



THE NATIONAL POWER RATED BY CREDIT RISK MONITORING 28

TEAMSTERS LOCAL 399

QUARTERLY NEWS

FALL 2019 • ISSUE No 23

TEAMSTERS LOCAL 399  
**SISTERS**

TEAMSTERS LOCAL 399  
**BROTHERS**

# 399 STRONG ALL YEAR LONG

## GREETINGS SISTERS & BROTHERS

The Membership has spoken. The election results are in for the 2020-2022 Executive Board of Local 399. I'm happy to report the 399 Members First Slate won re-election for the next three years. The 399 Members First Slate received 78% of the vote with the opposition slate receiving 22% of the vote. 41% of our Membership voted in this election, and while that is a great result, we will continue to encourage more of our Members to vote next time. There is nothing about this position that any of our Executive Board Members, Staff or entire Administration takes lightly. We welcome the challenges that lie ahead and look to our Members to continually push us to support you to the best of our abilities. For those that didn't choose to vote for us, or vote at all, I want to make this very clear — we are family. No matter where you stand, we are Union Sisters and Brothers and we are stronger when we stand and fight together. I ask that you join us for the next 3 years and find ways to get involved in your Union. Attend meetings, ask questions, seek out leadership roles, be an active Union Member and help to continue to steer us in the direction that will best support our collective Membership. Let's work together to continually build this Local into the very best it can be.

We continue to organize the unorganized. I'm happy to report that the Administrative Staff of CSATF are now Members of Local 399. Standing alongside this bargaining unit, we worked very hard to reach a good first contract for these 51 new Members. I'd like to thank our negotiating committee for their participation and for making this process a success for this unit. I'd also like to thank our Brothers and Sisters of Teamsters Local 911 who began this effort. We also organized the scenery shop "Goodnight and Co." and Take Two Productions. I will update you on this and other organizing efforts in the January Newsreel. We had a great Retiree Reunion at Castaways in Burbank on September 28th,



Drivers Charlie Ramirez and Paul Veluzat working on "Penny Dreadful". Read more on Page 8

2019. Over 250 Retirees and their guests joined us for the evening. Many thanks to Business Agent Chris Sell for organizing such a great event for our Retirees. I'd like to acknowledge 30-year Retiree, Elliot Shapiro for attending this year's event. Elliot is 95 and you read it correctly, he's been retired for 30 years! Thanks again to all of our Retirees for coming out for a great evening. Next year, we'll be heading back to Las Vegas to celebrate our Retirees. We've had so much success this past year! We continue to be at full employment, and we are busier than ever in our history. We have many new Members that are trying to learn and navigate our Industry. I would ask you to remember when you first started and how green you-and all of us were, when we first began our careers. Please help the new Members and share your knowledge, experience and wisdom with them. Teach them to become the best Teamsters they can be. To the new Members, listen to the experience of your co-workers. Take the New Member Orientation class, come to Union meetings and participate in the classes and other opportunities this Local Union has to offer.

We now have printed "Black Book" agreements, Location Manager and Casting Director agreements available at the Hall. Please stop by or attend a Union Meeting to get your new printed contracts. The new contracts are also available for download on our website at: [www.ht399.org](http://www.ht399.org) as well as in our Local 399 App.

*On behalf of the staff of Local 399, I'd like to wish you all a safe and Happy Holiday season. We look forward to the new year, the new challenges and the work that lies ahead!*

**FRATERNALLY, STEVE DAYAN**  
TEAMSTERS LOCAL 399 SECRETARY-TREASURER

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North Hollywood, CA  
Teamsters Local 399



FILMMAKER

# CALIFORNIA TOPS AGAIN FOR TV IN 2019, FINDS FILM LA REPORT

PUBLISHED ON: OCTOBER 16<sup>th</sup> BY FILMLA



FilmLA released a new report prepared by its research division. The 2019 Television Report offers an overview of the current production landscape for U.S. based television series and new TV projects. In addition to quantifying California's share, the report assesses some of the trends shaping series production across broadcast, cable and digital networks.

"This report finally allows us to uncover where digital production makes the most economic impact," said Paul Audley, President of FilmLA. "Any jurisdiction fortunate enough to serve as a backdrop to these projects is positioned to do well."

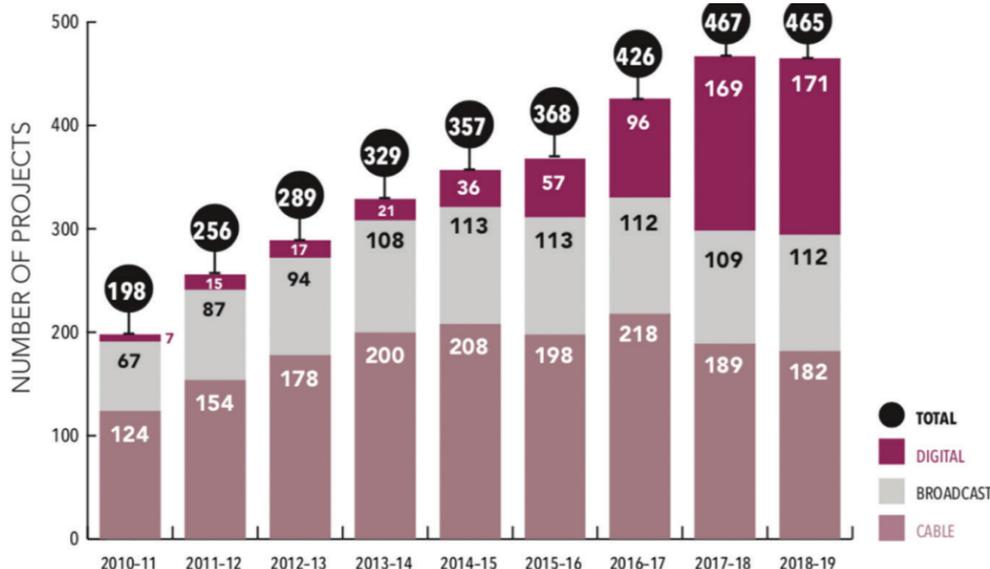
During the 2018-19 development cycle, a total of 465 live-action scripted series were available for viewing for the domestic market (467 in 2017-18). FilmLA also counted 144 projects that were picked up to series but not yet available for viewing during this cycle (excluded from this cycle).

The impact that digital streaming services are having on television production continues to be substantial. This category has experienced the most

the 2010-11 season. The number of new digital projects nearly doubled between the 2017-18 and 2018-19

19 cycle, 205 of the 465 tracked series were produced in California, yielding a 44 percent market share

NUMBER OF LIVE-ACTION SCRIPTED SERIES PRODUCED BY U.S. STUDIOS: 2008-2019



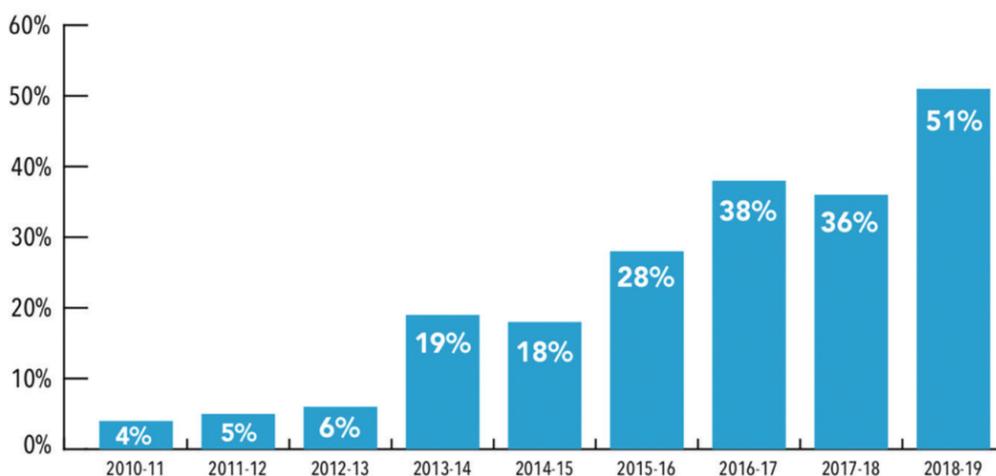
development cycles, increasing approximately 85.3 percent in one year. As the number of digital series in production climbs, the number of "straight to series" orders are also on the rise. In 2018-19 a total of 100 new shows were ordered straight to series including 4 broadcast, 26 cable and 70 digital projects. A total of 51 percent of new projects ordered went straight to series in the 2018-19 cycle compared to 36 percent in 2017-18.

for the period.

The California Film & Television Tax Credit Program continues to provide considerable support by way of job benefits to the state. According to data shared by the California Film Commission, the current crop of incentivized TV series in production sustains thousands of cast and crew jobs and tens of thousands of opportunities for day-players.

Overall, new project production is up 23.3% from the 2017-18 season. California remains competitive when it comes to attracting new projects. FilmLA's report reveals during its 2018-19 cycle, 196 new projects were produced (67 broadcast, 53 cable and 76 streaming projects). Of those new projects, 72 or 36.7 percent of all new projects counted, filmed in the Golden State (28 one-hour and 44 half-hour). From an annual count, an increase of 10.7 percent in new project

SHARE OF NEW PROJECTS ORDERED STRAIGHT-TO-VIDEO



rapid growth in television content for both new projects and live-action scripted series. The number of digitally distributed original series in production has increased 2,300 percent from

Among all established production centers, California continues to dominate as the leading destination for new projects on broadcast, cable and digital platforms. For the 2018-

production can be seen from the 2017-18 (65 new projects) to 2018-19 cycles. For new projects, California's top competitors include the state of New York (with 29 projects), and the

# THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

Canadian province of British Columbia (with 24 projects), and the state of Georgia (with 20 projects).

"After years of runaway production, more television is being shot in California than anywhere else in North America," said Mayor Eric Garcetti. "The California Film & Television Tax Credit Program is ensuring that these jobs stay in our

state — and while this report shows progress, we must double down on our efforts to make California the best place in the world to film."

**The 2019 Television Report, along with other reports from FilmLA Research, are available for download here (registration required):**

[www.filmla.com/our-services/research/](http://www.filmla.com/our-services/research/)

## GOVERNOR GAVIN NEWSOM SIGNS BILL PROTECTING MOTION PICTURE AND TV PRODUCTION WORKERS

CALIFORNIA IATSE COUNCIL & ENTERTAINMENT UNION COALITION

PUBLISHED ON SEP 06, 2019

ENTERTAINMENT UNION COALITION



California  
IATSE  
Council

**LOS ANGELES:** California Governor Gavin Newsom signed into law SB 271 (Wiener), a bill co-sponsored by the California IATSE Council (CIC) and the Entertainment Union Coalition (EUC). Set to go into law January 2020, SB 271 will ensure full access to Unemployment Insurance (UI), State Disability Insurance (SDI) and Paid Family Leave (PFL) benefits for California resident entertainment industry workers who work on productions that take them to other states.

"On behalf of the California IATSE Council and the Entertainment Union Coalition, we want to express our appreciation to Senator Scott Wiener for his leadership in guiding SB 271 through the legislative process, to Governor Newsom for signing the bill into law, to our 12 co-authors, and to the members of the California Legislature for their unanimous support. SB 271 ensures that the working women and men of the entertainment industry will have access to the UI, SDI, and PFL benefits to which they are entitled. We can now protect thousands of our Members and their families who depend upon these benefit programs, often in times of great need and economic stress because they are unexpectedly or suddenly out of work, disabled as a result of an injury or illness, or are responsible for the care of family members." --- Quote from The California IATSE Council and

Entertainment Union Coalition

SB 271 resolves a long-standing problem specific to residents of California who work in the Motion Picture and Television Industry on productions that shoot in other states in addition to California. Up until now, outdated metrics implemented in the 1950s were used to determine where their employment taxes would be credited. Often that was to other states. When it came time to claim their benefits, many California Entertainment Industry workers found their benefits were far lower than they should have been and, in some cases, nonexistent. SB 271 resolves this problem and will bring financial and emotional relief to the thousands of California based entertainment industry workers who need and deserve the benefits to which they are entitled.

The Entertainment Union Coalition has a combined Membership of close to 150,000 members in California. Its Members are the California IATSE Council, Laborers Local 724, SAG AFTRA, and Teamsters Local 399. The Members of the EUC are joined together in working on behalf of their Members interests in Sacramento and before local governments throughout the State.

**If you have any questions, please contact Vice President, Business Agent and Political Director Ed Duffy: [eduffy@ht399.org](mailto:eduffy@ht399.org).**



## DUES SET TO INCREASE TO \$300 PER QUARTER ON JAN. 1, 2020

On January 1, 2020 we will be increasing dues by \$2.00 per month, bringing the new quarterly total to \$300.00.

### WHY ARE DUES INCREASING?

*Per our By-Laws, Members' dues are based on 8 times the average hourly rate per quarter, plus an International assessment of an additional 1/2 hour. Per Article X of our International Constitution, Members of all Locals are required to pay a minimum of 2-and-a-half times their hourly rate in the form of monthly dues payments.*

*Our dues, in turn, go up every year by the amount of our wage increases. As you already know, many Teamster Locals outside of Hollywood charge 3% of their Members gross wages in dues. That would be far more costly to our Members. We want to be clear that we would never contemplate changing our structure, but we believe it helps put our dues structure into perspective.*

We will be updating the new dues amount online on January 1st. If you are currently subscribed to our recurring payment plan you will be contacted via email to confirm the new amount that will be automatically updated on your card. Also, if you prepaid your dues for the year, you will receive a notice from the Local with the amount still owed.

If you have any further questions, please email [office@ht399.org](mailto:office@ht399.org) or call 818-985-7374.

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



# FREQUENTLY ASKED APP QUESTIONS



LOGOUT



ID CARD

We are excited to announce we have over 1,400 Members that have downloaded our new Local 399 App since the start of the year, and the number keeps climbing! This new tool has been created to help our Members stay connected to THEIR Union on THEIR own time. We will continually highlight new features, additions and changes to the app, however for now we wanted to address some of the 'Frequently Asked Questions' we have received at this point to offer any clarification. If you have any additional questions, feedback, or run into any issues, please email [amy@ht399.org](mailto:amy@ht399.org).

1

## I'm having trouble downloading and registering for the new App. Any ideas surrounding what could be going wrong?

The App is available in both the App Store for IOS or Google Play for Android users. Once downloaded, the first step is to REGISTER for the App before you can start using the platform. Carefully input your registration details. Upon submitting your registration information you will receive an email confirmation with a verification code to enter. After the code has been retrieved and entered, you will be prompted to input contact information details. The information you submit will be shared with the Front Office as well as the Call Board for them to update what they have on file if the information is different.

Should you have any issues with logging in, or notice you have an incorrect classification listed, please email [appsupport@ht399.org](mailto:appsupport@ht399.org) for assistance.

After you are logged in, you can stay logged into the app or when you are done using it you can log out via the "My Profile" or "My Member Tools" Section. You will find the logout button next to the Digital ID card button.

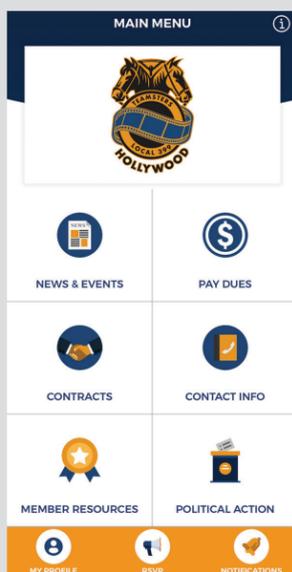
2

## Can you walk me through how information is organized within the App?

The way we have organized the App is into 3 different pages of information:

**MAIN MENU:** This is the section you will see when you first log into the app. This section includes general news & information that all registered Local 399 Members has access to. Here you will find:

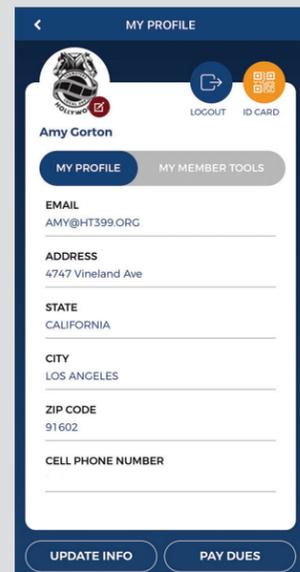
- General News & General Event Calendar.
- Pay Dues Link.
- All of our Major Contracts and our IBT Constitution.
- Contact Information for: Business Agents, Union Hall Staff, Call Board Staff, Shop Stewards, MPIPHP, CSATF, MPIPHP Crisis Hotline and Studio Safety Hotlines.



- Our Member Resources section which includes: New Member Owner's Manual, Local 399 "Hollywood Story" Video, Scholarship Opportunities, Local 399 Merchandise we have in stock to view, links to the MPTF, Actors Fund, Teamsters Credit Card, Labor 411, Union Plus Discounts and more! We are constantly updating this section with new Union benefits so keep checking back.
- The Political Action section has an easy lookup tool to find and connect with your elected officials. We also have information about the Teamsters Drive Program and how you can donate to support pro-Labor candidates.

**MY PROFILE:** You can access the next page via the small button on the bottom left on the "Main Menu" page that says "My Profile". In this section of the App you will find:

- Your contact information that was inputted upon registration. Should you need to change or update that information, simply click on the Update Info button on the bottom left corner of the screen, or click on the small red button near your profile picture icon. This will also send an email to the Union Hall and Call Board to have any changes reflected across all platforms.
- You can also update your profile picture by clicking on that same small red icon.
- You will notice your Craft Classification is listed under "Industry #1, #2, and #3. Some Members have multiple classifications so they will see multiple titles listed in this section, whereas most will see simply one. Should you notice that your classification information is incorrect, please email [appsupport@ht399.org](mailto:appsupport@ht399.org) and we will update that for you.
- A digital ID can also be found in the "My Profile" section. In the future, we are looking to scan Members into meetings and classes with these digital ID cards. They can also be a great way to quickly share contact information with a colleague or co-worker.
- If you are looking to log out of the app, you will find the logout button to the left of the Digital ID Card button. Please note, when you want to log back in, you do not need to register again.



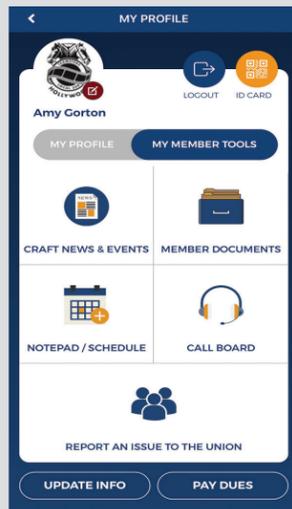
# FREQUENTLY ASKED APP QUESTIONS



## MY PROFILE

## MY MEMBER TOOLS

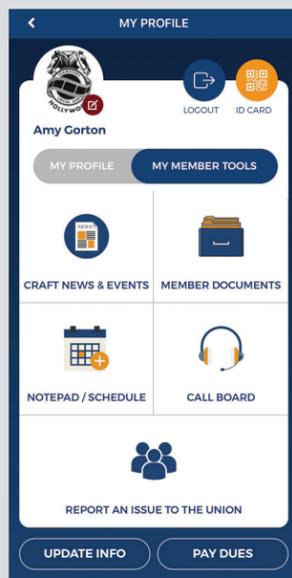
**MY MEMBER TOOLS:** This section of the app is organized by Classification. Based on your line-of-work you will see different information in this section. The purpose of this section is to help target information to our Members that pertain to their work and give them a space to see upcoming news, events, contract information, classes and trainings, and direct contact information to their Business Agent and Shop Steward. In this section of the app you can find:



- Classification Specific News & Events.
- Member Documents that can be anything from your contract, important documents to reference, website links, Business Agent and Shop Steward information and more.
- Notepad and Schedule feature allows you to track hours and store information about productions worked on. This is for your reference only and is not shared or stored anywhere else within the Union.
- Direct link to the Call Board login.
- Workplace Violation form in which you can report a potential workplace violation, and have it submitted anonymously or can leave your name if you expect a follow-up phone call regarding the situation. This feature also allows you to update a photo with the report.

### 3 Is the digital Call Board system the same thing as the app? If not how can I get to the Call Board login?

The new Local 399 App is not the same thing as the digital Call Board system. In fact they are two separate logins. There are however two places to be directed to the Call Board login within the App. One login can be found on the "Main Menu" under the Contact Section > Call Board. The second is on the "My Member Tools" section where there is a "Call Board" button. Both of these areas will take you to the link to sign into the online Call Board system in order to make yourself available or unavailable. If you have suggestions regarding how the Call Board tool can be improved, please email: [callboard@ht399.org](mailto:callboard@ht399.org).



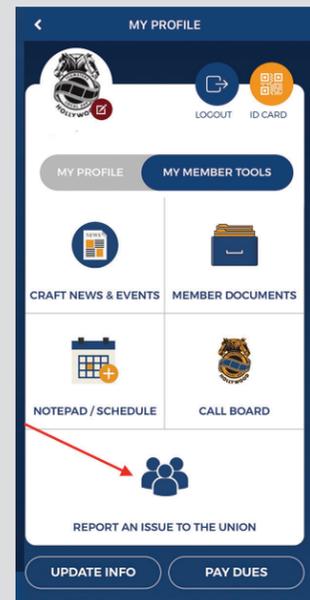
### 4 How can I go about submitting a workplace violation through the new App, and who receives the information?

Submitting a workplace violation through the App is easy! Simply navigate to the "My Member Tools" section and it is a button located on the bottom of the page titled

"Report an Issue to the Union". First you will be able to upload a photo or simply fill out a form. This will be sent to the Business Agent that is representing the production you are working on. You can report the potential violation anonymously or you can leave your contact information for a follow-up response.

### 5 What value does the app have over the website?

The App allows us to share more information with our Membership that we cannot share publicly. We are also able to better target Members based on classification so that we are getting important information in front of those it pertains to most. The App is a great tool to stay connected with YOUR Union on YOUR own time. We will still continue to update and share information through our other channels of communication.



### 6 What suggestions have you received from the Membership and what is in the works to be added?

We have received some great feedback from the Membership at this point and we are constantly asking for suggestions to continually make this tool the best it can be for our Members. Some ideas that are in the works are:

- Breaking down Contract information to find details easier (Such as Holidays, wages, etc.)
- Developing the Work/Schedule feature further to allow for tracking past jobs that have been completed.
- Having the main event calendar highlight an upcoming event list paired with the actual Calendar layout.
- Further integration with the Call Board.
- Notifications for new content added.

### 7 What new features are on the horizon that Linked Union is developing?

Linked Union is constantly working to improve and grow their App platform! We are excited to be working with a Company that wants to continually improve their product based on the needs of our Members. Currently they are working on adding:

- Scanner app to allow for digital scan-ins at Meetings, Trainings and Classes
- In-App survey functionality
- In-App voting functionality
- Supporting efforts to engage membership on campaigns within our Local (i.e. our CA Film & TV Tax Incentive Campaign)

### 8 I have an idea for a new feature to add. How can I go about contacting someone to let them know?

We would love to hear it! Please email Local 399 Communications Director Amy Gorton with your ideas: [amy@ht399.org](mailto:amy@ht399.org).

New

MEMBER

# SPOTLIGHT

## CSATF 399 Members and Goodnight & Co.

*We are proud to welcome new Local 399 Members from CSATF and "Goodnight and Co." Learn more about these two new Local 399 Units below. Over the past year, Teamsters Local 399 has been actively organizing various groups*



*throughout our unique Industry. Two recent successful organizing efforts that have ratified their first Union contract are listed below. We will have more exciting organizing updates in our next Newsreel. Stay tuned.*



Welcome to our new Local 399 Members from CSATF!

### CSATF WORKERS RATIFY 1ST UNION CONTRACT

The workers at CSATF have officially become Members of Teamsters Local 399! This 51-person unit is responsible for many of the duties that directly service our Members at CSATF on a day-to-day basis.

This group began their organizing efforts about 2 years ago with Teamsters Local 911. Their issues stemmed from favoritism, stagnant wages and the lack of a path to progression to grow in their roles and responsibilities. After voting in favor of representation by Teamsters Local 911, the unit was met with delayed negotiations and unsuitable solutions to longstanding issues within the unit. In the process of initial negotiations between Teamsters 911 and CSATF, a decertification petition was passed around to try to again sway the unit from organizing. Earlier this year we joined forces with

Teamsters 911 and we were able to help ensure the decertification election was rejected, and the Unit again voted in favor of Union representation. Through this re-ignited organizing effort, the 51 Member CSATF Bargaining Unit asked to be represented by Teamsters Local 399 through the remainder of the negotiating process. We worked with our Brothers and Sisters at Teamsters 911 and together decided that it would serve the unit best to have representation from Local 399, seeing how we not only exist in the same Industry and are aware of some of the issues they face, but it would also allow us to help build a better relationship with CSATF to make important and necessary changes that will in turn impact the majority of our General Membership.

The resolve of these workers helped us in negotiations as we were all committed to the common goals of better wages, better working conditions, grievance proce-

dures and Union support. On the evening of September 26th, we held a ratification meeting in which it was overwhelming voted in favor to accept making them the newest Teamsters Local 399 Members in our Industry.

We look forward to representing this hard-working group, not only to get them the respect they deserve on the job, but we believe this will also help all of our Members as we are able to work with CSATF to address longstanding issues. We want to give a special acknowledgment to our CSATF Negotiating Committee: Karen Lainez, Alex Dasaro, Daniella Hartley and Elijah Chesler that fought hard for their Unit to ensure this first Union Contract would be one they could be proud of.

The CSATF Office Staff works hard to support our Members and we are proud to welcome CSATF workers to our family. We encourage all Local 399 Members to welcome these hard-working Members the next time you stop in at CSATF.



The hard working CSATF Bargaining Committee.

## WELCOME TO NEW LOCAL 399 BROTHERS AT GOODNIGHT & CO.

Full-service set construction company, "Goodnight and Co." has expanded their Union Shop to include Drivers. Owner of the company, Beth Goodnight, has developed a trusted name in the industry as a full-service set construction and prop fabrication business, and for years has employed IATSE Members from Local 33, 44, 729, and 800. As the company has continued to grow and expand, Drivers have now been added to the skilled team that contributes to the growing success of this company. The added Drivers will

join as Teamsters Local 399 Members and our Agreement with "Goodnight & Co." will be tied to our "Black Book" Agreement.

We want to welcome the 4 new Local 399 Drivers at "Goodnight & Co." that will be doing the deliveries of set pieces and props. We are proud to continually cover workers throughout the various vendors that service our Industry. We are a Union town and our entire Local 399 Membership benefits when we fight for all workers in the Industry to be covered by Union Representation, and to always seek out opportunities to RENT Union to support our Members and our benefits every step of the way.



Welcome to our new Local 399 Brothers working at "Goodnight & Co."

# LOCAL UNION OFFICER ELECTION RESULTS FOR THE 2020-22 TERM

Every 3 years, the positions on the Local 399 Executive Board are up for Election. The Local 399 Executive Board consists of a Secretary-Treasurer, President, Vice President, Recording Secretary and 3 Trustees. This democratic process is mandated by the LMRDA (Labor Management Reporting and Disclosure Act) and the process is further outlined in our International Brotherhood of Teamsters Constitution and our Local's By-Laws.

Nominations for Candidates running for the 2020-2022 term took place on September 10th and the ballot count concluded on Friday, October 11th. Local 399 utilized UniLect Election Services to oversee and manage this year's election.

The official results from this year's Local 399 Officer Election for the 2020-2022 Term have been shared below.

We will be highlighting our new Local 399 Executive Board for the 2020-2022 Term in our January 2020 Newsreel.

Thank you to ALL Members that took the time to vote in this important Election. Your Union Elections are extremely important, and it is a great step to getting further involved in your Union. Should you have any questions about the results or this Election process, please contact the Union Hall: 818-985-7374 or reach out to your Business Agent directly.

Teamsters Local 399 Officer Election October 11, 2019 ACCUMULATED TOTALS 16:47:30 11-Oct-2019 / Page . . . . . 1		UniLECT	
TOTALS			
Precincts Counted	50.00%		1
Ballots Cast			1891
VOTE BY SLATE (Vote for no more than one)			
The Clean Slate	22.08%		368
399 Members First	77.92%		1299
Total	100.00%		1667
SECRETARY-TREASURER (Vote for no more than one)			
The Clean Slate			
Derek Hixon	24.13%		455
399 Members First	73.22%		1381
Steve Dayan	2.65%		50
Hanny DeWelle	100.00%		1886
PRESIDENT (Vote for no more than one)			
The Clean Slate			
Guy Michaels	23.46%		438
399 Members First	76.54%		1429
Kenny Farnell	100.00%		1867
VICE-PRESIDENT (Vote for no more than one)			
The Clean Slate			
Dan Williams	23.36%		439
399 Members First	76.64%		1440
Ed Duffy	100.00%		1879
RECORDING SECRETARY (Vote for no more than one)			
The Clean Slate			
Dan Burns	24.52%		459
399 Members First	75.48%		1413
Lindsay Dougherty	100.00%		1872

We hereby certify that this statement of results is true:

*[Signatures]*

PO Box 3026 • Danville, California 94526 • (925) 833-8660 office, (925) 833-8874 fax • www.unilect.com

Teamsters Local 399 Officer Election October 11, 2019 ACCUMULATED TOTALS 16:47:30 11-Oct-2019 / Page . . . . . 2		UniLECT	
TRUSTEES (Vote for no more than three)			
Vote for 3			
The Clean Slate			
Alfred Fetui	7.96%		445
The Clean Slate			
Rita Lundin	8.42%		471
The Clean Slate			
Doug McIntock	8.19%		458
399 Members First			
Armando Santana	25.30%		1415
399 Members First	24.91%		1393
Gary Zuckerdrod			
399 Members First	25.21%		1410
Phillip Quansah	100.00%		5592

We hereby certify that this statement of results is true:

*[Signatures]*

PO Box 3026 • Danville, California 94526 • (925) 833-8660 office, (925) 833-8874 fax • www.unilect.com

# PENNY DREADFUL

## CITY OF ANGELS

By: Matthew Klekner

The popular gothic/horror drama on Showtime is back from the dead. But instead of Victorian era London, the ghosts and ghouls have been reanimated in 1930's Los Angeles. This new version of the show trades its old gothic horror for a more modern version, set amid a growing metropolis and rooted in Mexican-American folklore.

The late 1930's in Los Angeles is deeply infused with social and political tension. When a grisly murder shocks the city, Detective Tiago Vega becomes embroiled in an epic story reflecting the rich history of Los Angeles, from the building of the city's first freeways and its deep traditions of indigenous folklore, to the dangerous espionage actions of the Third Reich and the rise of radio evangelism.

"There's a supernatural element to it, but they are definitely incorporating different elements of historical points in Los Angeles that occurred during that era," says Location Manager Mike Haro. "It revolves around the different subversive elements at play in the 1930's and the city's relationship with the Hispanic community. It utilizes a lot of historical facts that people probably don't realize happened here."

"When I read the scripts, I knew I made the right choice," says Transportation Coordinator George Sack. "It's a dynamic and interesting show that I think will do well when it airs. It's an interesting mix of the supernatural world and events that really took place. It's definitely been a lesson in history for me," he says.

The scope and scale of a project like this is a giant undertaking, especially considering it's mostly a location show. That's a difficult task in and of itself, but Mike Haro and his team were behind the 8 ball from the get-go.

"I started late in the game on this show and when they brought us in, as a new team, it was right after everyone (in town) went (back) to work, and we have literally never had enough people we needed for most of the show," he says. "We were probably six weeks out at that point, but we needed everyone on board by then. We were too close to prep and we still had locations to find and schedule."

To make matters even worse the majority of their locations were front loaded for the whole season. That's a lot of heavy lifting to do up front.

"One of the saving graces on this show is that we are shooting this in two-episode blocks. So, our prep is longer than normal, and that helps, because there are multiple period shows shooting right now and we are all competing for locations," says Haro.

"Also, we have a little longer schedule than most. This gives us that much more time to make sure we have the episode locked, locations on hold and committed before anyone else can grab those out from under us."

"But, it's been a monster trying to hire staff, catch up on four months of lost prep and getting to where we are ready for the shoot," says Haro.

And this is a big production with an ambitious story. Although fantastical in nature, the show is very much trying to ground it all in reality, down to every detail possible. "I'd say it is at the feature level of production, especially considering the amount of period details we have," says Haro. "We have extra wardrobe trailers and big background days, almost 800 back-



ground actors per episode," he continues, "and all of that needs support."

"Base Camps are getting to be few and far between, which forces us to put a lot of equipment on the street, like all of the working trucks. It is rare we can find a lot near downtown to fit all our trucks, but LA Center has been a great base for us, when it is available. That allows us to have as minimal a footprint as possible outside of the working trucks," adds Haro.

"When we do street shots, we have a ton of picture vehicles. We carry quite a few of them and bring them in on car haulers," adds Haro. "On the larger days we have cars brought in by individual owners and most of those are trailered in. When you are looking for space, you have to factor four spaces per vehicle when you include their trailers."

"We obviously have our hero cars that we need doubles of," says Sack. "The biggest thing is these cars are 80 to 90 years old and we had to retrofit the hero cars to modern drivetrain to accommodate some of the actors."

"The cars that we didn't convert to automatics had to be retrofitted and looked at to ensure dependability. Trevor Mann made this happen. He converted



cars from 6 volt to 12 volt, upgraded cooling systems, and used all kinds of crazy gadgets to get the cars up to the levels that we needed," says Sack. "We carry about 35 fulltime drivers and

Haro and his team have found most of their locations in and around downtown Los Angeles, but the show is based out of Santa Clarita. The production spent a significant amount of money building a backlot at Melody Ranch that looks like a streetscape in 1930's Los Angeles. There are several locations there used throughout the episodes and series. They have both interiors and exterior locations on the street, which is a much easier place to lock down and control the environment.

As far as the 30-mile zone goes, they have shot as far away as San Pedro and sent a second unit up towards Santa Barbara.

"Transportation movement has definitely been a challenge," says Sack. "We

move from Downtown L.A. to Piru, then we will move back Downtown. Guy Merrick and Daryl Scott have really done a great job of managing turnarounds and different location challenges that pop up, especially considering the size of the company. They really have impressed me with the solutions that they have come up with. There is a considerable amount of prep and strike to accomplish the look we are trying to obtain. It seems as though we have just as many off production Drivers as on production Drivers at times," says Sack.

"Our footprint is so large, we often have to split basecamp into two locations," he continues. "Usually a main basecamp and a background world somewhere else. So far it has worked out well. Once again, Guy and Daryl manage to pull it off every day. We are on location most of time, so they have their hands full. It also helps to have a bunch of great Drivers to be able to get the trucks into some of the small lots we have to squeeze into," says Sack.

To give you a sense of scale, "City of Angels" is set to employ more than 350 cast mem-

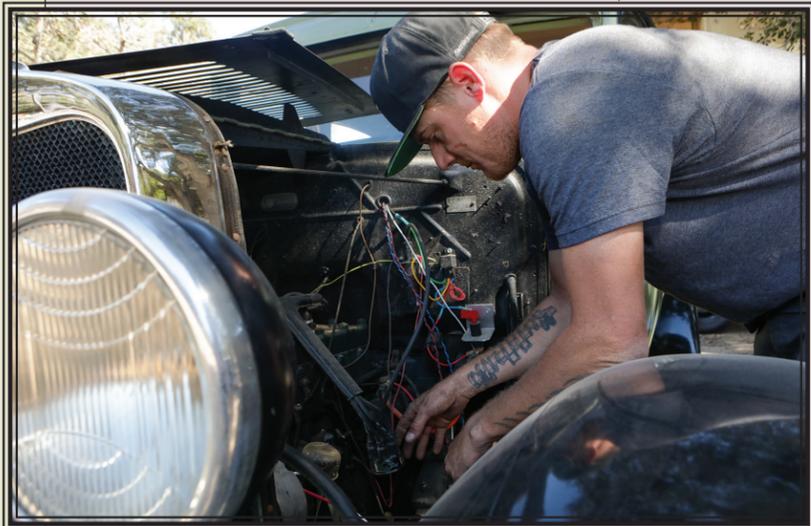
bers, 150 crew and 10,000 extras (including stand-ins) and spend an estimated \$99 million on below-the-line wages and other expenditures in and around Hollywood.

As a result of this estimate, the show received \$24.7 million as a relocating series under the Golden State's \$330 million annual incentives program. That's the most any small-screen project has ever been awarded under the program. The previous record holder was \$17.7 million for Season 2 of HBO's "Westworld" and \$16.8 million for "Lucifer Season 3", which relocated from Vancouver to L.A. in 2016.

The original "Penny Dreadful" series was based out of Ireland. For this season they had hoped to shoot in Los Angeles, but that was not a given. With the use of VFX and other technologies, these types of shows can exist almost anywhere. It's due to the incentive program that this show is able to shoot here, which is great, because it's a story about our own history and we deserve to be the people to tell it here. And telling great stories is what this industry is all about.

"Having the creative input to help tell these stories, stories that the creator wants to tell, and make this vision come to life -- that's the fun part of the job," says Haro. "And being able to pull it off is such a sense of accomplishment for the whole team," he adds.

Los Angeles has the best working crews in



Local 399 Mechanic, Trevor Mann.

mechanics. When we go out on location, we typically are up into the 50s," he adds. "We carry about 20 cars that we own or have for the run of show. We also have some pretty cool stuff like drivable trolley cars and period buses. There have been days where we had up to 75 cars. It's been a busy car show. Alex Peña has had his hands full on handling the movement logistics of the cars, but it has definitely been a fun challenge," says Sack.

With so many background actors and vehicles playing, you get a sense of how big and natural the show aims to be. It doesn't want to focus on a few simple sets, it wants to transport you to a bygone era and immerse you in a world that feels believable and real. But, Los Angeles isn't known as a place that keeps its history around for very long and that can provide problems in scouting locations.

"Even though we have old, period buildings, most of the buildings have been renovated inside. So, the challenge has been to find buildings and locations that have as much of their interiors intact, so that we don't have to do a lot of VFX," says Haro.

"There are still pockets of these locations throughout L.A. It's a matter of going back, and doing research, and finding something like an old Dance Club, or buildings with certain sections of them you can use, and then enhancing them with VFX. There are still certain streets we can get away with it and the Biltmore is still holding quite a bit of its historical look," says Haro.



Some of the hard working and talented Locations Team on Penny Dreadful.

the world and that is because we have the best trained, battle tested and committed members of various guilds and unions. It is through the dedication to their crafts that we are able to achieve the magic of Hollywood and only through teamwork can all the tasks get completed.

"The Locations world has expanded so much, in such a short amount of time. There are so many new people coming into this. Some of the people who come into this job think it is an easy thing to do and within six months think they are ready to do the rest of the job, and more than likely they are not," says Haro. "There's a difference between having experience and the right number of days worked," he adds.

"The qualities that I look for in people are easy," says Sack. "You need to be approachable, not afraid to work and punctual. My advice to anyone taking on a show like this is simple, surround yourself with good people."



Some of our incredible and hard working Local 399 Transportation Crew on Penny Dreadful.





# GET YOUR **Health In Gear**

TEAMSTERS LOCAL 399 MEMBER NORMAN COMPTON AND HIS WIFE DEBBIE COMPTON

## POWER OF POSTURE FOR A HEALTHY WORK DAY

BY: NORM & DEBBIE COMPTON

**W**e hope everyone has made time to work on some of the tips we've shared in our earlier articles. We've been able to have two classes at the Union Hall, and we look forward to more. These have given us a chance to not only answer questions, but to develop a circuit with stretching and strengthening moves. We are truly grateful for the opportunity to share our information in the last two Newsreels with all of you. We want to introduce the most important tips and tools to help you start recognizing any bad habits that are causing or going to cause you issues over time. The unnecessary stress placed on every system of the body by a poor or untrained posture creates issues that can hide for years.

We all go through life with different work environments and the physical demands that come with them, not giving a thought to what body-mechanics or movements would be best or safer. But the aches and pains, some surfacing gradually and others very sudden, start causing you to make changes. Out of necessity, most keep going with adapted mechanics and pace thinking we can just work through it, completely unaware of the damaging compensations or habits that we are creating. When your bones are not aligned and held in their pockets, that's when the trouble starts.

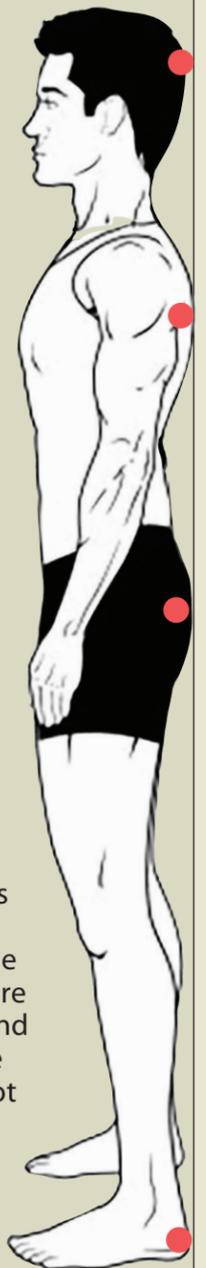
Think about the way an infant and young child instinctively go through the stages that end with balanced and controlled walking. The human structure craves activation and challenge. As we age we ignore this innate knowledge and allow our external lives and lifestyles to dictate so much to us. As we all know there is very little education or guidance on the true benefits of a strong posture, though without it, we will become victims of gravity.

*This is not about getting in an hour at the gym or 10,000 steps. It is the attention given to the little moves we are guaranteed to do several times throughout our day:*

- **How many times do you get in and out of a vehicle?**
- **How often do you stand up and then sit down into a chair?**
- **Do you need to sit for long periods of time without standing?**
- **Are stairs part of your day?**
- **Do you carry bags or suitcases regularly?**

Achieving your best posture doesn't just refer to the visual. Limiting ourselves to what our eyes register ignores the deeper health and well-being that can be attained through the well-stacked alignment of our skeleton. The unnecessary stress placed on every system of your body by poor or untrained posture muscles creates issues that can hide within us for years. An unbalanced skeleton can accelerate wear and tear at the joints and hinges that hold an amazing amount of responsibility.

A very effective exercise we share is standing against a wall, from your heels to the back of your head, then relax. Ideally, a side view would show a fluid line-up from your ankle and knee, to your hip and shoulder, then your ear. The details are having your chin parallel with the floor, the lower spine has a small curve, your feet are pointed forward in neutral and the palms of your hands face into the body. Remember, not to force anything. The areas not able to find their position easily, in most cases, are caused by tight muscles. If this position feels abnormal to you, don't worry, you're not alone. For those of you with tight, unbalanced muscles the most common challenges you will experience are:



**1. AN INABILITY TO REST THE HEAD AGAINST THE WALL**

**2. NO ARCH IN THE LOWER SPINE,**

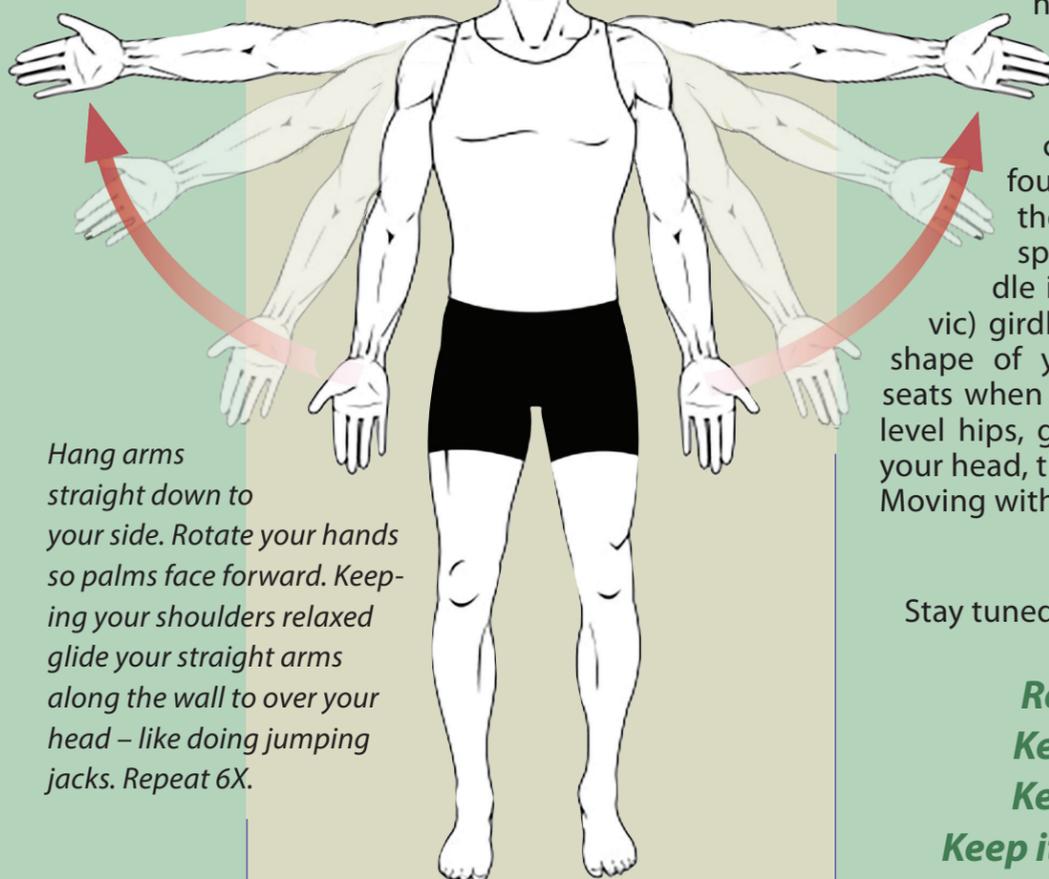
**3. TOO MUCH ARCH IN THE LOWER SPINE**

While standing against the wall, hold the position for a couple of minutes. Is it hard to maintain? Where do you feel the most stress? As you step away from the wall, feel how many muscles were needed to keep your body in posture. Who were the main players? In which muscles groups did you feel comfort and stability? Did the position feel abnormal? How comfortable was your neck? Which areas are communicating tension or weakness?

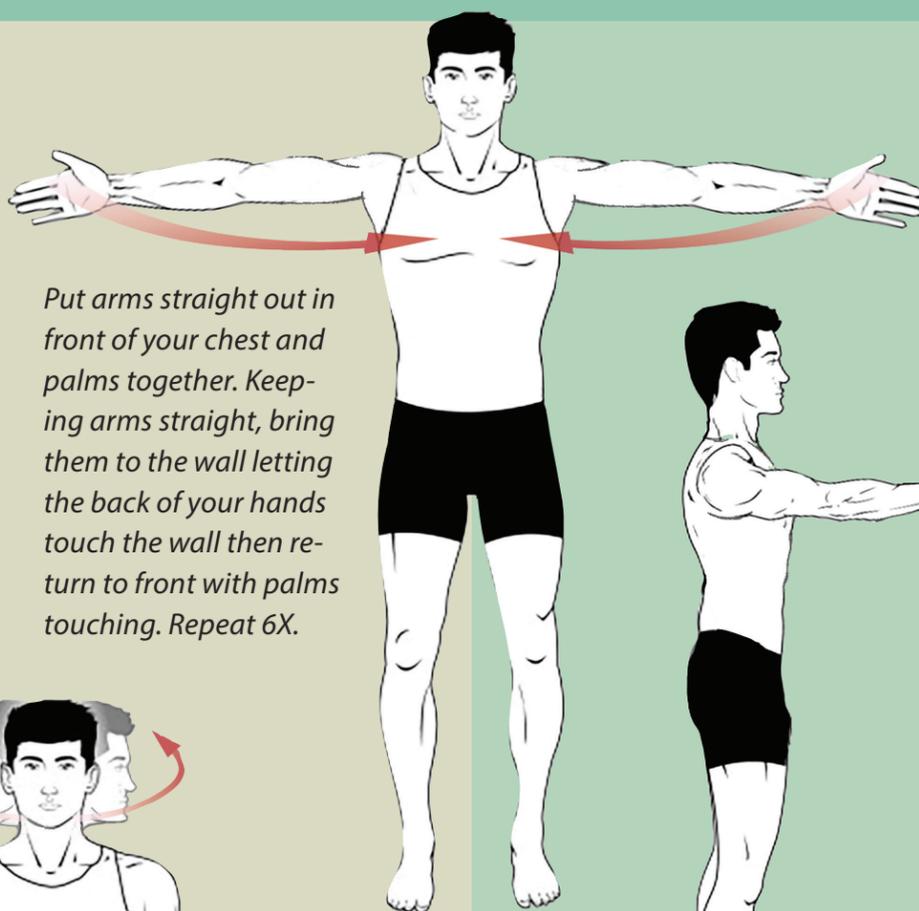
The answers to these questions give a lot of information for your body assessment. This technique is a great way to give not only a starting point for needed stretching and strengthening, but learning to visualize your skeleton from "the bones out". We create the tight areas by repeating a position or movement incorrectly, as well as, not unwinding from it.

The Wall Stance can become a daily thing – it accomplishes a lot, and feels good. Start with everything as close to goal position as possible without creating stress. For example, if your heels can't touch the wall yet just inch away until can relax your upper torso. Still maintain neutral position with your feet.

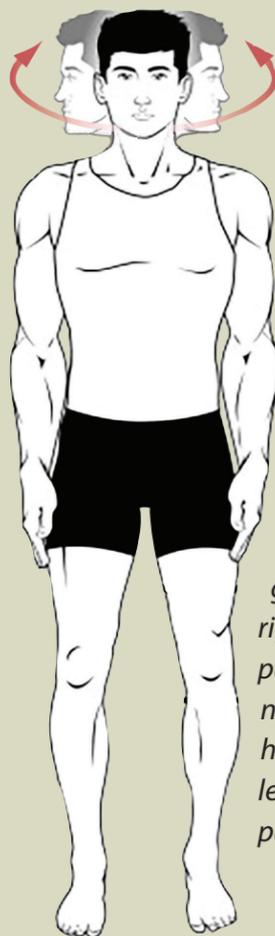
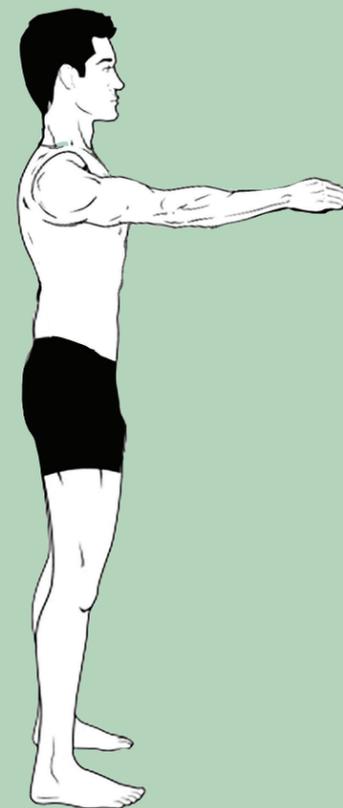
**Here are some suggestions:**



Hang arms straight down to your side. Rotate your hands so palms face forward. Keeping your shoulders relaxed glide your straight arms along the wall to over your head – like doing jumping jacks. Repeat 6X.



Put arms straight out in front of your chest and palms together. Keeping arms straight, bring them to the wall letting the back of your hands touch the wall then return to front with palms touching. Repeat 6X.



Starting in your neutral Wall Stance position keep shoulders relaxed and arms straight down. Turn your head gently toward your right shoulder and pause. Breathing naturally turn your head toward your left shoulder and pause.

Use the wall as a stretching tool, as well as, a place to relax – let it hold you up. Each time the body will gain benefits! It may seem we are taking it awfully slow but adapted positions and misaligned bones didn't happen overnight. If done correctly, at the best pace, you can avoid or eliminate damage.

One more point concerning posture is when you are seated. This is a position that can cause chaos, and probably done with little awareness. When you are seated your skeleton still needs to be placed in specific positions. The necessary foundation for your spine is the hips. This means, just like when we discussed the knees and hips needing the feet to create a level straight foundation for guidance, the responsibility for the spine and shoulder girdle is now on the hip (pelvic) girdle. Don't give in to the shape of your chairs or vehicle seats when working. Starting with level hips, going up to the top of your head, think of the Wall Stance. Moving with control and balance.

Stay tuned for the next class!

**Remember...**  
**Keep it Strong**  
**Keep it Mobile**  
**Keep it til you're done!**



# TNBC

## TEAMSTERS NATIONAL BLACK CAUCUS CONFERENCE A New Time, A New Vision

*“What is the TNBC? The Teamsters National Black Caucus (TNBC) is an organization of black Teamster men and women, who are united by their special concerns for the rights and conditions of minority workers. Working within the framework of the International Brotherhood of Teamsters Constitution, the TNBC seeks to address pressing issues confronting black workers ranging from increased participation to outreach to the African-American community and other communities of color.”*

Over the past year, the TNBC has seen leadership changes that have sparked a renewed vision and focus on the work of this Caucus. Secretary-Treasurer Eric Tate of Local 848, is the newly Elected Vice Chair serving alongside the new Chairman, James “Curb” Curbeam. Local 399 Business Agent Calvin McDowell and Shop Steward and newly elected Local 399 Trustee Philip Quansah now serve on the Executive Board of the Western Region of the TNBC as Trustees. Over the course of the



past year, the Western Region of the TNBC has established a larger presence in leadership roles throughout the National Caucus which has helped to refocus the mission and vision of this organization within the Teamsters.

“The TNBC conference has been drastically transformed in the way it looks, feels and what we are about. The focus of the conference this year centered on education, building our collective power, and

planning for a strong future for the TNBC.” Said Business Agent Calvin McDowell.

Since the conference, Calvin and Philip have been traveling with TNBC West Coast Representatives to many Locals in the western region, meeting with Local Chapters of the TNBC to help assess and assist some of the struggling Chapters.

“We have placed a focus on investing our time in our West Coast Chapters that have been out of compliance with our By-Laws.

We want to help restructure and revitalize our West Coast Chapters to get some of them back on track. We have big plans for the TNBC and in order to succeed, we need to ensure our foundation is solid.” Calvin continued.

Calvin shared that the TNBC Executive Board is already in the planning stages for next year’s conference. Though the location of next year’s gathering is yet to be revealed, Calvin assures us that each year the newly elected Leadership board will continue to use the conference as a means to educate and reactivate its Mem-

bers to build a more united and strong Teamsters National Black Caucus. The focus of the conference is not only about the work within the organization and its Members, but also a time to lay out the plans for greater outreach to the local communities the TNBC serves in.

If you are interested in learning more about the TNBC, email Business Agent Calvin McDowell:

[cmcdowell@ht399.org](mailto:cmcdowell@ht399.org).



# CHANGES TO CSATF I-9 REQUIREMENTS IN JULY 2020

***We have some exciting news from Contract Services Administration Trust Fund for our Members, that pertains to all rostered Industry personnel.***

**AS OF JULY 1ST, 2020, MEMBERS WILL NO LONGER BE CONTRACTUALLY REQUIRED TO FILL OUT AN I-9 FORM FOR CONTRACT SERVICES. THIS GOES FOR YOUR INITIAL PLACEMENT ON THE ROSTER AS WELL AS ANYTIME THEREAFTER.**

This practice has been in place since 1989 and has brought concerns and frustration to our Members for many years. Through our 2018 "Black Book" Negotiations we made it very clear that Local 399 believed there were many practices that needed to be discussed and revisited, as they were outside the scope of what our Members should be contractually obligated to provide to

the organization. In negotiations, we established a CSATF working group in which Business Agents Lindsay Dougherty and Chris Sell have been holding regular meetings with CSATF to discuss our Members' issues and concerns surrounding the documents that have been required over the years. As CSATF has been restructuring their own internal operations, we have been able to fight for our Members to revisit longstanding policies that we feel add an unnecessary burden to our Members. We feel this is the first win of many that will come from our CSATF working group and we will continue to update the Membership as more issues and concerns are addressed.

**PLEASE CONTINUE TO PROVIDE ANY I-9 REQUESTS UNTIL THE DEADLINE OF JULY 1ST, 2020. SHOULD YOU HAVE ANY QUESTIONS PLEASE EMAIL LOCAL 399 BUSINESS AGENT'S CHRIS SELL [csell@ht399.org](mailto:csell@ht399.org) OR LINDSAY DOUGHERTY [ldougherty@ht399.org](mailto:ldougherty@ht399.org).**

## FMCSA DRUG & ALCOHOL CLEARINGHOUSE FOR ALL CDL DRIVERS

*Registration opened at the beginning of October 2019 for the FMCSA required Clearinghouse. Per the FMCSA (Federal Carrier Safety Administration) registration with the Clearinghouse must take place by January 6, 2020.*

*Many Members have been asking, **WHAT IS IT?***

*The Clearinghouse is a secure online, database that will give employers and state law enforcement personnel real-time information about CDL drug and alcohol program violations.*

It is essential that all CDL drivers register prior to January 6th, 2020 or it will affect your employment. Online registration can be found at: <https://clearinghouse.Fmcsa.Dot.Gov/register>  
This registration process will only take a couple minutes.

The FMCSA has compiled some FAQs regarding the Clearinghouse for Drivers:

**DOES THE FINAL RULE CHANGE ANY OF THE EXISTING DRUG AND ALCOHOL PROGRAM REQUIREMENTS IN PART 40?**

*No, the final rule does not change any existing requirements in the U.S. Department of Transportation (DOT)-wide procedures for transportation workplace drug and alcohol testing.*

**WHAT IS THE DRUG AND ALCOHOL CLEARINGHOUSE AND WHAT INFORMATION WILL IT CONTAIN?**

*The Clearinghouse is a secure online database that will give employers, the Federal Motor Carrier Safety Administration (FMCSA), State Driver Licensing Agencies (SDLAs), and State law enforcement personnel real-time information about commercial driver's license (CDL) and commercial learner's permit (CLP) holders' drug and alcohol program violations.*

*The Clearinghouse will contain records of violations of drug and alcohol prohibitions in 49 CFR Part 382, Subpart B, including positive drug or alcohol test results and test refusals. When a driver completes the return-to-duty (RTD) process and follow-up testing plan, this information will also be recorded in the Clearinghouse.*

**IF A DRIVER HAS A DRUG AND ALCOHOL PROGRAM VIOLATION IN ONE STATE, THEN APPLIES FOR A COMMERCIAL DRIVER'S LICENSE (CDL) IN ANOTHER STATE, WILL THE CLEARINGHOUSE BE ABLE TO CONNECT THAT DRIVER'S DRUG AND ALCOHOL VIOLATION HISTORY TO THE NEW CDL?**

*Yes. The Clearinghouse will identify drivers who move frequently and obtain CDLs in different States and link those CDLs, in order to maintain complete and accurate information on such drivers.*

**ARE CDL DRIVERS REQUIRED TO REGISTER FOR THE CLEARINGHOUSE?**

*Drivers are not required to register for the Clearinghouse. However, a driver will need to be registered to provide electronic consent in the Clearinghouse if a prospective or current employer needs to conduct a full query of the driver's record—this will include all pre-employment queries beginning on January 6, 2020.*

*A driver must also be registered to electronically view the information in his or her own Clearinghouse record.*

*Drivers who register before January 6, 2020, will have their Clearinghouse accounts and contact preferences set up, allowing them to quickly respond to query requests from employers on or after January 6, 2020.*

Should you have any other questions, please do not hesitate to reach out to Business Agent Chris Sell at:

Email: [csell@ht399.org](mailto:csell@ht399.org)  
phone: 818-432-3317.



# 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** Certainly, it would be organizing the 51 staff Members of CSATF. Also, getting “Goodnight and Co.”- a scenery company under the Black Book agreement. We’re also in the middle of a couple of other organizing campaigns that we’ll report on in the January Newsreel.

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

**A** We’ve been so very busy in Hollywood! That’s great, but it also challenges the staff to stay current with all the issues our Members face such as grievances and representation. We also received notice from Paskal Grip and Electric that they’ve sold their equipment and they’re going out of business. Luckily, we have placed many of our Members at other companies. We were also able to get our Members a severance and benefit package to assist them during this difficult process.

**Q** *Why do you feel it is important to have Members participate by voting in our Local Union Officer Elections? How does a good voter turnout benefit our Membership?*

**A** I’m frankly surprised that more of our Members didn’t vote. We had a great turnout with 41% of our Membership voting, but I can’t think of a more important election for our people to participate in. These elections are super important because the Administration who’s elected, bargains your collective bargaining agreements. I can’t think of anything that affects our Members pocket-books more than contract negotiations. I also believe the amount of voter turnout is directly related to Member engagement. What does that mean? It means we have a lot more work to do!

**Q** *As we move into 2020, what do you feel will be a big focus within the next year?*

**A** Organizing is at the top of my list. I believe one of our major goals must always be to organize the unorganized. We must continue to dialogue with our Members in preparations for our 2021 negotiations. We’re also going to focus on our software systems to bring Local 399 into the 21st century.

**Q** *There have been a lot of recent organizing efforts within Local 399. How do you feel this impacts our entire Local 399 Membership?*

**A** The more companies we organize, the more power it brings to our entire Membership. By organizing we have more influence and leverage in our industry.

**Q** *What new classes and education tools are on the horizon for Members in the new year?*

**A** We recently had a Member who suffered a heart attack on set. One suggestion is to conduct CPR training for our Members. We’ll also be holding our Coordinator class in January. We’re always looking for suggestions on additional educational opportunities, so if a Member has a suggestion about a class, they should contact me at the Local.

**Q** *As the Industry has been extremely busy over the past couple months, what advice can you give to new Members that have just recently joined?*

**A** We have many new Members that are trying to learn and navigate our Industry. I would ask you to remember when you first started and how green you-and all of us were, when we first began our careers. Please help the new Members and share your knowledge, experience and wisdom with them. Teach them to become the best Teamsters they can be. To the new Members, listen to the experience of your co-workers. Take the New Member Orientation class, come to Union meetings and participate in the classes and other opportunities this Local Union has to offer.



## VOLUNTEER OPPORTUNITY FOR LOCAL 399 DRIVERS WITH AMERICAN HUMANE

American Humane is looking to build their volunteer list of skilled Drivers that can help assist in times of natural disasters. With the recent wildfires throughout the state of California, we have been contacted by many Members seeking opportunities to give back and use their skills and abilities to assist our communities in times of great need. American Humane touched base with Teamsters Local 399 and we are excited to present this opportunity to our Members looking for a way to get involved.

American Humane Rescue is a team of first responders who deploy nationwide in times of disaster and to animal cruelty situations to assist communities in need. They have 6 emergency response vehicles stationed around the nation. Some require a CDL class A, and others do not. The contract Driver’s role would be to be “on call” for responses. It is a non-binding contract, and often would only require a couple of days commitment. Terms are very negotiable.



### VEHICLE SPECS:

Truck 2018 Ford F-350 SRW aluminum body crew cab long bed 6.7L power stroke  
Trailer 2018 Aluminum Trailer Company (ATC) All Pro custom 38’ Gooseneck tandem axels SW.

If you are interested in getting involved or learning more about this opportunity, please reach out to:

**Amber Batteiger RVT**  
Program, Outreach, & Response Specialist  
American Humane Rescue  
[AmberB@AmericanHumane.org](mailto:AmberB@AmericanHumane.org)

**Josh Cary**  
National Director of Operations  
American Humane Rescue  
[JoshC@AmericanHumane.org](mailto:JoshC@AmericanHumane.org)

Thank you to Business Agent Joshua Staheli for helping to organize this partnership as just one way for Local 399 Drivers to get involved and give back to our communities in times of disaster!





## NEWS FOR THE 399er RETIREMENT COMMUNITY

# SUCCESSFUL 2019 RETIREE REUNION

We saw a great turnout at our 2019 Retiree Reunion this year hosted on Saturday, September 28th at Castaways in Burbank. Over 250 Retirees and their guests filled the dining room at Castaways. Longtime and recent Retirees were able to share a meal and great conversation catching up on recent times and reminiscing about their many dedicated years in our Industry.

We want to give a special thank you to Dave Asplund, CEO of the MPIHP, for being in attendance at this year's event. Dave gave an update on the Plans to our Retirees in attendance. We are excited to share that the Plans just crossed the \$10 Billion Dollar mark and a historic 100 Million hours were contributed last year. This all supports our almost 18,000 Retirees from our Industry. Our Plans are always being carefully monitored, and decisions are made to ensure the health of the Plans to service both active and Retired Members within our Industry. Should you ever have any questions about the Plans or the

benefits available to you, we encourage you to call: (855) 275-4674.

Secretary-Treasurer Steve Dayan also shared a state of the Union with Retirees before opening the floor up to questions. We are grateful to our Retirees that took time out of their evening to join us for an enjoyable event, and to Business Agent Chris Sell for organizing the evening.

We will be heading to Las Vegas next year for a multi-day Retiree Reunion and we invite any and all Members that would like to be involved in the 2020 Reunion plans to email: [csell@ht399.org](mailto:csell@ht399.org).

We have leftover Retiree Reunion t-shirts and group photo print-outs available for anyone that was unable to make it this year. Please reach out to the Union Hall directly to coordinate a pick-up or learn more about shipping costs for delivery.

We look forward to seeing all our Local 399 Retirees next year in Las Vegas. Stay tuned for more information as it is shared early next year.

**PLEASE TAKE A MOMENT OF SILENCE:**  
Rest in peace to our Local 399 Retirees that we lost over the past year. We are saddened to share the names of those Brothers and Sisters that have passed since our last Retiree gathering. We shared a moment of silence for all those that we lost and for our Troops in harm's way at our Retiree Event. We invite you to take pause for remembrance as you read through the list of names below.

Albert Bartoli, Jr  
Robert Fish  
Walter Freitas  
Vicki Johnson  
Raymond Jordan  
Billy Arter  
David Barraza  
Douglas Boes  
Kim Burke  
Rory Byrne  
Glenn Carter  
David Cohen  
John Curtis  
Russell Delia  
Roxanne Djelmane  
Chas Enzen  
George Gowing  
Peter Grandfield  
Terry Gusto  
Ellen Hench  
Steve Hunter  
David Jernigan  
Wayne Johnson

Steven Levine  
Ernest Lipman  
Thomas Marshall  
Bradley Mcfadden  
Robert Morales, Jr  
Emmett Nicholson  
Lionel Nurse  
Kathy Osburn  
Jesse Pagliassotti  
Loren Porcelli  
John Quittner  
Roland Raffler  
James Reynolds  
Larry Ropa  
Eugene Schwartz  
John Sellars  
Richard Simpson  
Robert Spiers  
John Tuell  
Daniel Valenzuela  
Paul Waddell  
Anthony Zahn, Jr



## EVENTS

### SUNDAY, JANUARY 12TH, 2020

#### LOCAL 399 COORDINATOR CLASS

**Time:** 9AM

**Location:** Teamsters Local 399 Union Hall  
Details and Registration coming soon. Make sure you are signed up to receive emails from Local 399 and are connected to all of our channels of communications.

### Monday, January 20th, 2020

#### 35TH KINGDOM DAY PARADE

**Time:** 9AM

**Location:** Parade Line-Up Location TBD  
Join Teamsters Local 399 at the 35th Annual Kingdom Day Parade honoring Dr. Martin Luther King, Jr. The theme this year is, "Equality for All Humanity, Our Next Steps." We will be marching in the parade. Stay tuned for more updates and event sign-up.

### Saturday, January 25th, 2020

#### MPI FINANCIAL FITNESS CLASS

**Time:** 9AM

**Location:** Teamsters Local 399 Union Hall  
Join us for our 3rd Financial Fitness Class hosted by MPI. Space is extremely limited. Email: [Jstaheli@ht399.org](mailto:Jstaheli@ht399.org) to register.

### Sunday, January 26th, 2020

#### 1ST QUARTER GENERAL MEMBERSHIP MEETING

**Time:** 8AM

**Location:** Pickwick Gardens  
Please plan to join us at our first General Membership Meeting of the year! Our new Local 399 Executive Board for the 2020-2022 Term will be getting sworn in. 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. Local 399 Dues will increase on January 1st, 2020 to \$300 per Quarter. If you have any questions about your account, please email: [office@ht399.org](mailto:office@ht399.org).
- ★ **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).

## RETIREES

Local 399 would like to take a moment to recognize the hard work put forth by the Members listed below. Our most recent retirees have devoted years of service to this Local and we cannot thank them enough for their dedication to our Teamster family. We wish them the best of luck in their next chapter and appreciate their contribution to the tradition and legacy of Teamsters Local 399.

Kenneth Catando	Karl Matson-Dekay	Michael Phillips
David Chiavoni	Doralyn Kemp	Danny Rowe
Steven Christensen	Terry Knapp	Peter Sands
Todd Cronkite	Randy Mendez	Randy Shannon
Gary Dally	Ralph Meyer	Kim Shay
Scott Dewees	Norman Mull	William Smith
Harold Fritz Jr	Paul Oliver	Randy Unger
Roy Grace	Martin Osborne	Frank Valentino
Johnny Harris	James Perkins	Lana Vermillion
Daniel Lazzaretto		Gary Watt

## 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:

Glenn Carter	Donald Harris	Teddy Schilz
John Cherry	Kenneth Lubin	Harry Termine
Charles Clark	Graham Mulock	Robert White
Patrick Cleveland	Lynn Peck	Jerry Workman
Rodrigo Gonzales	Eric Pilarcik	Joseph Wolfe Jr
	Rodger Pryor	



#### 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)