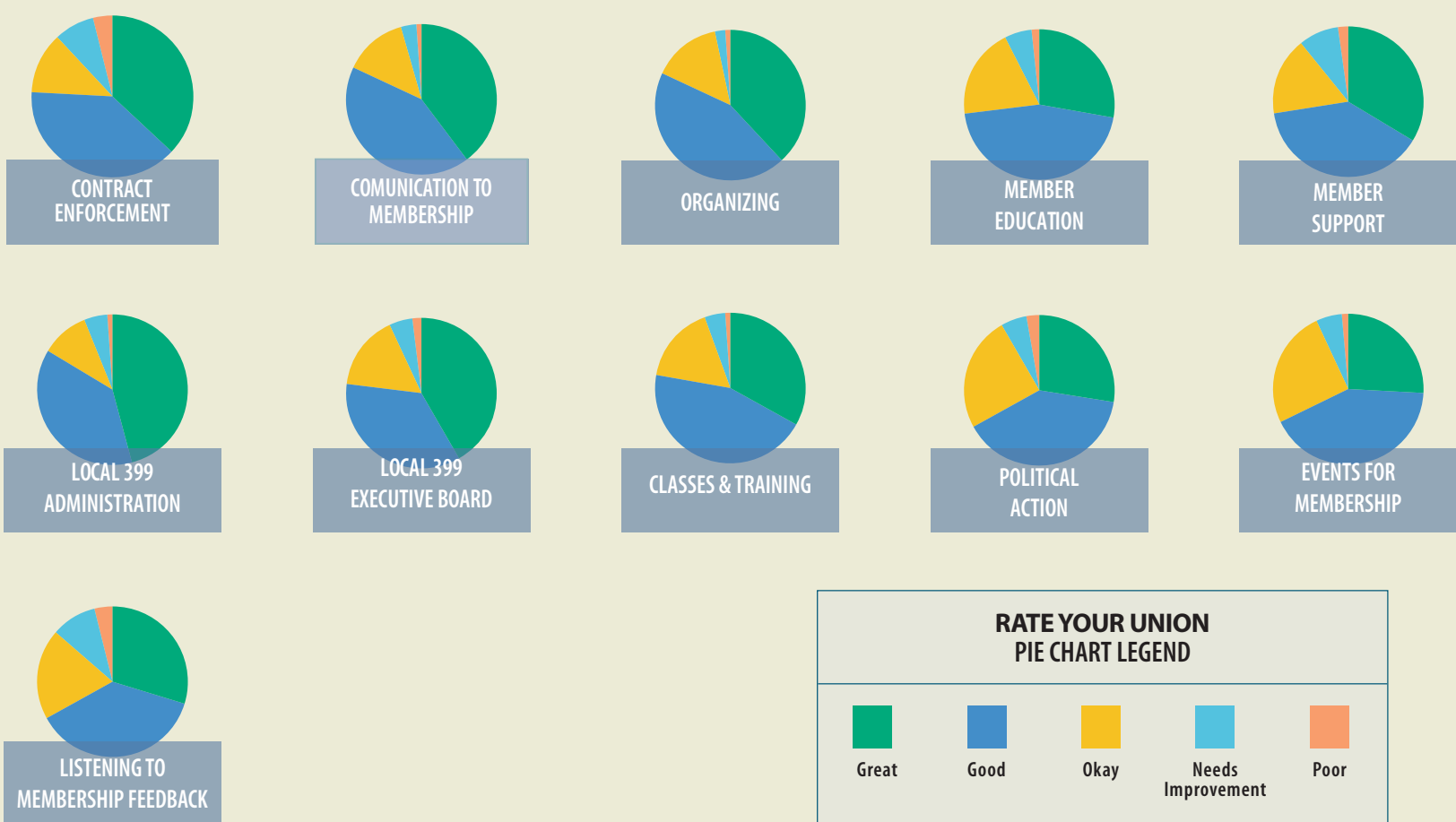
## WHAT IDEAS DO YOU HAVE TO BETTER ENGAGE OUR LOCAL 399 MEMBERSHIP

Many Members expressed the difficult balance of work, family and life obligations as the reason for their inability to get further involved and we understand that this balance can be extremely tough. We appreciated the feedback about how to encourage involvement for those Members seeking to get more involved. **Just some of the answers that were recommended by Members are highlighted**

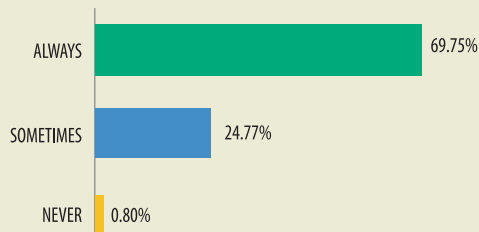
- Social events to bring Members together
- Classes for Health and Wellness
- Increased Set Visits
- Education on the History of the Union and the fight to achieve the benefits our Members receive
- Continuing to gather information through surveys
- More Contract education
- Online Suggestion Box
- Further Education on the importance and strength that comes with an engaged Membership:



# 2019 GENERAL MEMBERSHIP SURVEY RESULTS



## DO YOU FEEL YOUR UNION REPS. ARE ALWAYS AVAILABLE?



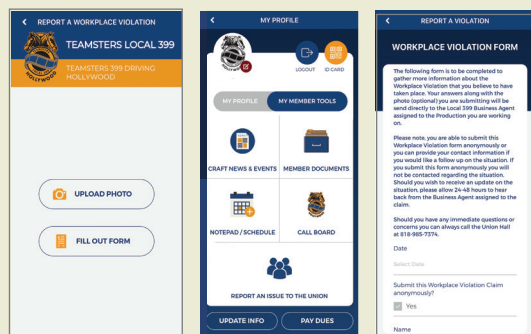
We are continually expanding the technology utilized at the Union Hall to help give you greater access to your Business Agents. Now you can even easily call or email your Business Agent and/or Shop Steward right through the Local 399 app! This feature allows Members to see which Business Agent is responsible for what Studio or Classification of work so you can contact them instantly. We are also working with our International on a new software solution system that our Reps can utilize in the field to quickly address any issues brought to their attention when out on set or on location. We can't stress enough the importance of utilizing our Shop Stewards and Business Agents to ensure you are getting correct information about your job, contract, worker rights and Union benefits. There are no stupid questions. If you do not know something do not hesitate to reach out to your Business Agent or Shop Steward – they work for you and are here to help.

**And remember, if you need a Business Agent over the weekend, just call: 818-397-2131. Each week-end one of the Business Agents is assigned to on-call duty to assist Members over the weekend.**

## REPORTING WORKPLACE VIOLATIONS

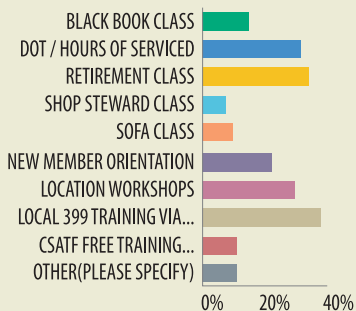
The information gathered in this question was extremely helpful for Business Agents to better understand the educational needs surrounding what constitutes a grievance, and the stigma around reporting issues. If you are ever unsure about an issue, please contact your Business Agent or Shop Steward for assistance.

If you prefer, we have also developed the ability to report a workplace violation within the new Local 399 App in the Member tools section:

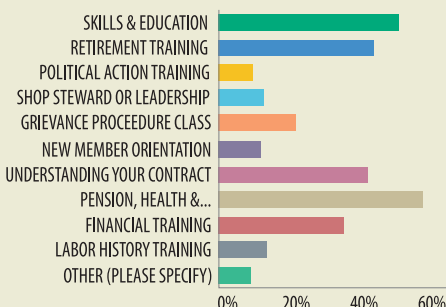


You can report here anonymously, or you can provide your name, should you want a follow-up. We hope this will help with Members fearing retribution to know they can easily report an issue without having to speak with anyone directly. If you need help navigating this feature, please email: [amy@ht399.org](mailto:amy@ht399.org).

## WHAT TYPE OF TRAININGS AND CLASSES HOSTED BY THE LOCAL HAVE YOU PARTICIPATED IN?



## WHAT TYPE OF TRAINING/CLASSES WOULD YOU LIKE TO SEE MORE OF AT LOCAL 399

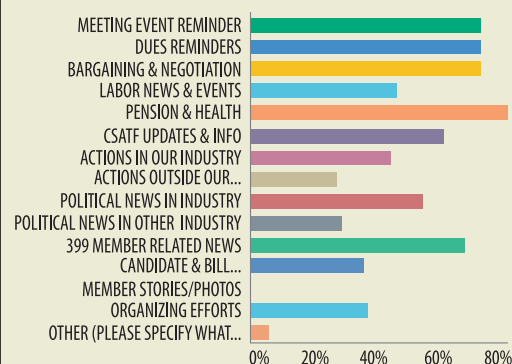


Based on the responses from our Members, and the interest and attendance of the current classes and trainings held, we make informed decisions about what to continue to offer and what new educational opportunities to explore. We are always looking to expand the education and training program within our Union to support our Members in their careers. If you have an idea for a specific class, contact your Business Agent or the Union Hall to be directed to the best Representative to discuss what you are interested in developing or seeing addressed.

## Additional Classes and Trainings in the works and on the horizon:

- Society of Financial Awareness webinars
- Increased number of MPI Classes and Seminars to better understand our Union Health & Pension Benefits
- Recurring Health & Wellness Assessment Classes by Local 399 Member Norm Compton
- Casting Professionals Education Committee
- Coordinator / Captain Class
- New Driver Handbook & potential class

## WHAT TYPES OF INFORMATION FROM LOCAL 399 DO YOU APPRECIATE RECEIVING



Your feedback on the questions surrounding our topics and channels of communication is invaluable. We are constantly striving to provide more engaging, interesting, educational and important news about your contracts, Union benefits, our Members and our Industry, and the Labor Movement at large. If you have an idea for an article that you would like us to explore, or simply have any fun photos to share from set, please email Communications Director Amy Gorton: [amy@ht399.org](mailto:amy@ht399.org).

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# GET YOUR **Health** In Gear

TEAMSTERS LOCAL 399 MEMBER NORMAN COMPTON AND HIS WIFE DEBBIE COMPTON

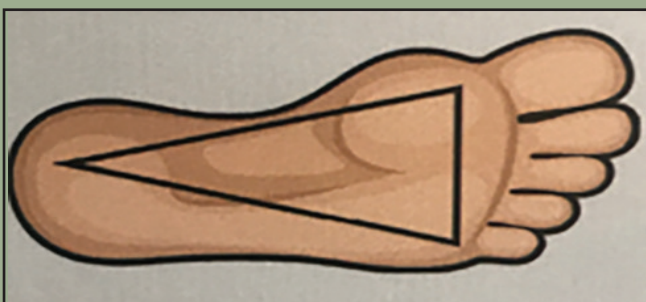
BY NORM & DEBBIE COMPTON

**W**elcome back to the path of finding your strongest posture. In our last News-reel article, we started with how important our foundation is, the feet. When flexibility and strength of the feet are ignored, especially in middle age, we risk waking up one day to discover we are merely shuffling instead of walking. Repetition of movements without awareness can create a variety of tight muscles, imbalance, weakness and then pain.

Throughout the day, we unconsciously create habits allowing us to complete tasks without having to think, just do. We twist, lift, stand, sit and many other positions we take for granted. Our bodies are built to handle all of this, but the problems start when we disconnect our brains involvement – especially from the feet.

One of the first joints directly affected by issues at the feet, and our main focus in this article, are the knees. As we stated in our last article, the knees cannot sit or function in their natural position without strong guidance from the feet. The condition of the feet also determines the relationship between the lower leg bones and the large thighbone. The knee is caught in the middle. If you were able to start doing the exercises we introduced for the feet you have a head start. Those will be a constant in your life.

## THE ONE LEGGED STANCE FOR THE KNEES



## A REMINDER

An exercise worth reminding you of is balancing on one foot.

- Don't forget the triangle on the bottom of each foot.
- Continue to rest hands on a stable surface if needed, but stay straight up, not leaning or reaching.
- Find and feel the triangle on each foot.
- Line the knee-cap up with the large toe.
- Keep hips level and squared forward.
- Relax shoulders and keep them level.

This exercise also asks the core to engage to help-out. This is always worth the time and mental involvement.

## HEEL RAISES



## HEEL RAISES

Stand facing a table surface to rest hands.

- Place both feet straightforward and 4 to 6 inches apart. This is referred to as your 'neutral' foot position.
- Find the top of the triangle (the joint line) to put weight on.
- Lift heels off the floor pressing on joint line then slowly lower
- Try to avoid pressing on your toes
- Repeat 5 times until feeling stronger then increase up to 12.
- Keeping the lower leg muscles involved helps stabilize the knee from the bottom.

## THE SQUAT

Our next movement is probably the one that causes the most problems when done without intending -- sitting and standing correctly. To start practicing this technique, we call the squat, use a firm chair or bench that allows your hips and knees to be about 90 degrees.

- Put the chair against something to prevent it from sliding.
- Sit forward on edge of seat
- Place feet 4 to 6 inches apart, pointing straight forward now find and feel the triangles



- Kneecaps pointing straightforward lined up with large toe
- Pull heels slightly behind knees
- Place arms across your chest
- Feel even weight on each foot then push thru the heels to stand straight up – keep eyes and head up
- To reverse this move is our first focus on your hip hinge. Feel the seat with the back of your legs then move a half step forward. Now you can trust where it is and not need to turn your head.
- Feel the triangles of each foot
- Maintain same position of feet as when standing
- Keep your eyes and head up
- Place arms across your chest
- Sit hips back without leaning forward
- Keep even weight on each foot



For knees to track correctly in both movements they must stay the same distance apart as the feet. Do not allow them to drop together or open outside of ankles. Doing five repetitions of these two moves with control, as an exercise, will start the process of breaking habits and getting stronger. As you become more comfortable increase the number of times up to 12. Form is the most important! You’ve learned squats.

*Keep it Strong.  
Keep it mobile.  
Keeping it Till We’re Done.*

Norm and Deb Compton  
Stackinggurus.com

**Watch for upcoming notices about our group classes.**  
**We will share more information, discuss the articles, answer questions and learn to perform these movements with perfect form in person!**

CONTINUED FROM PAGE 5

# LEO T. REED SCHOLARSHIP WINNERS!

*“What does the Teamsters Union mean to you?”*

the Teamsters have always given us amazing health benefits, a sense of security in our everyday expenses and a feeling of stability. The Teamsters defend my Father’s work so that I have the privilege of taking pride in it.”  
**Local 399 Parent: Peter Foley (Driver)**



## DIANGELO FLOWERS

“The Teamsters Union means a great deal to me. It has helped my family with its personal goals, financial goals, health and medical, and most of all the ability to show they care about me. The Teamsters Union has shown my father friendship, respect, leadership and Brotherhood. I appreciate the Teamsters Union improving my father’s work environment and giving him a sustainable way of living. The history of the Teamsters Union has made me set standards in the career path I plan to work in.”  
**Local 399 Parent: Leo Flowers (Driver)**



## ALYSSA KAPLAN

“Knowing that my dad belongs to the Teamsters Union grants me peace of mind because it guarantees a fair wage and a safe work environment. In addition, the healthcare provided by the Union has allowed me to undergo mental health treatment that would not have been available had he not been part of the Union.”  
**Local 399 Parent: Kenneth Kaplan (Driver/Captain)**



## MAX KATEMEN

“One of the biggest struggles I remember my mom facing was during the Writer’s Strike in 2007. Money was very tight and she had to get a few extra jobs to make sure my needs were met. The Teamsters Union helped us through this and has given my family security for as long as I can remember. Knowing that someone has our best interest in mind is something I will forever be grateful for.”  
**Local 399 Parent: Jordana Kronen (Location Manager)**



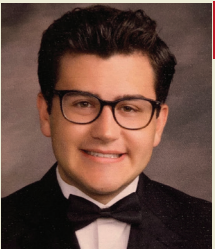
## MARTA MAYNES

“My family has a rich history of Teamster Membership. My father has been a Member for 40 years and his father for 30 years. The confidence of secure employment has been woven into the fabric of my family’s history and is a constant source of pride. The financial security for my family would not be possible without generations of Union leaders paving the way for a better workplace for all.”  
**Local 399 Parent: Richard Maynes (Driver)**



## JIMMY MORALES

“Growing up with a mother who worked day and night to provide for my family, it was difficult having to see her struggle due to the rigorous jobs she has held. Knowing that she is now working in a job that does not risk her health or performance, I am content with the opportunity that was offered to my Mother. The Teamsters Union is the pathway and opportunity she waited for since moving to California, which makes it all worthwhile. The Teamsters Union is an opportunity that many people wish to have. Not only is it offering me the opportunity to apply for a scholarship, but for my Mother as well to provide for her family with this job.”  
**Local 399 Parent: Ana Rivera (Driver)**



## JACOB POWELL

“The Teamsters Union provided my family with security. Both of my parents are proud, longtime Union Members and the benefits that this Union has provided my family with have truly been innumerable. Most importantly, the Teamsters Union has given us great healthcare, which is a dire need for my family. Additionally, the Union has allowed me to be the first in my family to attend a University due to the financial security they have provided.”  
**Local 399 Parent: Lu Powell (Driver)**



## DAISY YORKE

“My father Wayne Yorke was an actor for over 30 years and loved what he did, but with me steadily approaching college and living in one of the most expensive cities in the US, unfortunately that job finally just wasn’t bringing in enough money. He went searching for another exciting job, but one that was able to support a family of four. After trying a few different things, a friend recommended the job of Assistant Location Manager through the Teamsters. Intrigued by the job description, he pursued it. Now, 3 years later, he is still in Locations work and has worked on various successful television shows such as: ‘SWAT’ and ‘Marvel’s: Runaways’. Although the hours are long, my dad loves what he does. He works very hard and loves that he gets to visit places around Los Angeles that he has never been to before. The Teamsters Union gave my dad that. We as a family are very grateful for the benefits it gave us. It means that I get to go to college, and it relieves us a bit of the huge financial burden it brings. I often think about how lucky I am to have these benefits, and for the opportunities I am now given through the Teamsters.”  
**Local 399 Parent: Wayne Yorke (Key Assistant Location Manager)**





By: Matthew Klekner

It's been 5 years since the end of the biker gang drama 'Sons of Anarchy' (S.O.A.), but the turf wars are far from over. 'S.O.A.' was one of the biggest hits in the history of FX, spanning seven seasons and 92 episodes, so it makes sense they would want to extend the story.

'Mayans M.C.' is the next chapter in the 'S.O.A.' saga and it picks up two and a half years after 'S.O.A.' ends. Ezekiel 'EZ' Reyes is fresh out of prison for killing a crooked cop. Throwing away his once bright future, he now finds himself as a prospect in the Mayans M.C. charter that straddles the Mexican/American border in Southern California.

EZ is from a proud Latino family and he sees his quest for the American dream snuffed out by border violence. He is forced to carve out a new identity for himself in his small border town of Santa Padre and as his need for vengeance grows, it drives him toward a life he didn't expect.

'Mayans' launched last year to the highest ratings of any new cable series of 2018. Now in its second season, we catch up with Transportation Coordinator Joey Soriano, Production Supervisor (Locations) Dan Cooley and Casting Director Wendy O'Brien, all of whom were regulars on S.O.A.

"When this came around, I really jumped at the chance because it really was like getting the band back together," says Cooley. "We had such a tight relationship (on SOA) and shows like this, where the crew is so tight and respectful of one another, are so rare."

"When we're spending so much time away from our actual families, we want to have a nice home away from home and that's what 'Mayans' is to us," says Cooley.

"I'm really glad to continue a great working relationship with Kurt Sutter, creator of 'S.O.A.' and 'Mayans M.C.' and co-creator Elgin James," says Soriano.

In Season 2 'Mayans' has found its footing, but the show got off to a rocky start. The first pilot was completely reshoot and then reshoots for the second pilot bled into the first season. It's not an ideal trajectory for a show but all the changes were in service to the story. If you want a show to be a hit, sometimes you have to make sacrifices in order to get things right.

"The network really wanted to make sure that it was as close to perfect as possible," says Cooley. "A show like this

Part of the longevity of 'S.O.A.' stemmed from its great casting. It made a certifiable star of Charlie Hunnam and cemented Ron Pearlman as a TV legend.

"You know, being tough, and acting tough, are two different things," says O'Brien. "When Ron Perlman walks into a room, he commands so much presence he doesn't have to act tough."



The hardworking Transportation team on Mayans M.C.!

"No one should ever feel like an actor on this show. But then again, we need to find people who can act and who are believable in that world."

"You need to find actors that are subtle and not acting tough, who are innately powerful, but in their own way," says O'Brien.

'Mayans' is a show with a deep roster of characters. There is so much happening in each episode that there are a lot of roles to service. The Shakespearean like plot can also wind and weave, so what seems like a small part might end up with a seasonal arc.

"And to complicate the casting process, the pool for Latino actors is not as large as they would like it to be."

"The Latino pool is getting bigger and bigger and they're getting more opportunities and therefore getting more experience," says O'Brien.

"We used a lot of wonderful Latin actors on 'Sons' but because it's a real time world, we can't reuse someone in a different capacity. The only way that they could be seen on Mayans was if that character came back. So, it depletes the pool even more."

"Homeboy Industries has been a big help in finding fresh faces. Richard Cabral has helped link us with a lot of those guys. It's been really interesting. We have feelers everywhere."

Homeboy Industries helps rehabilitate gang members by putting them to work in a supportive environment and Richard Cabral is one of their success stories. He worked in their bakeries in the morning and then went to auditions, before eventually landing primetime roles.

"It's hard because a lot of these guys are used to being in control and being in charge of whatever situation that they're in. They're the powerful ones and then they come in to our office, and we try to make everyone super comfortable, but all of a sudden, you're not in control and a lot of guys get very nervous. It's a very foreign experience, which I think is frustrating (to them)."

"Luckily our team of writers is exceptional. Elgin James and Kurt Sutter have been, ever since the pilot, incredibly open to finding the best actors, or the most interesting actors, and then writing to their character. So, a lot of the characters sort of morph to suit their strengths, which has been wonderful. They haven't had to fit into a narrow description. It's really been opened up to the best actors that can bring something unique to the role. That's really been a godsend for us."

"The fun part is the auditions and playing with the material and trying to think creatively. That's the best part but that's sometimes only an hour a day. The rest is tons of paperwork, tons of setting up appointments. Getting one

actor into an audition is usually the result of four or five phone calls, many e-mails, tons of paperwork and tons of legal paperwork. There really is a grind to the logistical side of it."

"We do deal memos and contracts and we have to get materials to everyone before they come in for the audition and there's tons of editing, and posting videos, and chasing agents to get actors information and chasing actors to actually show up for their audition. You'd be surprised."

The Mayans run drugs for a cartel kingpin in Mexico. As the story jumps between both sides of the border, so too will the shooting crew. Ever since the pilot, Mayans has made a habit of crossing the border to shoot on location as needed.

"Last season I was the Supervising Location Manager and we shot in Mexico City a couple of times," says Cooley. For Season 2, Dan was promoted to Production Supervisor but he still oversees all the scouting for locations. "We really wanted to put the audience in Mexico for episode one, so we went down there and did some filming and we're going to keep doing it as much as we can, to try and get as much production value as possible, because there's nothing better than doing the real thing," he says.

"For trucks to get across, every single nut and bolt has to be manifested," says Soriano.

"Fortunately, we're not taking an entire fleet of trucks down there, it's usually just two. So, when you have just two, and every department has their

paperwork right, then the process isn't too bad," he adds. "Steve Sweeney is our Dispatcher and he's been very helpful in making sure that all of our trucks have all the proper paperwork they need to cross the border."

The Transportation Department utilizes a broker company at the border who are familiar with the crossing process. They help expedite everything.

"They go through all the paperwork and all of the equipment in the truck and make sure it matches up. Then they help us get across the border without any trouble and they do the same when we come back."

If it seems like a lot of extra work to shoot in Mexico, you are definitely right. But the trouble is all worth it for the authenticity of the locations they find to service the story. "Once you go down and you see it for yourself you just know," says Cooley.



Our great Mayans M.C. Location Team!

is tough, because you don't write it crossing your fingers hoping for a good first season. You write it thinking, 'this show is going to be on the air for five, six, seven, eight, seasons and I need to look at the big picture.' Doing a second pilot was really just preparing the show to really make a long run at it."



The talented Mayans M.C. Casting Team!

"We have lots of talented people in our industry, in our art departments and with construction scenics we could put it together, but it would take weeks to really build that authenticity and, even then, it doesn't put our actors in that mindset as much as when you take them to the real place," says Cooley.

"And you don't have to do any dressing. You don't have to do anything to it. You really just have to lay the groundwork ahead of time to make sure everybody knows what we're doing and is on board with what we're doing."



"We shot in an actual rural village down there where, at the end, we had everybody line up and we had a cargo van of gift baskets for everybody in that village that we handed out."

"It was just such a great feeling to be able to give back to a community firsthand and really get to experience it. So, going down there serves a greater purpose than just the look of the show. But you know once you get down there, and you see it for yourself, you go: 'Yeah we should come and get our exteriors here.'"

'Mayans' is based out of Santa Clarita, which makes sense



for the open roads and surrounding desert. Although they have a good amount of stage space, it is predominately a road show, out on location most days of the schedule.

"We just finished episode 2 and all nine days were on location," says Soriano. We moved at the end of each day to a different location for the next day's work and then we had multiple moves to different locations each day as well."

For the pilot they went down to Calexico, CA to double as their Bordertown, but have since found local spots to match Santa Padre.

"We've kind of established a little bit of San Fernando and a little bit of East L.A. And then when we have to go to Mexico, sometimes, we cheat it out in the desert up past Lancaster, or we end up going to Mexico. It just depends what the scene calls for," says Cooley.

And often times the scenes call for extraordinary action, like a shootout or an explosion. And when a location is scripted in a single episode, the location department knows never to take anything at face value.

"There might not be a shoot-out here, now, but I have a feeling this character is going to come back and given the nature of our show, we constantly have to think we're going back to every location at some point. Nothing is ever a one off in our mind. And we have to always think the worst, like someone's going to get shot. There's going to be an explosion. There's going to be a fight -- so we are always prepared."

"There is an 88-year-old woman's house that we use as our brothel for the show and she gets the biggest kick out of it, that there's all these people walking around half dressed. She just thinks it's the most hilarious thing. We barely changed anything to her house. That's the other thing that she thinks is so funny," says Cooley.

"We just have locations like that come up that are very much outside the box. This isn't a show with just two people talking. There's always an action sequence stuck to it or comes after it. It's always high drama."

While the high drama helps develop the characters, it's arguably the motorcycles themselves that most people tune in to see. Much like 'S.O.A,' 'Mayans' sells the outlaw biker lifestyle to the masses and gives the viewer a sense of wish fulfillment that keeps them coming back.

"Make no mistake about it. This is a motorcycle show. People want to see the bikes and they want to see them haul ass on an open road. So, we definitely do a lot of that," says Cooley.

'Mayans' shoots a lot of that bike work in Acton and Castaic and other areas near Santa Clarita. They're always looking for the geographic feel of the story in terms of look but also areas where they can really open up the bikes, go fast, and get some dramatic shots.

"Much like 'S.O.A.' we do not do a lot of process work with the motorcycles. It's almost all free riding with the cast or stunt guys," says Soriano.

"We use some of the Russian arm or a camera bike. Cameras are mounted on the bike and it will ride as part of the pack, to get the shots we need by actually riding right alongside with them."

"It makes for great cinematography and then of course we use the drone for aerial shots as well."

But long stretches of highway, with speeding bikes, means you have to lock down roads and plan for safety. And it's usually a pack of bikes, or a chase, or a shootout, so the scale can complicate things.

"Roads are always difficult because there's only so many roads in the Los Angeles area that we can shoot. We do big chase sequences; our chase sequences usually have 15 to 20 motorcycles involved and multiple cars. And it just takes a lot of coordination and a lot of space to do that," says Cooley.

"It's never an easy thing to do for television because you don't have a lot of time to plan the highways with Caltrans. So, we need to get creative in terms of where we want to go to do these different road shots. But we've gotten pretty good at that over the years from doing 'Sons of Anarchy'. We know what to look for. So, we've kind of got it down to a sweet science."

Much like 'S.O.A,' almost all the motorcycles came straight from Harley Davidson.

"We have a tremendous working relationship with them now and they have been able to provide us with almost all the bikes that we need. They basically let us do whatever we want to the bikes, as long as we return them in their original form and in shape," says Soriano.

They usually carry between 15 and 20 motorcycles from Harley each season. They have a couple doubles for the hero bikes but when the motorcycles come from Harley, they are pretty much stock rides.

"We modified them from there. We added our touch, whether it was pipes and bars and paint colors and anything that would allow us to customize the bikes for this particular idea of the Mayans Club," says Soriano.

"I have a great driver named Nico Cope and Nico came to the Teamsters from Harley Davidson. He was a Harley Davidson master mechanic down in the San Diego area and he was able to get his days with a friend of mine, Greagrey Waldrop"

"He is amazing with our motorcycles, with his knowledge of what can and can't be done with them. What parts fit with what bikes. All of those things. He's been a tremendous help for us."

"We also carry a full-time mechanic Billy Powell, and he works closely with Nico. While the mechanic does all of the actual repairs or services, Nico is with him every step of the way, helping to guide him through the process, because his knowledge base is so tremendous."

"We carry close to 20 guys full time, on production and off production. I have 2 great guys in Justin McClain and Tony Trimarchi leading an excellent group of fulltime drivers. And then when we go on location, we'll pick up anywhere from 10 to 15 additional guys and gals."

"We don't really carry extra crew," says Cooley. "I have a group that's been working with me for a long time and these guys and girls are just a really tight knit group and we're just used to moving very fast. I think if we add more people it would slow us down."

"We're a department of nine right now and I think we will probably bring on another if we get bogged down with locations, because we usually shoot three locations in a day."

"It's such a cliché thing to say, but we have the best crew in town," says Cooley. "This is really an extraordinary group of people that pour their hearts and soul into making this show the best that it possibly could be. And I think in order to have a show transcend to something that people are watching on TV, I think you have a group of people that really care. I think that's really where it starts. Just take pride in what you do by loving your job and if you do that it's going to show up on screen. And I think that's what we work hard to create here."

**MAYANS M.C. TRANSPORATION TEAM**  
Joey Soriano: Transportation Coordinator  
Justin McClain: Transportation Captain  
Tony Trimarchi: Transportation Captain  
Randy Wolff: Picture Car Captain  
Bill Powell: Mechanic  
Dave Blakely: Driver  
Dorian Carrillo: Driver  
Luis Cisneros: Driver  
Leon Citarella: Driver  
Nico Cope: Driver  
Tony Fonseca: Driver  
Robert Fulps: Driver  
Sean Glenn: Driver  
Dave Hernandez: Driver  
Garner Humphrey: Driver  
John Lawrence: Driver  
Darwin Mitchell: Driver  
Kevin Morris: Driver  
Greg Stewart: Driver  
Paul Stuart: Driver

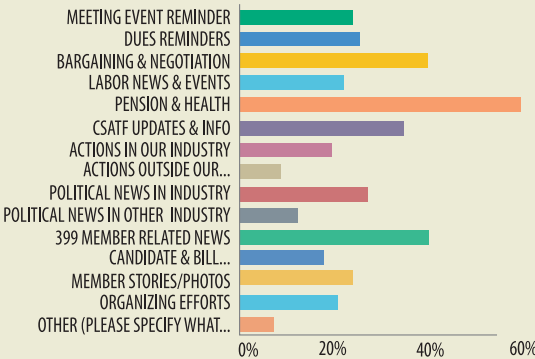
**MAYANS M.C. LOCATION TEAM**  
Dan Cooley: Production Supervisor  
Rick Surad: Location Manager  
Leslie Glennon: Locations Coordinator  
Jonathan Blake: Location Manager  
Bryan Diaz: Key Asst. Location Manager  
Paul Katsenis: Key Asst. Location Manager  
Ben McCrea: Key Asst. Location Manager  
Joshua Persky: Key Asst. Location Manager

**MAYANS M.C. CASTING TEAM**  
Wendy O'Brien: Casting Director  
Chris Gehrt: Casting Associate



## 2019 GENERAL MEMBERSHIP SURVEY!

### WHAT TYPES OF INFORMATION FROM LOCAL 399 WOULD YOU LIKE TO SEE MORE UPDATES ABOUT



### COMMUNICATION REMINDER!

***Not getting information from us? Follow this checklist below to ensure you are getting the most up-to-date & accurate information from us!***

- Are you signed up for Emails?
  - Have you downloaded our New Local 399 APP?
  - Are you signed up for text message updates?
  - Have you visited our website at [www.ht399.org](http://www.ht399.org)?
  - Do you receive and read our Newsreels quarterly?
  - Do you follow us on Facebook?
  - Do you follow us on Instagram?
  - Do you follow us on Twitter?
  - Do you receive our reports in the Joint Council 42 Newspaper?
  - Have you created a Member Login for our New Call Board system?
- If you have any issues receiving information from the Union Hall, please email [amy@ht399.org](mailto:amy@ht399.org) for assistance.

***Thank you again to all who took our 2019 Survey. We are grateful for all the comments that many members made and are appreciative of the constructive suggestions we received as well. Your feedback has been read and reflected on by Secretary-Treasurer Steve Dayan and the Business Agents. They will be reaching out to some of the Members who included their names on the survey to discuss individual concerns and issues. The information in this Newsreel highlights just a portion of the rich feedback and ideas we have been able to capture from the Membership. We will be taking each suggestion into consideration and will also be looking to create an on-going platform to provide suggestions throughout the year. Again, please note, if you have any issues, concerns or ideas, do not hesitate to reach out to the Union Hall or your Business Agent directly at any time. We look forward to hearing from you.***



# 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 have been some of the biggest accomplishments in the past Quarter?*

**A** We've had many wins on the organizing front. We've begun negotiations to represent DOT Administrators at Universal Studios and Warner Brothers. The Companies didn't make it easy, but we're now at the bargaining table. We are also in the process of beginning negotiations to represent the Administrative staff of CSATF. Lastly, we are very close to concluding negotiations with Zio Studio Rentals. We wouldn't be here without the support of each of these bargaining units and our staff and I'd like to specifically thank Lindsay Dougherty for her efforts on behalf of these groups.

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

**A** For the first time in the past few years, it's actually been slow in our Industry. Many Members have asked us why it's been slow. There are a few reasons for this, fewer Pilots were shot during the traditional TV hiatus, many productions are shooting shorter TV seasons and lastly, many productions shut down for the season at Christmas instead of working into February or March. I fully expect the rest of the year to be busy for the vast majority of our Members.

**Q** *Why do you feel it is important to conduct General Membership Surveys and what was your biggest takeaway from the Survey Results?*

**A** I feel it's very important for us to listen to our Membership. We go out and visit shows, have Membership meetings and meet with our various Committees but the survey allows us to get a 10,000 foot look at how our Members feel about their Union. Honestly, it can be hard to look at where our Members feel we're falling short, but I really want you all to know that we continue to be committed to improving our service and support to our people. Our Business Agents and I will be personally calling some of our Members who were kind enough to include their names in the survey to better understand their concerns and address their suggestions. We'll continue to conduct the survey on a bi-annual basis so please keep your comments coming. I truly want to thank the more than 800 Members who participated in this survey. Your input is important!

**Q** *How do you feel we can better engage the Membership to be involved in attending more General Membership Meetings and addressing their suggestions and concerns?*

**A** The purpose of the meetings, classes, events, surveys, etc. is to involve our Members. Knowledge is power and I feel the more we can involve and educate our Membership, the more questions they will ask of the staff and their employers. More importantly, it can avoid problems in the workplace if our people understand what the contracts allow or don't allow.

**Q** *What was the reason for increasing the Leo T. Reed Scholarship to \$5,000 per winning student and what was the process to approve this change?*

**A** I don't have to tell parents and students how expensive a college education has become. The Executive Board just felt we could be doing more to better help the children of our Members, so the scholarship was increased after receiving Membership approval at our April General Membership Meeting.

**Q** *There have been a lot of classes and trainings hosted throughout this Quarter. What benefit do you see to these Classes and how do you hope to expand our Member Education program?*

**A** We now host classes created specifically for many of our classifications. We're also planning courses for our Casting Professionals and we are rolling out a health & fitness class that Deb and Norm Compton will be teaching. Continuing education is important to all of us. The more we can assist our Members to be their best, the more the companies will utilize us.

**Q** *What's going on with New Media at this time?*

**A** We've begun negotiations on a New Media term agreement for Netflix Studios covering Drivers, Locations and Casting Directors. I am hopeful we'll be entering negotiations for term agreements with other New Media companies in the future. We'll have updates on all of our organizing efforts in our October Newsreel but you can always check our website at [www.ht399.org](http://www.ht399.org) for updates as well.

**Q** *399 Member Norm Compton has started a Health Column in the Newsreel and is seeking to host more regular wellness and fitness classes for our Membership. Why did you feel it was of importance to include this information and opportunity for training?*

**A** Obviously, exercise is very important to the well-being of our Membership. Given the long hours we work, how little time off many of us have to exercise, and the number of back/spine injuries our Members develop over time, I think focusing on all areas of our Members' well-being, from financial awareness classes to exercise classes is important.

**Q** *With 40+ year Member Specialist Rose Falcon Retiring, leaving some big shoes to fill, who will be working in our Front Office to continue to support our Members?*

**A** Rose has been an amazing asset to us all. I can't thank her enough for her years of dedicated service and always being a welcoming presence to our Membership and taking the time to listen to their concerns. Rose personally trained front office staffers Jennifer Fox, Courtney Brignoni and Jane Vasquez who are every bit as dedicated to our Members as Rose. She will be sorely missed, and we wish her the very best in her new adventures! On June 24, 2019, we welcomed new staff member, Cecilia Sanabria. Cecilia previously worked at Teamster Local 630 and will be an invaluable addition to our staff. Please welcome Cecilia the next time you're in the office!



**NEWS FOR THE 399er  
RETIREMENT COMMUNITY**

## 399 RETIREE REUNION DINNER 2019

**- SAVE THE DATE -**

We are excited to announce that our 2019 Retiree Reunion event will be at Castaways in Burbank, CA on Saturday, September 28th! Each year we look forward to hosting an event to celebrate our Retirees and organize a time to gather to see old friends and share stories from the past. As mentioned last year, we are keeping the 2019 Retiree Reunion local to Southern California, however we are planning to be back in Las Vegas for our Retiree Reunion in 2020.

We will be direct mailing invitations to our Retirees for the 2019 Retiree Reunion Dinner as well as hosting online registration. If you do not receive an invitation or have any questions about the event, please call the Union Hall at:

**818-985-7374.**

*We hope you will join us for this special evening!*

**DATE:**  
**September 28th, 2019**

**TIME:**  
**5:30PM**

**LOCATION:**  
**CASTAWAYS**  
**1250 E Harvard Rd,**  
**Burbank, CA 91501**

**\*\* Event is FREE for you and a Guest.**  
If you have any questions about this event, please email Business Agent Chris Sell:

**[csell@ht399.org](mailto:csell@ht399.org).**

If you are interested in getting involved in the 2020 Las Vegas Retiree Reunion planning, please also email Business Agent Chris Sell.

**See you at Castaways!**





*Thank you to all our Members that participated in our 28th Annual Ralph Clare Golf Tournament! This year's event was held on Friday, April 19th at Industry Hills Golf Club. We had a great time at this year's event and had almost 200 Members and guests join us on the green. This event continues to grow each year and is a great time for our Union Sisters and Brothers to take part in some friendly competition. Take a look at our winning teams and Members from this year's tournament below:*

### IKE COURSE

**Eagle Flight 1st Place:**  
Lu Powell, Arthur Martinez, David Gerry, Mike Avila  
**Eagle Flight 2nd Place:** Mark Glennie, Joey Banks, Buck Compton, Steve Morey  
**Birdie Flight 1st Place:** Gary Johnson, Tom Hallowell, Jim Nordberg, Charlie Nordberg  
**Par Flight 1st Place:** Mark Basler, Javier Jimenez, Kirk Huston, Mike Borrenson  
**Closest to the Pin:**  
Hole 5 - Mike Avila  
Hole 15 - Rob Wood  
Hole 9 - Steve Morey  
Hole 13 - Michael Denehy  
**Longest Drive:**  
Hole 18: Dave Landaker

### BABE COURSE

**1st Place:** Caleb Duffy, Zak Kahn, Taylor Erickson, Patrick Alfveh  
**2nd Place:** Carolyn Couch, DeWayne Echols, Michael Johnson, DeWayne Feather  
**Closest to the Pin:**  
Hole 17 - Memo Rodriguez  
Hole 14 - Steve Conner  
Hole 7 - Brent Case  
Hole 13 - Carlos Gonzales  
**Longest Drive:**  
Hole 11: Aaron Alfrey

### PUTTING CONTEST WINNER

Steve Weible

*This event would not be possible without the hard work of Local 399 Office Manager Greg Karson and our generous event Sponsors. We are grateful to all that donate to make this event such a success. Please see Sponsors listed below [in no particular order]:*

- Wohlner, Kaplon, Cutler, Halford & Rosenfeld
- Gilbert & Sackman
- Teamsters Local 572
- Secretary-Treasurer Rick Middleton
- Delta Dental
- IBEW Local 40 President Marc Flynn
- Herc Entertainment
- Quixote
- Abri Dental
- BigRigMedia
- AJ Longo
- Chef Robert Catering
- S & G Studio Rentals
- Tahoe Motion Picture Rentals
- The Harman Press
- Mario's Catering
- Mobile Dining Room
- Grand Rounds

*We are already looking forward to next year's event!*

## DID YOU KNOW?

### LOCAL 399 HISTORY: *Who is Ralph Clare?*

For the past 28 years we have hosted our Ralph Clare Golf Tournament on the Good Friday holiday. The tournament has grown to be a successful event for our Members to enjoy however each year it is important to also remember the person who is honored at this event. Ralph Holton Clare played an extremely important role in the development of Local 399 and we owe Brother Clare a debt of gratitude for our progress in contract gains, pension and health benefits and more. Local 399's Founding Fathers were Joe Tooley, Nate Saber and Ralph Clare. They took on the Industry at a time when workers were getting locked out at the mere mention of organizing. Together they worked to educate the worried and skeptical Drivers at the time to sign recognition cards and take the steps necessary to fight for a better life for themselves, their families and the future of workers in the Motion Picture Industry. Their efforts paid off and on April 12th, 1930 Studio Transportation Drivers Local 399 was chartered. Teamsters Local 399 was unique at the time as they were the only Local with multi-state jurisdiction and with a focus solely on the Entertainment Industry. At the first Union Meeting, the 180 new Members of Local 399 elected Nate Saber as Secretary-Treasurer, Joe Tooley as President and Ralph Clare as Trustee. Ralph Clare, who began his time in the Industry as a Stunt Cowboy, Driver and Wrangler, became a Business Agent at Local 399 in the 1930's. Ralph stuck with the Union through some of the darkest and most dangerous strikes Local 399 experienced throughout the 1940's. During the turmoil of these strikes, Ralph was named Secretary-Treasurer of Teamsters Local 399 in 1947 and would serve our Local for 22 years until his retirement in 1969. During his time in office, he changed the way we negotiated contracts to build a path for a more civil and formalized process to avoid some of the dangerous actions of the past.

#### Throughout his long career other notable achievements were:

- During World War II he worked with Betty Davis to create the "Hollywood Canteen" to help entertain servicemen, in an effort to keep their morale up.
- He founded the Los Angeles Chapter of the Leukemia Society of America and also served as President of the organization.
- In 1954 he was a founding Member of the Motion Picture Health and Welfare Fund. When the fund was established, he was also the one to insist Members with many years of service be given retroactive credit.
- In 1980 Ralph was also instrumental in persuading MGM to contribute \$25 Million dollars to the Motion Picture Health and Welfare Fund.
- Ralph was also responsible for the Post 60s and Supplemental Market contributions that helps pay for patient health and welfare to this day. While we continue to enjoy our Ralph Clare Golf Tournament each year, it is important to remember his rich contributions to our Membership and his legacy that we will continue to celebrate for years to come.





EVENTS

Sunday, August 18th 2019  
NEW MEMBER ORIENTATION

**Time:** 9AM  
**Location:** Pickwick Gardens  
The class material will center around educating new and experienced Local 399 Members about what you should be concerned about as a Member of Local 399.  
**We will be covering topics such as:**

- History of Local 399
- Introduction to Local 399 Staff & Business Agents
- Role of CSATF & MPIPHP
- How to Get & Stay Involved in Your Union
- & More!

Head to [www.ht399.org](http://www.ht399.org) to RSVP.

Saturday, September 28th  
RETIREE REUNION DINNER

**Time:** 5:30 pm  
**Location:** Castaways  
1250 E Harvard Rd, Burbank, CA 91501  
\*\* Event is FREE for you and a Guest.  
If you have any questions about this event, please email Business Agent Chris Sell: [csell@ht399.org](mailto:csell@ht399.org).

Sunday, October 27th, 2019  
4TH QUARTER GENERAL MEMBERSHIP MEETING

**Time:** 8AM  
**Location:** Pickwick Gardens  
Please plan to join us at our last General Membership Meeting of the year! Details to follow as we get closer to the meeting. Head to [www.ht399.org](http://www.ht399.org) for more information.

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

- ★ **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.
- ★ **Dues are due the same 4 months every year** – January, April, July & October. Please make sure to pay your dues within these months to avoid late fees. The new dues amount is \$294 per Quarter.
- ★ **The Local 399 App is now available to download** in the iTunes and Google Play store. Please email [appsupport@ht399.org](mailto:appsupport@ht399.org) should you have any issues downloading the new Local 399 App.
- ★ **There is always a Business Agent available** over the weekend. If you have any issues when the office is closed please contact: (818) 397-2131.
- ★ **The Optum Health and Mental Wellness Services** available to our Members through MPIPHP is there are to assist Members in times of desperate need. Please utilize the Crisis Hotline available to you: 1-800-273-8255. Learn more about the Mental Health and Wellness resources available to you at: [www.liveandworkwell.com](http://www.liveandworkwell.com).
- ★ **Check out photos from our 5th Annual Teamsters Local 399 and Basic Craft Car and Motorcycle Show** on our website and Facebook: [www.ht399.org](http://www.ht399.org). Thank you to all our Members that participated in this year's event!

RETIREEES

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.

Morris Bension	Randall Gaston	Kenneth Newland
Cameron Calder	Guy Graves	Gabriel Ormenyi
Kenneth Campbell	Dow Griffith	John Panzarella
Catherine Churchman	Wayne Griffith	Ronald Rodriguez
George Clayton	Roger Ickes	Peter Sands
Robert Craft	Valerie Kim	Elke Chambers
Dennis Dodd	David Long	Rick Scheil
Linda Draves	Guillermo Lopez	David Teasley
Douglas Dumas	Charlie Love	James Valdes
Rose Falcon	Diana Melendez	Earl West
Deborah Farris	Steven Murray	Jeff Williams
Richard Frazier		Charles Winzer

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:

Albert Bartoli	Wayne Johnson	Carole Segal
Terry Crnic	Steven Levine	Matthew Segal
John Curtis	Carl Longstrom	Robert Spiers
John Dickenson	Anthony Loschiavo	John Tuell
Barry Golob	Thomas Marshall	Bruce Vanover
Fred Hendley	Emmett Nicholson	Paul Waddell
David Jernigan	Loren Porcelli	Tony Wood
	Roland Raffler	



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)