I want to thank everyone who voted in our Local 399 elections. I am so proud to represent this great Membership for another 3 years. We have a rich and storied history and this administration stands on the shoulders of all who came before us. Our entire staff will work very hard to make certain that we meet or exceed your expectations. To those that voted against us, I would urge you to be part of the solution. Give us a chance to address your concerns and let’s all work together to make Local 399 the best it can be.

You have elected two new Trustees to the Executive Board as a result of the election. Armando Santana, our Shop Steward at 20th Century Fox and Calvin McDowell, our Shop Steward at Quixote. I’ll be talking more about the new Executive Board in the next Newsletter. I must thank President Wes Ponsford and Trustee Chris Sell for their dedication to our Membership during their term on the Executive Board. They will both still be working here at Local 399. I really am fortunate to have had the privilege of serving with them and look forward to continuing to do so going forward.

As I said at the October meeting, I was saddened to see the personal attacks from both our supporters and detractors on Facebook. I know both sides were passionate but we are all Sisters & Brothers and should treat each other with courtesy and respect. We can certainly disagree and respect. We can certainly disagree about issues, as I frequently do, but my hope is that now that the election is over, we can all come back together and focus on what unites us, not what divides us. We will be developing a social media policy that outlines how Local 399 believes our Members should comport themselves on social media pages. It is not intended to stop free speech or censor anyone, rather, it is a guideline to let our Members know how we expect you to behave. It is not a mandatory policy and no one will be disciplined as a result of their behavior on social media pages, but it’s my hope it will help guide us in a positive direction.

Since the last Newsreel in July, we have been into all Groups of Drivers for media pages, but it’s my hope it will help guide us in a positive direction. I urge you to be part of the solution. Give us a chance to address your concerns and let’s all work together to make Local 399 the best it can be.

GREETINGS SISTERS & BROTHERS

On behalf of the staff of Local 399, I’d like to wish you all a very Happy Thanksgiving and the happiest of Holidays!

Fraternally, Steve Dayan
SAG-AFTRA GOES ON STRIKE AGAINST VIDEOGAME COMPANIES

The Biz

PUBLISHED ON OCTOBER 21, 2016 IN VARIETY BY DAVE MCNARY

SAG-AFTRA has gone on strike against video-game companies after failing to reach an agreement on a new contract for work by voice actors.

The strike began at 12:01 a.m. PDT Friday October 21st. Negotiators for the performers union held three days of talks, bringing in a federal mediator, but could not reach a deal as SAG-AFTRA rejected the companies’ final offer. No new negotiations have been scheduled.

SAG-AFTRA said Friday, Oct 21st that it would picket Electronic Arts in Playa Vista on Monday, Oct 24th.

SAG-AFTRA told its 165,000 members on Oct. 16 that the union would go on strike unless a deal was reached this week. Both sides took potshots at each other after negotiations ended.

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SAG-AFTRA accused the companies of refusing to accept the offer of arbitration in the event that the union and the companies disagree on the interpretation of the current contract.

The companies’ final offer included an immediate 9% wage hike if SAG-AFTRA union members ratified the offer by Dec. 1.

“We had hoped this would be successful, but union leadership has refused to provide a counteroffer. We urged union leaders to put the package to a vote of their membership,” SAG-AFTRA said.

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“We had hoped this would be successful, but union leadership has refused to provide a counteroffer. We urged union leaders to put the package to a vote of their membership,” SAG-AFTRA said.

The first membership rule is that SAG-AFTRA members cannot work for a company that has not signed a basic agreement with the union. Violators can be suspended or expelled.

No member shall render any services or make an agreement to perform services for any employer against whom the union is conducting a strike, nor shall any member otherwise violate any strike order of the Union.”

The following struck employees effective midnight of Oct 21, 2016.

“Covered services must be withheld, including but not limited to: voice acting, motion or performance capture work; background work; principal on camera work (including singing, dancing and performing stunts); authorizing the use of your voice of a sound alike voice in a trailer/concession; consenting to the reuse of prior work in a struck game; performing on a trailer for a struck game and performing on downloadable content (DLC) or other ancillary content connected to a struck game.”

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We are both proud and excited to announce that Mayor Eric Garcetti and Councilwoman Nury Martinez have declared September 23rd “Teamster Women’s Day” in the city of Los Angeles.

Thank you to Joint Council 42 for working with our Teamster women on this issue. Congratulations to ALL Teamster Women on this huge win! We are proud of this day and we are proud of our local 399 women! We must continue to empower and encourage our 399 female Teamsters! We need more women in leadership positions and we need to continue to empower and encourage our 399 female Teamsters!”

In other words, the incentives are working — and then some.
A.H.S. is an anthology series, which means every new season has a new cast of characters and a new principal location. The first season was dubbed “Murder House,” and then there was “Asylum,” “Coven,” “Freak Show” and last season’s “Hotel.” When the sixth season debuted on September 14th, it did so with a bunch of question marks. The latest iteration of A.H.S. had been shrouded in secrecy. From the fall cast, to the locations, to the plot itself, not much was known about what Season 6 would bring. The secrecy helped create a buzz for the show, which went on to keep audiences guessing.

Season 5 of A.H.S. returned to Los Angeles after shooting in Louisiana. This was largely due to the new California Film & Television Tax Credit Program 2.0, which grants incentives to the show for filming in Los Angeles. Season 5 was largely contained on sound stages, where the haunted Hotel was built. As such, it could have been shot in almost any state that had the stage space. Thanks to the incentives, however, 20th Century Fox was able to bring it back home.

Season 6 of A.H.S. also qualified for California Film & Television Credit Program 2.0. Having been previously awarded credits, it was eligible as a renewed show that was already in the program. This year, nine total T.V. projects qualified for a tax incentive, with A.H.S. receiving the largest share, at $9.28 million. The tax incentives are all tied to a jobs ratio; meaning they are awarded to those who are going to spend the most money on the below the line crew and equipment/incidental purchases.

“The scope and scale is bigger,” says Transportation Coordinator Tom Gordon. Season 5 and 6 were difficult to shoot, but mainly due to tough scheduling. Last Season of A.H.S. was a personal record for Gordon on “double-ups,” with approximately 42 double days.

“Everything is scarier after dark and most of the principal crew are night owls, and the double ups start happening in the morning, on stage, while we have calls on location at night. So you really do have to plan ahead when you are on that kind of schedule.”

“You have to be a proactive thinker,” adds Gordon. “By the time you get the information you better have a plan, A-B-C, in your back pocket, because a lot of the information comes late.”

“So we tend to anticipate anything that might come our way and the potential denouement of that, and have a second plan to fall back on.”

“It’s tough because there’s no closure, typically you have to get through the episodes and put everything to bed, but in this case they were all lingering, which can be stressful!”

Gordon adds that the double days were all one-two days, or two units at once, so it went along with the rise in quality of broadcast television.

“When you look at the staff on the screen, and think how did they accomplish all that?” he says. “It’s mind-boggling.”

“It’s a lot more work in the same amount of time, and the quality of television has really gone up and you see that in the end product. But I think (double ups and cross scheduling) are here to stay. So, we are working harder than ever before.”

“But it’s not just the Transportation department that is affected by a tough scheduling schedule. It is taxing on all the departments.

“A lot of times we see what’s coming down the pipe ahead of certain castments and we tip them off. It becomes seamless when they have a warning about an obstacle that might be coming up and we find a solution before the problem ever happens.”

“The department heads appreciate the fact that we always make it happen, because we have to fetch all of their staff. All of the last minute things, the multiples, the running your steps with whatever get left behind. I think they appreciate the fact that we do it without complaining and we do it so fast that they know that we appreciate it,” says Gordon.

“To stay on top of things Tom and his crew have to be more organized than ever. But, it doesn’t seem to be a problem for him or his Captain, Lu Powell.”

“It’s the back and forth and always communicating and when you are organized it makes all the way down,” says Powell. “The guys notice it. The crew notices it. When people come from other shows, they comment on how well organized everything is and that all starts with Tom,” he adds.

“I’ve probably gone to work every day in ten years with Tom and every day I think I learn something, that’s what’s so amazing. They guys around always say, ‘How does he do it?’ Well he’s very quick, and he’s very organized, and that helps from top to bottom.”

“We just write up our to do lists of what needs to happen,” says Gordon. “We both work off of it and tweak it and share the tweaks, so that we always have our handle on it. We project out and have a week ahead and you can see the stuff coming, so when you do get hit with the train you were at least aware you were standing on the tracks.”

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Hollywood Blvd holding signs and chanting for support of their fellow Union Sisters and Brothers. The noisy stopped right in front of the Chinese Theater where Members heard from Speakers such as Teamsters General President Jim Hoffa, General Secretary-Treasurer Ken Hall, Local 2010 Secretary-Treasurer Jason Rubinstein, Local 2010 President Catherine Cott, University of California workers Ralph Lopez and Ross Bugarin, L.A., Federation of Labor Executive Secretary-Treasurer Rusty Hicks, and documentry director and activist Kamala Lopez. The IBT Women’s Conference was an inspiring time to watch the labor movement in action. The strong presence of Teamsters women in the city back in September led to a proclamation that September 25th be declared “Teamster Women’s Day” in the city of Los Angeles.

There was a lot to be proud of during the IBT Women’s Conference. We feel honored to have been chosen as the host Local this year and thoroughly enjoyed working with the IBT and our Joint Council 24 Women’s Committee to make this event happen. Each of the social events at the end of the general sessions were thoughtfully planned by our Joint Council 42 Women’s Committee.

The annual Teamsters National Black Caucus Conference took place in August of this year in Cleveland, Ohio. More than 500 TNBC delegates joined together for the 43rd TNBC Convention. Teamsters Local 296 was fortunate to send two of our own, John Flood and Philip Quinnard. This was their first time attending the TNBC Conference however both have been actively involved in the Western Region. Chapter 24 of the TNBC has been working to engage more of our Local 296 Membership to get involved. Representatives from each of the various regional chapters of the TNBC gather once a year to unite with the TNBC Members around the Nation. The Conference is run by the TNBC Executive Board, which is comprised of elected TNBC leaders. The typical conference structure is a day of workshops, a day designated to celebrating Women and the courageous and important efforts of Clara Day (read about Clara Day’s remarkable life and contributions to the labor movement) online) including time for fellowship and celebration while also addressing the current challenges of the Black Community.

We got a chance to catch up with new and elected Trustees and Calvin & Friends to learn more about what he got from the event. Calvin had many positive and constructive things to say about his time at the TNBC Conference. The TNBC is a place where they are looking to expand their efforts and really dive into inner city communities to help create positive change from within and work by way of the labor movement to about education and finding people that are willing to step forward, take on some of the burdens, and help share the message.” Calvin continued to say, “The TNBC is about targeting Members you see leadership potential in and helping them along in that spark. We want to help individuals find the leadership potential in them, build leaders, and inspire them to have it. We’re here to develop future leaders.”

Executive Director of TNBC Antonia Christian closed the conference speaking about the Black Lives Matter movement. “We must act like black lives matter, not only speaking about the problems, but actually doing something about this issues surrounding black lives... Now is a great opportunity to learn about who’s going on, and how to get involved.”

If you are interested in learning more about the TNBC or interested in getting involved, sign up here: www.ht399.org/the-union/union-caucus-es/teamsters-national-black-caucus/
Thank You...

ASSEMBLYMEN MIKE GATTO for the recognition of our event. We hope to involve more crafts and Unions next year to continue to grow this event and unite our unique industry.

YAKITY YAK for helping to park cars that were being showcased and offering their support throughout the day.

DESERT DRAGON, SOUTH PASADENA TRANSIT AUTHORITY, & THE CREW for their amazing performance at our Car Show.

RZD ENTERTAINMENT for providing us with sound and running the stage.

BEST FRIENDS ANIMAL SOCIETY - Los Angeles for bringing that邪恶的 pet to whom we donated! Thank you also to the five families that adopted dogs.

SUNNIES FORD NOHO for offering the X Plan to our Members and their guests.

BEACH COAST INSURANCE & FINANCIAL for donating bags to our Car Show Participants.

CAPTAIN BBQ, FRYFRYFOOTTRUCK, & ALL AMERICAN SOFTY & COFFEE, INC for serving up great food and desserts during the show.

ALL OF OUR VENDORS for representing their businesses at the show.

NEIL SECURITY CORP for keeping our guests safe.

WEST COAST WATER TENDERS/ WATER TENDERS, INC for providing us with a water truck!

DONNA CULWILL for bringing the Teamsters Joint Council of Teamsters No. 42 tent.

ROCK CHOUETTE for being our dedicated photographer for the day.

LUNCHBOX TRANSPORTATION for donating an air-conditioned dining trailer!

WOODY WOOD & DONNA WOOD for providing the generator and helping to coordinate the day.

KEITH GREEN for his tireless effort in keeping the park clean and helping with set up and tear down.

WOODLEY PARK (Los Angeles, California) for letting us use the grounds for our show.

Last but certainly not least we want to thank those that came out to the event to show their support for our Union and our unique industry. We will work to grow this event into something special for all members and their families. Stay tuned for more information about our plans for the next car show!

**FACEBOOK POLICY:**

The sole purpose of this page is to keep the membership informed of upcoming events, news from the Local and important industry updates. Our hope for this page is to keep a transparent relationship and maintain consistent communication with our membership.

We reserve the right to delete any of the following:

- Comments that are hurtful (We will delete a comment and/or remove someone from our Page whose intentions is to hurt someone. Name-calling will not be tolerated. Derogatory statements will not be allowed. Harsh comments about other Facebook communities will also not be allowed.)
- Comments that are spam (Uninvited comments that are promoting a product unrelated to our community is spam. We will either delete the comment or flag as inappropriate.)

**PROTECTING YOUR INTELLECTUAL PROPERTY:**

Facebook policies have inspired us to create our own internal Social Media policies. Though we already have a stated policy on the Local 399 Facebook Page, we would like to encourage Members to let those policies extend into their personal use on Facebook. Our current Facebook Policy on our Local 399 Facebook page currently states:

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- Comments that are spam (Uninvited comments that are promoting a product unrelated to our community is spam. We will either delete the comment or flag as inappropriate.)

Though we cannot control what you say on Facebook or any social media channel, nor would we want to, we simply want to encourage the Members to think before posting and ask yourself if your comments will benefit our Local Union or harm it. The Public is watching. Producers are watching. Studios are watching and the Local Media outlets are watching. We don’t want negativity and threats from Facebook trickling into our workplaces and being used against us in a negative way. We are truly a family oriented Local and we stand on the shoulders of all who came before us, those who built this Union. We owe it to each and every one of them to treat each other respectfully and courteously.

We ask that all Members help to keep your Sisters and Brothers accountable. We are working to develop a more formalized Social Media policy to be released early at 2017.

**HELPING TO KEEP YOU SAFE:**

We remove content, disable accounts, and work with law enforcement when we believe there is a genuine risk of physical harm or direct threats to public safety.

**ENCOURAGING RESPECTFUL BEHAVIOR:**

People use Facebook to share their experiences and to raise awareness about issues that are important to them. This means that you may encounter opinions that are different from yours, which we believe can lead to important conversations about difficult issues. To help balance the needs, safety, and interests of a diverse community, however, we may remove some kinds of sensitive content or limit that the audience that sees it.

**KEEPING YOUR ACCOUNT & PERSONAL INFORMATION SECURE:**

We work hard to help protect your account and protect your personal information. By joining Facebook, you agree to use your authentic name and identity. You may not publish the personal information of others without their consent.
We’ve developed many great ways to stay connected to Local 399. We put a great deal of value in transparency and communication so that our Membership is informed and aware of what’s going on at the hall. We’d like to take a moment to highlight all the ways in which you can get connected with us.

**FACeBOOK**: www.facebook.com/teamsterslocal399/

**INSTAGRAM**: @teamsterslocal399

**TWITTER**: @teamlocal399

**WEBSITE**: www.ht399.org

**MOBILE CALLBOARD APPLICATION**

For years, our Call Board has been in need of a technological reboot to keep up with your fast-paced lifestyle in order to give you the best tools to succeed and thrive in your craft. Our new integrated Mobile Website system will now allow you to quickly take care of tasks such as updating information, downloading show sheets, making yourself available and unavailable, as well as giving you a hub of resources at your fingertips.

Get started by filling out a registration form on our website: www.ht399.org/call-board-system-signup. Upon signing up you will get an email with your personal login information and the next steps regarding how to best utilize the new Mobile Website. We will be sharing regular updates with new features and easy-to-understand overviews of the systems capabilities.

In order to access this system you must sign-up! If you have any issues with logging in or setting up an account, please email Callboards@ht399.org.

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**EMAIL BLASTS**

Have you signed up to receive emails from Local 399? It’s as easy as following this link: www.ht399.org/our-members/get-connected/

Once on the page simply look for the hyperlinked text: “Sign-Up for our Emails” and follow the directions from there.

We will only send about 1-3 text messages a month reminding you of our events, so you don’t have to worry about getting too many.

**TEXT MESSAGES**

Have you signed up to receive text messages from Local 399? We just launched this feature back in July! We’re excited to be able to stay connected with our Membership in this capacity. We are still working to develop this platform of communication however, the first step is signing up! We are not authorized to and will not solicit or otherwise receive your contact information to sign you up. Signing up is easy! Follow this link: www.ht399.org/our-members/get-connected/ and look for the by-clicked link that reads “Receive Text Messages from the Local.”

We will only send about 1-3 text messages a month reminding you about dues payments, meetings, strike actions and important updates from the Local.
**EVENTS**

**January 14th 2017**
*‘PLANNING FOR RETIREMENT’ SEMINAR*
More details coming soon. Save the date! RSVP to Business Agent Chris Sell: cse@ht399.org
Where: Pickwick Gardens
When: 10AM

**November 17th**
*LOCAL 399 RETIREE DINNER & REUNION*
Where: The Castaways
1250 E. Harvard Rd.
Burbank, CA 91501
When: Cocktails & hor d’oeuvres at 6:30PM
Dinner & Entertainment at 7:30PM

We are looking forward to a great evening with our 399 Retirees! The plans for the 2017 Reunion are already in the works! We are planning to host an event in Las Vegas. We know many of our Retirees live out of town so if you can’t make this event we would love to get you the information for the 2017 Retiree event as soon as it is available. Email office@ht399.org to get our on Retiree Email list to be the first to know about the next event!

**January 22nd 2017**
*1ST GENERAL MEMBERSHIP MEETING OF 2017*
ALL MEMBERS - Please plan to attend our 1st General Membership Meeting of the year.
For any additional questions please contact: office@ht399.org
Where: Pickwick Gardens
When: 8AM

**January 2017**
*NEW MEMBER ORIENTATION CLASS*
Where: TBD
Time: TBD

New and long-time Members are invited to our first “New Member Orientation Class”. Whether you are new to the Local or need to brush up on Local 399 information, please join us! More details for the class will be released soon. Please email Ldsoutherply399.org if you are interested in attending.

**ANNOUNCEMENTS**

**The Membership ratified a By-Law change in 2014 that must other Locals follow that is when wages are increased, dues go up by the same percentage as the wage increase. As a result, our dues will go up in the last Quarter of 2016 by $2.00 per month, corresponding to your 2 1/2% wage increase, which will take place in August.**

**We now have printed “Black Book” Agreements available at the Union Hall.**

**Reminder regarding Permits:** Given the number of New Media productions currently taking place, Teamsters Local 399 would like to remind Members that because New Media productions are not covered by the “Black Book” Permits working on New Media productions do not count towards your 30 Days. However, Benefits & Wages do apply. Local 399 will do everything we can to assist those individuals in getting their 30 Days on traditional productions if, and only if, we are into Permits.

**Remember, we have qualified mechanics** on the books and it’s cheap insurance to have a mechanic on your show.

**Coordinators and Captains please remember** to include Chef / Drivers on your run downs. We have many companies that support the industry that we are seeking to organize in the coming months.

**Reminder to ALL MEMBERS –** Drivers, Casting Directors, Wranglers, Trainer and Location Managers please remember to call in ALL your shows. All Transportation Coordinators and Captains are to send in daily rundowns to the Callboard everyday.

**Remember to check your roster status with CSATF.** If you are not listed on the roster in good-standing you are not eligible to work and could be at risk of losing pension benefits, health benefits and days towards your seniority.

**There is always a Business Agent available** over the weekend. If you have any issues when the office is closed please call (818) 397-2131.

**Always fill out a logbook even if your employer doesn’t require it.** Fines for not carrying a logbook and violations could add up to thousands of dollars. The front office at the Local has free logbooks. This is especially critical for the drivers on Commercials since the productions don’t believe in complying with the Federal Motor Carrier Administration (FMCSA)

**Please remember the safety guidelines and report anything** you feel might be unsafe to any Production Company and or Local 399.

**RETIRES**

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.

**OBITUARIES**

Local 399 extends our heartfelt condolences for those Members that have passed since April 2016. To those that have lost a Father, Mother, sibling, spouse, quad, child or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten.

**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.

**WISHING ALL OUR LOCAL 399 MEMBERS AND THEIR FAMILIES SAFE AND HAPPY HOLIDAYS FROM TEAMSTERS LOCAL 399!**

www.facebook.com/teamsterslocal399 www.twitter.com/teamsterslocal399

ht399.org