

TEAMSTERS  
— **STRONG** —  
LOCAL 399

TEAMSTERS  
— **SOLIDARITY** —  
LOCAL 399

# WORKING PEOPLE STANDING TOGETHER!

## GREETINGS SISTERS & BROTHERS

I'm happy to report that the Local and our Members have been very busy this summer. As we head into Fall, we should remain busy until the Holiday season thanks to our Tax Incentive Program. As we move into the new year we will be sharing more ways for our Members to get involved in the fight to renew our Television & Feature Tax Incentives in order to keep productions and our Members where they belong – right here in California with their family & friends.

It has been an extremely busy Quarter for our Members outside of work as well. We held our annual Retiree Reunion at The Orleans Hotel in Las Vegas, NV on September 25-27th. More than 170 Retiree's and guests attended the event. We had a great time thanks to the hard work done by Randy White and Glenn Carter. Thanks to you both for organizing this great event! Local 399 was also represented at the IBT Women's Conference in San Antonio, TX as well as the Teamsters National Black Caucus Conference in Victoria, British Columbia, Canada. Read more about these three events in the Member Spotlight Section of our Newsreel.

We are excited to announce the renovations to our Union Hall have been completed! We are grateful to the Local 399 Membership for approving the motion to renovate our office space and we would love to give any interested Members a tour! Check out [www.ht399.org](http://www.ht399.org) and our Facebook page for more photos of the renovation.

This past Quarter we asked our Membership to take part in our 2017 General Membership Survey. We want to thank all that took the time to complete our survey and some of the results are published in this Newsreel. If you have any questions, comments, concerns or suggestions, our office is always open to you! Also included in this issue of our Quarterly Newsreel, we were excited to celebrate Emmy nominated productions that were filmed right here in Hollywood as well as a major feature that is currently in production, "The Lima Project". We are grateful for our Feature and Television Tax Incentives that support these productions and more importantly, create good middle class jobs for our Members.

I had the honor of being asked by the Los Angeles County Federation of Labor to be part of a six-person delegation that spent a week visiting China in September. Our delegation consisted of Rusty Hicks Secretary-Treasurer and Priscilla Cheng, Director of Operations for the L.A. Fed, John Acosta, the President of the American Fed-

eration of Musicians Local 47, Kent Wong, Director of the UCLA Labor Studies Center and Mindy Chen from the Dolores Huerta Labor Institute. This trip marks the 10th anniversary of exchanges between the Shanghai Municipal Trade Council and the L.A. County Federation of Labor.

The purpose of these exchanges is to deepen the ties between our two countries and to understand issues confronting both labor movements. The Teamsters have many close relationships with Unions around the world recognizing that the corporations we bargain with in the U.S. are global, so we must connect with Union counterparts in other countries to help each other bargain successfully.

We visited with Chinese labor delegations from three cities; Shanghai, Shenzhen and Guangzhou. I learned a lot about how Unions operate in China. There are 200 million to 300 million Unionized workers in China and 90% of public sector workers belong to a Union. In the U.S., that number is 11.4%. Those workers don't have the right to strike, but they do have a grievance procedure similar to ours. The Union leaders in China really care about their workers and strive to help them by pushing their government to make improvements for workers.

Since there were two members of the delegation representing the film industry, the Shanghai Delegation arranged a visit to Shanghai Studios. The studio was basically the same as any small independent studio lot might be found in Hollywood. To date, there have been a few American-Chinese

co-productions that have shot here in Hollywood. China is also the second largest consumer of American film and TV shows in the world with the U.S. being number one. The Chinese love American movies. That gives me hope that the Chinese will continue to go to the movies-which pays residuals into our Plans.

I'm glad the labor movement in Los Angeles is being proactive and progressive in fostering communication that will ultimately benefit workers in both countries. Thank you to the L.A. County Fed for your commitment to bring workers together from around the globe. Teamsters Local 399 would like to wish you and your family a safe and happy holiday season as we finish out the 2017-year Teamster Strong!

Fraternally, Steve Dayan



Local 399 Retirees Randy White, Dave Diaz and Craig Crowell at the 2017 Retiree in Las Vegas!

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Teamsters Local 399



# THE BiZ THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

## TEAMSTERS HELPING OUR BROTHERS & SISTERS AFFECTED BY RECENT HURRICANES DISASTER RELIEF FUND!



The Teamsters Disaster Relief Fund needs your help in the aftermath of Hurricane Harvey, Irma & Maria that recently devastated parts of the southern U.S., Puerto Rico and the Caribbean Islands. The Teamsters Disaster Relief Fund is a charitable 501(c)3 developed in 1991 to assist Teamster members who have suffered a loss from disasters long after the media has forgotten. The fund receives donations

from local unions and their affiliates and is currently developing a fundraising plan to support efforts in providing relief when disaster strikes. Through this program, the Teamsters provide needed relief and outreach to our members. A number of our brothers and sisters really need your help and support right now. Your tax-deductible donations WILL make a difference in the lives of a Teamster family.

Please give generously! Donation checks may be sent to:

**DISASTER RELIEF FUND**  
c/o  
**International Brotherhood of Teamsters**  
25 Louisiana Ave. NW  
Washington, DC 20001

You can also make contributions online at:  
<https://tdr.teamster.org/>

## MADE-IN-HOLLYWOOD-HONORS AND EMMYS® ESTABLISH THAT HOLLYWOOD IS COMING HOME TO HOLLYWOOD!

PUBLISHED BY: HUFFINGTON POST ON 09.20.2017

*The 5<sup>th</sup> annual Made-In-Hollywood Honors' TV tributes this year celebrated and tabulated the fact that, for 2017, more than half of the Emmy®-nominated shows in nine production categories were made in the same city and state as the Hollywood sign. The award numbers are starting to add up to illustrate the very healthy resurgence of filmed entertainment to the place where it was born.*

(CONTINUED ON NEXT PAGE)

Eleven 2017 prime-time Emmys® and thirty-seven Creative Arts Emmys® were dealt out this past September to programs or to individuals associated with programs created in the world's longtime entertainment capital, Hollywood, and the state of which it is a crucial part, California. **AND THE WINNER IS...HOLLYWOOD!** Acceptors for some of the ceremonies 24 nominated Hollywood productions joined hosts Marg Helgenberger and City Councilman Mitch O'Farrell and MIHH Board Members in celebrating the record setting number of MIHH recipients.

For a long period during the Golden Age of Hollywood, MGM ended most of its films with the proud boast "Made In Hollywood, USA." That may soon come back into vogue because that fact, that specific geography of creation, was a good luck charm for recipients of a vast number of Emmys® handed out this time around. Or maybe it is that Hollywood maintains the greatest reservoir of creative talent, and now the work is coming back to them instead of their having to go all over the world to it. The seduction of deduction, the tax moneys other cities, states and countries were offering as lures, may now be losing their greedy charm. Check out the number of series, which have switched their filming, paychecks and production expenditures back to their hometown. For the past half decade, the Los Angeles City Council and six top industry guilds and organizations along with 1600 VINE, the building standing on the iconic site of the historic Hollywood Brown Derby, have worked to ballyhoo (something which Hollywood perfected) the long over-due return of motion picture and television production to the town where those arts were first turned into the world's most popular artistic entertainment. And this year the MIHH sponsors were able to celebrate that the production and the jobs are rushing home. The evidence was the two dozen Emmy®-nominated shows the MIHH program honored for being nominees were created locally. That happy Emmy® factoid set a MIHH record in that it represents over half the nominated programs in the nine pertinent production categories. Hollywood, 24, the rest of the world, 21 But who's keeping score? Well, the MIHH people for one. Joined by fellow MIHH co-sponsors and host Helgenberger and O'Farrell, California Film Commission Chief Amy Lemisch outlines the state's plans to accelerate the amazing return of production.

Helgenberger and O'Farrell presented the MIHH Tribute to Amy Solomon, for Silicon Valley In one of the most powerful collaborations of entertainment industry unions and production-related entities, SAG-AFTRA, FilmL.A., the California Film Commission, Teamsters Local 399, Film Musicians Secondary Markets Fund, the Producers Guild of America, and 1600 VINE joined the City of Los Angeles' salute to local productions receiving Oscar® or Emmy® nominations. With Emmy®-winning star Marg Helgenberger and Los Angeles City Councilmember Mitch O'Farrell co-hosting,

the MIHH ceremonies were held just prior to the Emmy® cast on 1600 VINE's aptly named official MIHH site, the Home to Hollywood Terrace overlooking the entertainment capital from mountains to ocean, the biggest and most utilized location site in the world. O'Farrell opened the event announcing the day's big news. The "Made-in-Hollywood-Honors" is recognizing even more shows this year because of increased produc-

# YEP, HOLLYWOOD 24; REST OF THE WORLD 21.

tion in Los Angeles," he said. "In fact there are 27 percent more Emmy® nominated shows made in Hollywood and the state of California this year than last. The California tax incentives that went into effect in 2015 are stimulating the local economy, helping families stay together, supporting local businesses, and increasing our tax base which helps to fund basic city services. State bill AB1839 is also helping us reclaim our signature industry. Television production in Los Angeles is once again booming and the world is noticing!" Ms. Helgenberger, a five-time nominee in addition to her Emmy® win, noted that MIHH



Location Professional Greg Alpert & Vice President Ed Duffy at the "Made In Hollywood Honors" Event.

recipients this year included four of the five nominees in the Comedy and Animation categories and the majority of nominees in three other categories. She recounted having "filmed most of my work on Hollywood sound stages and locations, and I deeply appreciate the pleasure of knowing that my fellow workers would go home to have dinner and evenings with their families." "It's exciting to see LA based productions and crews receiving recognition for all of the great work they do every day," commented Paul Audley, President of FilmL.A. "With the aid

of California's improved tax credit program, LA's sound stages are full and Hollywood is thriving!" The two dozen Hollywood-made series and shows that comprised the majority of nominees this year are listed below.

- LIMITED SERIES:**
  - Feud: Bette and Joan
  - Big Little Lies
- DRAMA SERIES:**
  - This Is Us
  - Westworld
- COMEDY SERIES:**
  - Black-ish
  - Modern Family
  - Silicone Valley
  - VEEP
- VARIETY TALK SERIES:**
  - Jimmy Kimmel Live
  - Real Time with Bill Maher
  - The Late Late Show with James Corden

- CHILDREN'S PROGRAM:**
  - Girl Meets World
  - School of Rock
  - Star Wars Rebels

- ANIMATED PROGRAM:**
  - The Simpsons
  - Bob's Burgers
  - Elena of Avalor
  - South Park

- VARIETY SKETCH SERIES:**
  - Documentary Now
  - Drunk History

- SHORT FORM NONFICTION OR REALITY SERIES:**
  - Jay Leno's Garage
  - National Endowment for the Arts: United States of Arts
  - Feud: Bette and Joan: Inside Look

- REALITY COMPETITION SERIES:**
  - The Voice

Numerous other local productions which were not themselves nominated produced Emmy®-winning work. These shows included *Born This Way*, *Dancing With The Stars*, *The Voice*, *Hairspray Live!*, *The Oscars®: All Access*, *American Horror Story: Roanoke*, *The Ranch*, *The Big Bang Theory*, *RuPaul's Drag Race*, *LA 92 (National Geographic)*, *Carpool Karaoke Primetime Special*, *O.J.: Made In America*, *Family Guy 59th Grammy Awards 2017 Rock And Roll Hall of Fame Introduction Ceremony*, *Shark Tank*, *So You Think You Can Dance* and *Leah Remini: Scientology And The Aftermath*.



## THE LIMA PROJECT

EXPLORING THE LIMITS OF THE UNIVERSE FROM THE COMFORT OF HOME.

By Matthew Klekner

**T**he Lima Project is the code name for a big budget science fiction film shooting in Los Angeles and around the state of California. The movie is ambitious in scope and scale. Trade magazines have described the movie as an 'inspired' adaptation of "Heart Of Darkness", about one man's journey across a lawless and unforgiving solar system to find his missing father, a renegade scientist who poses a threat to all of mankind.

"It's larger than average," says Transportation Coordinator George Sack. "I knew it would be a difficult show logistically and the picture cars would be difficult. And it's also the movie business. I've never really heard of a show that didn't throw curve balls at you."

But George was drawn to this project because it is a big budget movie and was mostly shooting here in Los Angeles.

"I'm friends with the Producers and it's a lot easier to go to work when you like the project and you like the people," says Sack.

"Personal relationships are crucial across the board," he says. "From the Production Assistants to the big Producers, treat everyone with respect because you never know who you will be working for next." George got started in the industry when he was a teenager, but even as a child he knew he wanted to be involved in trucking somehow.

"I grew up in the business and my dad was in stunts. I grew up on the set of *BJ & The Bear*. My dad had a truck dealership and I like trucks so I wanted to drive them. I leaned towards being a Teamster." "I learned a lot on how to handle the above-the-line people from Eddie Arter. I learned the most from a legend in the business, Greg Van Dyke. He taught me how to do the job and have fun doing it. Greg taught me that our department needs to be a service department and we need to be approachable."

"The most important thing to remember when you are running a show is you are only as good as the Drivers you are working with. The core Drivers need to be able to drive everything. The day players are hired based on their abilities. And we really try to hire personable people." "Prop-makers, at the end of the day, get to see the fruits of their work in what they have built. What we have at the end of the day is our relationships. In Transportation, we hope to offer up a department that the other departments want on their shows," says Sack.

The Lima Project may have a small number of cast but they do have between 120 and 180 working members of the crew. There are lots of security requirements and finding space in Downtown LA to accommodate a large shooting crew is proving more difficult, as space is so limited.

"We have a large footprint," says Sack. "Some days we are huge. On average I think we have been at about 35 drivers. On big days we have been up to about 70 drivers. We have had eight make up trailers in some locations. We have had up to four Lunch Boxes a day. One of the biggest issues was keeping the crew cool while out in the extreme heat in Death Valley."

"When they offered me the job, I nervously jumped

at it," says Location Manager Chris Kusiak. "My initial impression for *The Lima Project* was that it sounded different. It rested on the shoulders of a critically acclaimed writer/director and had a strong production team behind it. I had been working mainly on action TV shows and features for the past couple of years and this was a project that demanded locations that weren't common to my wheelhouse. It seemed like it would be challenging and stimulating."

"Stephenson Crossley took a risk bringing me into the Teamsters Union; Scott Poole took a risk hiring me as a Key for the first time, and Mike Johnson - Production Supervisor for *The Lima Project* - took a risk giving me my first job as a Union Location Manager on a \$90mil Sci-Fi Feature."

If you are wondering how he was able to make that jump into the Union Productions, it all boils down to relationships and prior work experience.

"I worked with Mike Johnson on a reshoot at the end of 2016 *War Machine*. It was the same Producer and Production Company as well (Anthony Katagas and Plan B). I liked the team and the way they

... "we have been averaging about 35 drivers. On big days we have been up to about 70 drivers"

worked, and they seemed to like me."

"A lot of people have put their stamp of approval on me and that's always a risk when you're recommending someone new. Much of what drives me is the need to not let them down or cause them to regret the risks they took for me."

Kusiak praises Location Managers Stephenson Crossley and Scott Poole as mentors, whose work ethic and management styles played a crucial role in preparing him for this job.

"Stephenson Crossley is a consummate politician and a master of surgical communication. He taught me how important timing is with respect to the dispensing of key information, and how irreplaceable the establishment of strong, interdepartmental relations are."

"Scott Poole is a machine. He is an inexhaustible resource of efficiency and calculation. He has worked out the leanest and most effective way to get through whatever seemingly unpredictable scenario rears its ugly head like he knew it was coming. He is vehemently loyal to his craft and though he seems to know everything that is going on all the time, he is not a micro-manager."

"I don't know if I'll ever do any of this as well as they do, but I'm trying. And I feel better prepared having worked for them."

The Lima Project is a very large, very technical, project with an A-list star and a lot of last minute needs and changes. It includes security concerns and trying to anticipate where paparazzi might show up next. There are lots of moving parts that demand attention at the same time, all the time.

"If there's one thing bumping up from Key to Location Manager has taught me, it's that you can be very close to a job and still not have a clue what it takes to actually do the job," he says.

"If it weren't for the strength of the people in my department, I simply wouldn't make it through this," says Kusiak.

His locations department has staffed 10 Teamsters up until this point and he expects to hire maybe one or two more depending on scheduling. He had six people working with him for the run of 1st unit work, totaling 18 shoot days with others phasing in and out as the schedule demanded.

"If I had this to do over again, I would've had a couple of additional permanents because we sure could've used them."

*The Lima Project* is about a 60/40 split between stage work and 1st & 2nd Unit Location work. Surprisingly enough, for a movie set in space, *The Lima Project* is pretty location heavy and it posed a few logistical challenges.

First of all, "It isn't easy to find large underground spaces in Los Angeles with no windows and no real machine works. This is earthquake country after all; you're lucky to find a house with a basement."

"After a good deal of online research and phoning, I secured two locations on this film that have never been on camera before: the closed underground subway tunnel downtown on Hill Street and the WMD-controlled Castaic Foothill Pressure Control Station. Tristan Daoussis, one of my stellar Keys, secured another location that had not been previously filmed."

"Union Station and the Sunkist Building were really our only commonly used locations on this project. Next week we film deep in the desert, which offers its own set of unpredictable circumstances. Fingers crossed."



Location Professional Chris Kusiak from *The Lima Project*.

It still seems rare to hear about a big feature being based in Los Angeles. As the TV industry has picked up steam, and the commercial industry moves along, it appears at first glance that features have been lagging their counterparts in recovery from 'runaway production'.

*The Lima Project* would have been ineligible under the state's first-generation tax credit program (Program 1.0), which excluded projects with budgets greater than \$75 million. But thanks to the Lobbying efforts of Local 399 and their industry partners, Program 2.0 is open to film projects with

any budget. As a result, in year two of the program, *The Lima Project* was selected by the California Film Commission as one of 22 feature films granted a share of the \$330 Million in credits.

"I've done 3 tax credit movies in a row in California," says Sack. "If it weren't for the tax credit these projects would have ended up elsewhere."

"I'm very thankful for the incentives," says Kusiak. "Bringing film and television back to California means a great deal to me because it allows me more time with my wife and young son. For the state, and the people of it, this is the heart and home of film and television. It should be here."

Another benefit or retaining big feature films is spending their ample budgets on local goods and services. It's always nice when studio money goes back into the local economy and into the hands of vendors who have always supported the industry. "The Locations department is the main department that spends money when we're outside the studio. We dole movie money out to homeowners, local Po-

lice and Fire, business owners; trash, toilet, tent, and trailer vendors," says Kusiak.

"I have been out of town quite a bit," says Sack. "I definitely prefer to work in Los Angeles."

"The biggest issue while out of state is the support from vendors. It's hard to get businesses not familiar with the pace and style of our industry to get on board. And I'm partial to local 399 Drivers because that is my background."

"I think the current Local 399 staff is doing a great job," says Sack. "They are working with all of the local officials to try and improve our film incentives and to keep production here. I am very happy with what they are doing by being proactive."

"The Teamsters, without exception, have been there whenever I've needed them," says Kusiak. I can't remember a time when I have called or emailed Business Agent Ed Duffy and not heard back from him in less than 24 hours. I oftentimes think they do thankless work but it isn't readily visible to its Members."

Kusiak's does know what kind of abuses Location

Managers can take on non-union shoots. On his very first non-union Location Manager job he had no car rental compensation, or a kit rental, or meals. Over the course of four weeks of shooting he worked two 24-hour days and nine 22 hour days, and he had to be on the ground for prep, shoot and strike.

"I had no Union to protect my turnaround or my deal memo. It was grueling and unforgiving. I don't know of another job I would want to do in the film business."

"I can tell you it only takes one or two projects like that to glean a deep, abiding, appreciation for the protection our union provides for us," he says.

"We make a very good living and we have amazing benefits. And whether it's a UPM, or a Production Supervisor, or an Executive, none of them want to hear the phrase 'I'm just going to give my union a call' uttered. Studio personnel reference our handbooks for proper codes of conduct and payroll parameters. They diligently reference our contracts and deal memos. I'd say our Union is doing a hell of a job."



Transportation Department for *The Lima Project*

# HERC GIVING BACK TO THEIR CUSTOMERS!

This year Herc Entertainment Services hosted their 26th Annual Golf Tournament held at Angeles National Golf Course. We were excited to participate alongside some of our Drivers, Transportation Coordinators and other professionals from the Industry. Each year Herc (formerly Hertz Entertainment Services) hosts this Golf Tournament as a way to thank their customers for their dedicated business. Golfers are not expected to pay to play or even for their meals and they are automatically entered into a raffle for some wonderful prizes.

We spoke with Director of Strategic Sales and Event Organizer Lance Sorenson about the Annual Golf Tournament and his philosophy of giving back to Herc's customers. "Our business is the business of relationship building. We have never done this to buy business but simply appreciate our Customers. We are the only Union Shop for equipment rentals in the Entertainment Industry at this time, which has allowed us to contribute \$9 Million dollars to the Health & Welfare Fund that directly benefits Union Members."

The invitation list to the event this year was 300 people and it only continues to grow each year. They had 144 Golfers that participated in this year's event. We're proud to say that about 50% of those in attendance were Local 399 Members! There is an extensive list of Sponsors that have signed on to be part of this event each year. This year's sponsors were: Herc Entertainment Services, JLG, Culver Studios, Sunset Studios, Manhattan Beach Studios, Sony Studios, Star Waggon, VER Sales, Studio Picture Ve-

hicles, SKYJACK, Generac, Hertz Rent-A-Car, Cinelease, Zio Rentals, Lunchbox Transportation, Oscar's Tires, Teamsters Local 399, IATSE & Local 44. These dedicated sponsors ensure the event is a huge success and that the guests are able to have the very best time at no cost.

The only aspect of the event that Golfers are able to pay for is the mulligan package in which all the funds raised go directly to the

American Cancer Society making this an event that gives back to its customers and community. This year \$3,000 was raised for the American Cancer Society by the generous golfers.

This event takes seven weeks of dedicated planning to ensure its success each year. When asked about what he would like to see for next year's event, Lance said, "We would just love to receive continued support from the Teamsters and see your Drivers & Coordinators continue to participate and have a great time."

We hope to be back next year and continue to support Herc Entertainment Services. We can't stress

enough that supporting and renting from Herc is directly supporting our Membership. As a Union Company you are not only supporting your fellow Sisters and Brothers that work for Herc, but you are also supporting a company that contributes directly to our Motion Picture Fund that benefits our entire Membership in the long run.

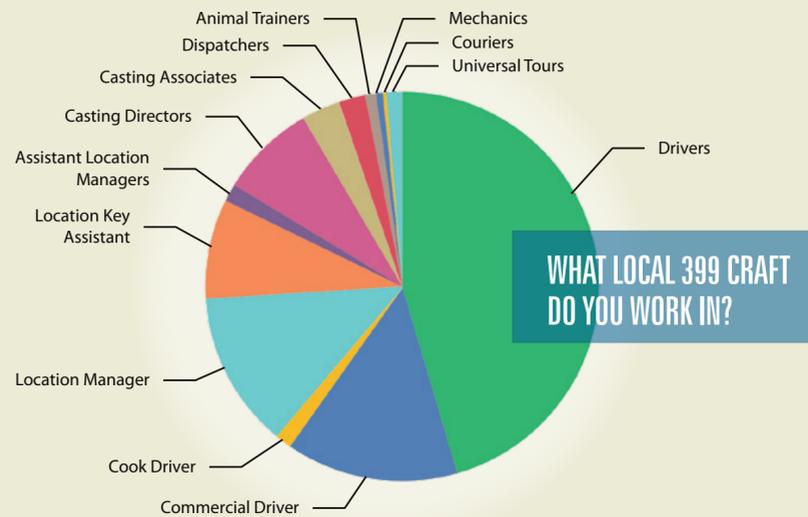
Thank you Herc for having us at the 26th Annual Golf Tournament! We hope to see you next year.



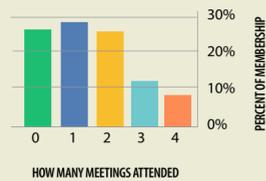
President Kenny Farnell & Local 399 Call Board Supervisor Dan Canamar at the Herc Golf Tournament

# THE MEMBERSHIP HAS SPOKEN: 2017 GENERAL MEMBERSHIP SURVEY!

We want to take a moment to thank our Members that took the time to complete our 2017 General Membership Survey! We had almost 600 Members take the survey and provide important feedback to our Administration. Your voice and opinion is important to us. Your involvement in your Union is important to us. We encourage each and every Member to get involved where you can in the business of Local 399. After all, this is your Union and we are here to represent YOU. Below we have highlighted some of the findings from our Survey that we wanted to share. If you have any questions about the information below, please email [office@ht399.org](mailto:office@ht399.org).

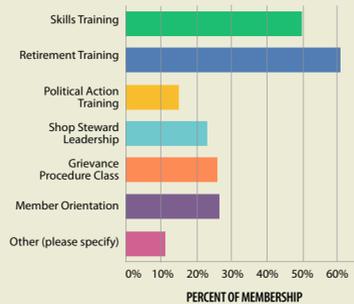


## HOW MANY GENERAL MEMBERSHIP MEETINGS DO YOU ATTEND A YEAR?



We want to encourage our Members to attend at least one General Membership Meeting a year. These meetings are important in understanding what is going on in our Local and finding ways to get further involved. We hope to see you at our first General Membership Meeting of 2018 at the end of January. General Membership Meetings take place on the 3rd Sunday of the months of January, April, July, & October.

## WHAT TYPE OF TRAINING WOULD YOU LIKE TO SEE MORE OF AT THE LOCAL?



Make sure you are connected with our Communication Channels to see what upcoming classes and trainings are available.

## COMMUNICATION REMINDER!

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

- Are you signed up for Emails?
- Are you signed up for text message updates?
- Have you visited our website at: [www.ht399.org](http://www.ht399.org)?
- Do you follow us on Facebook?
- Do you follow us on Instagram?
- Do you follow us on Twitter?
- Do you receive our Quarterly Newsreels?
- Do you receive our reports in the Joint Council 42 Newspaper?
- Have you created a Member Login for our New Call Board system?

If you have any issue with any of these communication channels or have any questions about getting connected, please email: [amy@ht399.org](mailto:amy@ht399.org)

Thank you again to all who took our 2017 Survey. We will utilize your feedback to guide us as we prepare for 2018. If you ever have any questions, concerns or suggestions, please don't hesitate to reach out to: [office@ht399.org](mailto:office@ht399.org) or call 818-985-7374.

## DO YOU HAVE A POSITIVE VIEW OF YOUR UNION?



Overall we are glad to hear that the majority of our Survey participants had a positive view of Local 399. We are always striving to improve our representation to our Membership. If you ever have any questions or suggestions please don't hesitate to reach out to our Union Hall: 818-985-7374.

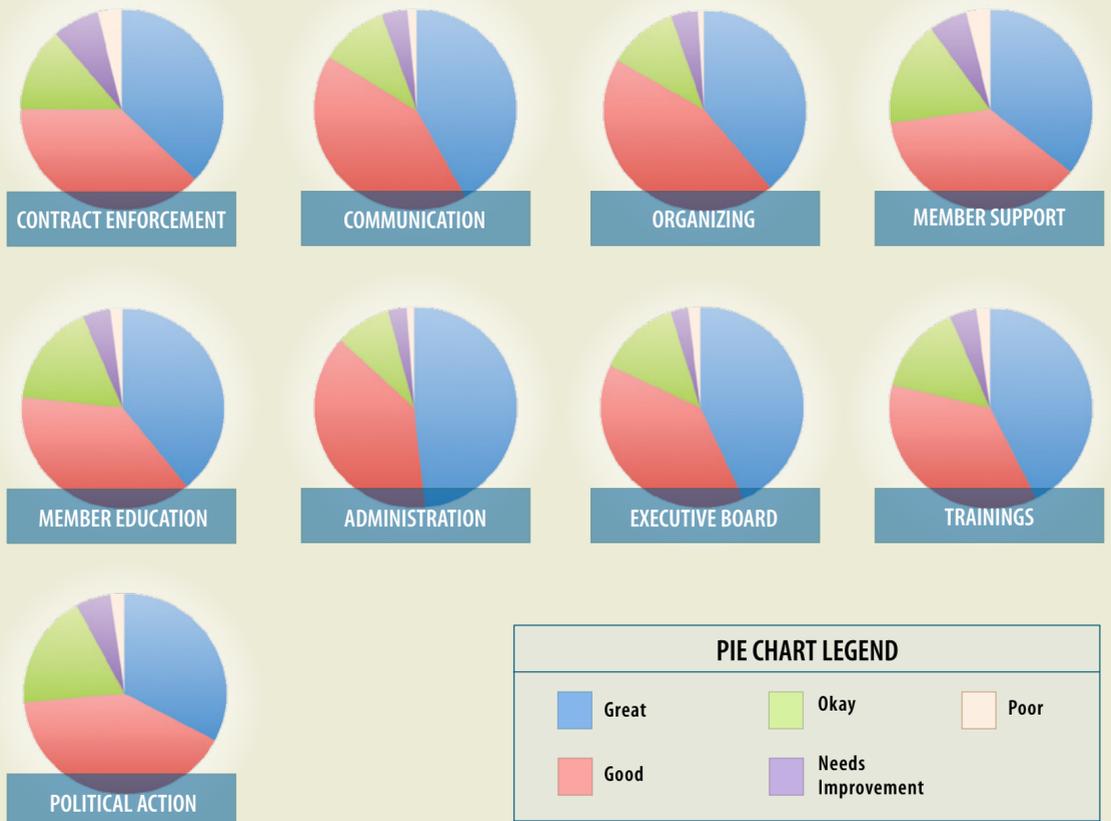
## DO YOU FEEL YOUR UNION REPS. ARE ALWAYS AVAILABLE?



We got some feedback regarding wanting to see more set visits from our Business Agents. As we try to expand our visits please remember that if you ever need a Business Agent to handle a matter on set please call our Front Office and they will direct you to one of our Agents: 818-985-7374. Check out our website to get a better idea of who your Union Representative is based on where you are working: [www.ht399.org](http://www.ht399.org).

# THE MEMBERSHIP HAS SPOKEN: 2017 GENERAL MEMBERSHIP SURVEY!

## RATE YOUR EXPERIENCE WITH TEAMSTERS LOCAL 399:



## MPIPHP: A New Website & Mobile App is Launched!

The MPIPHP website has a new look to make it more functional and user-friendly. Participants can use the site to learn about their benefits, download required forms and pay their premiums. The site is designed to put information that participants need to know at their fingertips. MPIPHP's mobile app, which can be downloaded on a smartphone or tablet, is designed to allow participants to access information about their benefits. They can use the app to review explanations of benefits, pension and individual account plans' balances, and their eligibility and enrollment in health coverage. To download the app, go to the App Store on your iPhone or GooglePlay on your Android Device. Search: MPIPHP or MPI Mobile App. Create a new Account and start using! While participants may have registered previously to use the

MyMPILogin feature of the prior version of the website, they will need to register themselves again before they may use the new website & mobile app. Although MPIPHP's Participant Services Center continues to be available to answer participant questions over the phone, the website and mobile app are available as another source of useful information. You are invited to navigate both of these new tools and we hope you find them helpful! Head to [www.mpiphp.org](http://www.mpiphp.org) to learn more.



# SPOTLIGHT

- Teamsters National Black Caucus
- IBT Women's Conference
- 399 Retiree Reunion

**T**his past quarter has been busy for our Membership! This Member Spotlight we want to highlight three specific events that our Members both active and Retired were able to attend. Executive Board Trustee Calvin McDowell & Local 399 Member Philip Quansah attended the Teamsters National Black Caucus Conference, Business

Agent & Organizer Lindsay Dougherty, Local 399 Office Admin. Courtney Brignoni and Local 399 Communications Coordinator Amy Gorton attended the IBT Women's Conference and our Local 399 Retirees met in Las Vegas to celebrate with their friends and previous co-workers. Read more about each event below!

## TEAMSTERS NATIONAL BLACK CAUCUS 42ND ANNUAL CONFERENCE

The Teamsters National Black Caucus hosted another successful conference in August this year in Vancouver, British Columbia, Canada. This year marks the 42nd Conference & Banquet. Local 399 Trustee and Shop Steward Calvin McDowell & Local 399 Member Philip Quansah were in attendance at the Conference for the 3rd year in a row. This year's theme of the Conference was "Empowerment through Education is the Bridge to the Future." Calvin spoke very highly of this year's event and felt that the TNBC leadership really stepped up the programming this year with more time for workshops and classes. Whether through traditional forms of education or workplace skillset enhancement, the mes-



important to look at our overall history and see African American contributions to the Teamsters." Philip continued that the Teamsters stood up in turbulent times during the Civil Rights Movement to say that no matter what race, color, creed, gender and regardless of what was happening outside of your Union, Teamsters were standing together for the strength of the Brotherhood & Sisterhood. This 3-day conference had a morning Keynote Speaker and workshops each day providing a very informative and empowering agenda. Workshop topics ranged from How to hold Union Meetings, Dealing with Harassment and Discrimination in the Workplace, to Communication Tools and Organizing Campaigns. The second day of the Conference is always celebrated



sage at this year's Conference was that one should never stop learning. It is an important aspect that keeps us moving forward as a society. Other topics discussed at this year's TNBC centered on the history of the Teamsters and their dedication as an organization, from inception, to be inclusive and multicultural.



It is the foundation from which the Teamsters were formed. From the very beginning Teamsters were on the forefront of breaking down segregation and racism in the workplace as well as creating opportunities for women, giving them a voice on the job. Calvin discussed the necessity to not only continue to educate both Union and Non-Union Members alike about the benefits Unions have on working people, but also to continue to share the history of the Teamsters showcasing the ties between workers rights and civil rights issues over the years.

Philip echoed Calvin's statements to explain the importance of understanding Teamster history. "The knowledge of Teamster History is so important. It's hard to have the correct perspective without it. It's also important to look at our overall history and see African American contributions to the Teamsters." Philip continued that the Teamsters stood up in turbulent times during the Civil Rights Movement to say that no matter what race, color, creed, gender and regardless of what was happening outside of your Union, Teamsters were standing together for the strength of the Brotherhood & Sisterhood. This 3-day conference had a morning Keynote Speaker and workshops each day providing a very informative and empowering agenda. Workshop topics ranged from How to hold Union Meetings, Dealing with Harassment and Discrimination in the Workplace, to Communication Tools and Organizing Campaigns. The second day of the Conference is always celebrated

age all Members, especially new Members, to find a way to get involved within the Union structure. Just working isn't enough. There is more to being a Teamster than just working. Strive to do more. Nobody has the time, you need to make the time." Philip Quansah stressed.



We want to thank Trustee Calvin McDowell & Local 399 Member Philip Quansah for taking the time to share their experience at the 2017 TNBC Conference. If you would like to learn more about the Teamsters National Black Caucus, head to [www.gotnbc.org](http://www.gotnbc.org).

## TEAMSTER WOMEN SPUR CHANGE IN SAN ANTONIO!

Teamster women from all over North America packed up their cowboy boots and headed to San Antonio, Texas for the 2017 Teamster Women's Conference. This conference travels every year to a new city and is hosted by the local Joint Council and Teamster Locals of the region. This year we have to give a huge thank you to Teamsters



as Women's Day and honors Clara Day and other powerful Teamster Women that have impacted the lives of so many working people. Another prominent topic at the Conference was the need to fight back against anti-Union elected Officials and legislation like "Right to Work". By weakening Union power to collectively organize industries, we will continue to see a decline in Union Membership. Fewer Unions lead to workers being at the mercy of greedy corporations and management with no one advocating on behalf of working people for better wages, working conditions, health and retirement benefits and more.

The conference concluded with the charge to take back all that was discussed over the course of the 3-day Conference and share with fellow Union Members. "An educated Teamster is a powerful Teamster". As Philip shared with us his perspective that "you get what you put in" when it comes to your Union. It's important to attend meetings, get involved, sign up for picket line duty, volunteer and just show up. It's activities like these that make our Union strong and our bond tighter to our Sisters & Brothers. "I would encour-

Local 657 for hosting this great event. With over 1,000 women in attendance, these Teamster Women's Conferences are a time to connect, learn, grow and celebrate the successes of the labor movement by the hands of dedicated, strong and powerful women. This year's theme was "Teamster Women Spur Change". The theme perfectly embodied the spirit, speakers and presentations over the course of the 3-Day Conference in September. Teamster women have always been some of the stron-



## LOCAL 399 RETIREES GATHER IN LAS VEGAS!

Our Local 399 Retirees are the backbone of our Local. Their contribution to the legacy of our great Union is something we can not and will never forget. We had a wonderful time celebrating with our Local 399 Retirees at the Retiree Reunion in Las Vegas in September at The Orleans hotel. It was a time filled with laughs, reminiscing and reconnecting with old friends and co-workers. Over 170 people gathered for this year's Reunion – one of the biggest Reunions we have ever seen.

We have to give a huge thank you to this year's Retiree Reunion organizers Local 399 Retirees Randy White and Glenn Carter. Their dedication to gather together with fellow Retirees was remarkable. These two worked tirelessly to ensure the event was a success and that the guests at the event had the best time reconnecting with their friends.

Randy and Glenn kicked off the 3-day reunion with a wonderful Banquet Dinner for all in attendance. Randy opened up the event by first thanking Retiree Dennis Hollis for all



gest. Fighting day in and day out for worker's rights while also taking care of families, loved ones and friends. We heard from many inspiring women that are not only fighting for workers' rights in their Unions, but also in their communities nationwide. Teamsters General President Jim Hoffa was in attendance and delivered a powerful message about the need



for Unions now more than ever. He also commended the convention attendees for their role in the preservation of the labor movement and their everyday fight. "We have major fights ahead of us to protect everything

nizer of the 2017 Women's March, gave a strong message of empowerment and the importance of working together as Sisters and as humans. "If you want to play the game, you have to have heart," said Perez.

We also heard from Vistar/PFG employee Rebeca Hernandez. Rebeca is a single mother who is currently on strike due to gender inequality and a severe pay difference to her male employees. "We are tired of being disrespected just because we are women, so we are standing up for a living wage because this is about our families, our kids," said Rebeca. Teamsters Local 630 has been leading the strike for Vistar/PFG employees in Ontario, CA fighting to show that equal pay for equal work is not a suggestion it is a demand. Vistar/PFG employees can use our help.

- 1) Use your voice to tell Vistar/PFG that we will not stand for lower wages for women employees by signing this petition: <http://ow.ly/Qtjg30f7Y>
- 2) Use your money to help aid their strike efforts: <https://www.gofundme.com/JusticeAtVistar>

The 2nd day concluded with multiple reports of organizing victories over the past year. There is a lot to be



he has done to keep our Retirees connected. Unfortunately Dennis couldn't make this year's event however, we want to echo Randy's sentiments and express how grateful we are for his dedication to his friends and fellow co-workers by organizing so many Retiree Reunions in the past. Randy next invited Secretary-Treasurer Steve Dayan to speak. Dayan stressed to the Retirees that, "We work for you. You are our history. We're following in your footsteps. If you need anything we will be there for you."

There were many door prizes raffled off to all in attendance as well as items for purchase in which the proceeds will go back into the fund for the Retiree Reunion next year. We would also like to acknowledge and thank Glenn Carter's wife Sue Carter for her time spent creating two beautiful quilts that were raffled off at the Banquet Dinner. Sue spent countless hours creating these gorgeous quilts to help raise



money for next year's Retiree Reunion. The second day of the Reunion started with a breakfast in which Dave Asplund & George Palazzo from MPIPHP were in attendance to give an overview of where MPIPHP (continued on pg. 11)



celebrated by the hands of Teamster Women and the wins for working people that have taken place over the past year. (To learn more about the organizing victories head to [www.teamsters.org](http://www.teamsters.org).)

Each year the Conference has many opportunities to give back. A bucket was passed to take collections for the victim of the recent Hurricanes that have destroyed homes and communities in Houston, Florida, Puerto Rico and the Caribbean Islands. In a mere 10 minutes the women of the conference had raised almost \$8,000 towards the IBT Disaster Relief fund supporting these communities. Throughout the 3-day conference there was also a school supply drive, a discussion about mental health awareness and the importance of self-care for those that are acting as caregivers to loved ones.

The Teamsters Women's Conference proved yet again to be a time for Women around the nation to connect, learn, grow and give back. Next year's location has yet to be announced, however we expect it to be another wonderful time for Teamster Women to gather in the name of Sisterhood to connect, grow, learn and support one another as they continue to represent a vast array of industries fighting for working people each and everyday.

Thank you to our International Brotherhood of Teamsters, Teamsters Local 657, and all who spoke, presented and attended the 2017 IBT Women's Conference. We can't wait until next year! If you want to learn more about getting involved in our Teamsters Local 399 Women's Caucus, email: [office@ht399.org](mailto:office@ht399.org).

# Q&A

WITH **STEVE DAYAN**

SECRETARY - TREASURER



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

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

**A** Organizing the 42 Cinelease warehouse workers into Local 399. We are currently bargaining the contract for both our Drivers and our new Warehouse workers.

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

**A** I expect the Producers will be asking us to accept a New Media sideletter in our 2018 negotiation. The renovations to the building were a challenge for the staff but we managed to work around the renovations.

**Q** How do you feel the Office remodel turned out? How do you think this will benefit the staff and membership?

**A** Just like we are trying to keep up with technological advances, it is important to a work place that supports our staff. Through this remodel we were able to begin the process of archiving and storing old information as well as make necessary renovations for the longevity of our building. By updating our landscape we are also able to conserve water. My favorite part of the remodel are the two murals that were painted on the sides of our building to showcase our Teamster pride.

**Q** How did you feel the Retiree Reunion went back in September?

**A** The Retiree Reunion was an excellent event! We are very grateful for Local 399 Retirees Randy White and Glenn Carter for all their efforts in organizing such a wonderful agenda. It was great to see some familiar faces and Retired Members that have been out of the industry for some time. If you're a Retired Member we would love to begin archiving photos from your time in the industry. Please email photos to [amy@ht399.org](mailto:amy@ht399.org) or call the Union Hall if you need help sending them over: 818-985-7374.

**Q** Upon reviewing the results of the General Membership Survey, what do you think you would like to improve for the Membership? What areas do you feel the administration is doing well based on responses?

**A** The overall the response to the survey was positive. I was happy to see that a majority of the survey participants felt that we are headed in the right direction and that our Business Agents are readily available to assist our Members with whatever they need. One thing our Members did ask for were more set visits. We heard you and plan to make more set visits going forward. I do want to stress that if you ever need a Business Agent to stop by your set, do not hesitate to call 818-985-7374. We are also working to revamp our Local 399 website and hope to have further integration between our Call Board system and our communications to our Membership.

**Q** What do you think is the benefit of using the Safety app that IATSE Local 600 developed?

**A** In our survey results there was an overwhelming amount of Members that said they would be more likely to report safety violations if there was an app that they could report anonymously from their phone. We are pleased to support IATSE Local 600 in their newly developed app that will help our Members to do just that. Check out the article in this Newsreel that explains how you can get connected. Safety on set is of utmost importance. We encourage Members to report any safety violation they see on set to protect all crew Members.

**Q** We have a New Member Orientation class coming up soon. Who should be taking this class and what benefit do you see from it?

**A** Our New Member Orientation class is essential for new Members. That said, we feel even our most seasoned Members might benefit from the information. In the class we discuss Teamster & Local 399 History as well as go over everything you need to know about getting involved in your Local. Join us on November 12th!

**Q** What is on the horizon for the final quarter of the year?

**A** We have upcoming negotiations with PRG as well as some other white paper contracts before the end of the year. We are also preparing for negotiations, which will take place with the AMPTP covering our "Black Book", Location Manager and Casting Director contracts next year, as well as our Universal Tours contract.

**Q** In light of the industry being extremely busy this past quarter, what advice would you give to the Membership?

**A** Make sure that you are keeping up with Contract Services training and paperwork and have your correct contact information in our Call Board and Titan databases. In light of being so busy we don't want you to miss out on work for any reason.



# ICG SAFETY APP



Safety on set should always be of utmost of importance. There is no excuse for unsafe working conditions. Our friends at IATSE Local 600 have now made it even easier to report safety violations right from your smartphone. In our recent Membership survey we had an overwhelmingly positive response from Members indicating they would be more prone to report safety violations they see on set if they could do so anonymously through an app on their phone. We are excited to share that the ICG Safety App is now available for use by ALL Locals. With approximately 2,500 downloads to date, a safety hazard reporting tool was introduced in October 2017 to facilitate two-way communication in real time. As a result, there have been 125 hazard reports submitted, 107 of them providing details on unsafe hours. Many of those have resulted in set visits and changed behavior.

**The ICG Safety App is available on Google Play and the App Store.** If you have any issues downloading the app please email [amy@ht399.org](mailto:amy@ht399.org). Any Local can report a Safety Violation through the App by leaving your Local name and number in the comments section of the report.

## PRACTICE SAFE SETS!

Report safety violations as you see them. Our Members and all those that work in the industry understand safety is of extreme importance. No one should be injured or harmed while making a movie.



(continued from pg. 9)  
is at regarding their benefits and any changes Retirees should expect. They were also available for questions after their presentation. After breakfast Randy and Glenn organized a great day of activ-



ities including a trip to the Carroll Shelby Facility & Nostalgic Street Rod Museum. In the late afternoon, our Retirees gathered to participate in a bowling tournament back at The Orleans Hotel. For those Retirees that love to golf, Steve Hellerstein also organized a tournament for those that chose to participate. Fun was had by all in whatever activities they chose to participate in. The 3-day event concluded after a breakfast on the final day. Local 399 again thanks Randy White, his wife Anita White, Glenn Carter and his wife Sue Carter for helping to organize such a spectac-

ular event. We hope to support another Retiree Reunion in 2018 and we hope you will join us if you missed this one!

## ATTENTION RETIREES

We are looking for photos from our Members' time working in the Industry! If you have photos to share we would love to archive them and share them with our Membership! We want to preserve the history of our Local while also showcasing your hard work and commitment to the Entertainment Industry while you were an active Member.



Email any photos you would like to share to:  
[amy@ht399.org](mailto:amy@ht399.org).  
If you have any questions please call the Union Hall at 818-985-7374.

Thank you for your dedication and contribution to Teamsters Local 399!



## OCTOBER IS BREAST CANCER AWARENESS MONTH!

This month we want to support our Sisters that have suffered or continue to suffer from this disease as well as the families behind these strong women and men that are diagnosed. Breast Cancer affects 1 in 8 women in the United States and is the most common form of cancer among women. Improvements in early detection and effective treatment have contributed to a 38 percent decline in breast cancer deaths in the U.S. between 1989-2014. We must do more to educate and encourage regular check-ups and donate to Cancer Research Foundations to support those that have been diagnosed.

This October we have been selling Breast Cancer Awareness T-Shirts & Tank Tops at the Union Hall. Proceeds from these shirts will go to the Saint Jude Medical Center. Learn more about the Saint Jude Medical Center here: [www.stjudemedicalcenter.org](http://www.stjudemedicalcenter.org) We will be selling these until we run out, so stop by the Union Hall soon to support our Breast Cancer Warriors fighting everyday, and those family members that have been directly affected by this fight.

# JOIN US FOR THE LOCAL 399 NEW MEMBER ORIENTATION

Did you just join Teamsters Local 399? Welcome!

We encourage both new and seasoned Teamsters to join us on November 12th at Pickwick Gardens for our New Member Orientation Class.

This class will give an overview of Teamster & Local 399 History, information about your Union benefits and ways to get and stay involved with the Local. We encourage any Local 399 Member that wants to learn more about how to get the most out of your Union to attend.

**Date: Sunday, November 12th**  
**Time: 9am**  
**Location: Pickwick Gardens**  
**1001 W Riverside Dr, Burbank, CA 91506**

Head to:  
[www.ht399.org](http://www.ht399.org) to register for the class.

If you have any questions please email [office@ht399.org](mailto:office@ht399.org).

## EVENTS

**October 2017**

### BREAST CANCER AWARENESS MONTH

This October we have been selling Breast Cancer Awareness T-Shirts at the Union Hall. Proceeds from these shirts will go to the Saint Jude Medical Center. Learn more about the Saint Jude Medical Center here: [www.stjudemedical-center.org](http://www.stjudemedical-center.org)

Stop by the Union Hall to purchase a shirt. A photo of the shirt design can be found inside this Newsreel.

**November 12th, 2017**

### NEW MEMBER ORIENTATION

Where: Pickwick Gardens  
When: 9am

We encourage both new and seasoned Teamsters to join us on November 12th at Pickwick Gardens for our New Member Orientation Class. This class will give an overview of Teamster & Local 399 History, information about your Union benefits and ways to get and stay involved with the Local. We encourage any Local 399 Member that wants to learn more about how to get the most out of your Union to attend. Head to [www.ht399.org](http://www.ht399.org) to RSVP.

**January 21st, 2018**

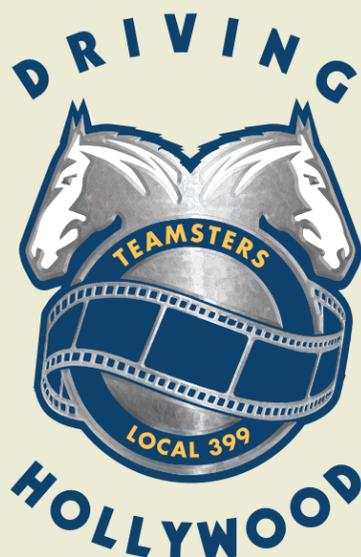
### 1ST GENERAL MEMBERSHIP MEETING

Where: Pickwick Gardens  
When: 8am

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

## 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

- ★ **Our Union Hall renovations** are now complete! Check out photos from the Office renovations on our website: [www.ht399.org](http://www.ht399.org) or social media accounts.
- ★ **Please remember the safety guidelines** and report anything you feel might be unsafe to the Production and or Local 399. Download IATSE Local 600 Safety App to report anonymously.
- ★ **With the CHP doing enhanced enforcement** and Commercial Companies choosing to become compliant, it's important that Drivers remember to carry their current License and Medical Card – consider taking a picture of both.
- ★ **Coordinators and Captains please remember** to include Chef / Drivers on your run-downs. We have many companies that support the industry that we are seeking to organize in the coming months.
- ★ **If you don't know about new CDL requirements** when renewing your license, go to [www.ht399.org](http://www.ht399.org).
- ★ **Interested in fighting back** against proposed 'National Right to Work' legislation? Stop by the Hall to pick up your anti-Right To Work bumper stickers and buttons. Show you're Union Strong & Proud!
- ★ **Remember to check your roster status** with CSATF. If you are not listed on the roster in good-standing you are not eligible to work and could be at risk of losing pension benefits, health benefits and days towards your seniority.
- ★ **Always fill out a logbook even if your employer doesn't require it.** Fines for not caring a logbook and violations could add up to thousands of dollars. The front office at the Local has free logbooks. This is especially critical for the drivers on Commercials since the productions don't believe in complying with the Federal Motor Carrier Administration (FMCSA).
- ★ **Please continue to notify the callboard** if animals are working.
- ★ **When working on production and you see trailers** that were not delivered by Teamsters. (For example, small dressing room trailers) Please call a Union Representative.
- ★ **There is always a Business Agent available over the weekend.** If you have any issues when the office is closed please contact: (818) 397-2131.

## 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.

Jason Allen	Randall Duryea	Amy Ness
Charles Arebalo	Jeff Foster	Scott Salzman
John Armstrong	Timothy Grace	Guy Small
Stuart Barter	Kit Hendrickson	Dennis Ward
John Campbell	Roger Huffman	George Williams
Balbino De Guzman	James Jones	Ronald Wicks
	Frederick Magallanez	

## OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since January 2017. 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:

Amador Barrios	Klaus Holthaus	Stephen Smith
Harold Davis	Niels Irgens-moller	George Spicer
Robert Guillory	Walter Kightly	Frank Tucker
Pete Hernandez		Greg Vangorder

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### 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)