

TEAMSTERS LOCAL 399

— SISTERS —

TEAMSTERS LOCAL 399

— BROTHERS —

# WE CHOOSE UNION!

## GREETINGS SISTERS & BROTHERS

I am very happy to announce that we successfully extended the California Film & TV Tax Credit for another 5 years, through June of 2025! I can't thank our Membership enough for their support in getting the Credit extended. What this means is that we have guaranteed employment for our Members for the next seven years. I'd like to give my heartfelt thanks to everyone who helped make this a reality. The staff worked very hard to get the incentive passed. That is the power of the Labor Movement in action!

Unfortunately, with this good news, there also came some bad news.

The Supreme Court ruled in favor of Mark Janus, handing down a decision that will set the Labor Movement back. But we can and MUST fight back. Your voice is needed now more than ever

because the strength and power of this Local comes from each and every one of YOU. We are able to bargain better conditions because we bargain together, not by ourselves. "Together we bargain, divided we beg". We have to actively engage our elected officials and let them know that what matters most to us is protecting working families and their ability to bargain decent health, pension, wages and working conditions for all Americans. We will be asking you to write, phone and march for what we believe are the basic rights of all Americans: to organize and bargain collectively.

The most important thing you can do is actually the easiest - Vote. Vote for leaders and legislation that supports working families, not the wealthy. I'm counting on all of you to help us reach the goal of a better life for working families.

As you already know, all of our major contracts are expiring this year. The negotiations that began back in April between the IATSE and the AMPTP have stalled. The main issues for the IA are: increasing contributions to our Pension and Health Plans, New Media (specifically residuals), and improving working conditions. They are scheduled to return to the bargaining table near the end of July and even if they successfully conclude negotiations, it means Local 399 will not be bargaining our successor "Black Book" and Location agreements until after our contracts expire on July 31, 2018. Make sure you are signed up to receive emails from the Local to stay up-to-date.

I am pleased to announce our \$200,000.00 settlement agreement with the HBO production of "Big Little Lies." Check out the article in this Newsreel to learn more about this grievance and the Members that benefitted. My thanks to President Kenny Farnell for helping resolve this grievance and congratulations to our Members who received checks!

I'm happy to report that the Universal Studios Tour group ratified their contract at a specially called meeting on May 8, 2018. Local 399 Business Agent Ernie Barraza and I worked very closely with this group to determine the key issues and were able to address many concerns during the negotiations. We got a very good contract thanks to the hard work of our USH Negotiating Committee that included: Jesse Jackson, Frank Duarte, Jim Brigham, Jim Sullivan, Travis Lucas, Roscoe Molina and Matt Delgado. I'm extremely proud of them and Ernie for their insight, input and solidarity during our negotiations.

I want to welcome our newest Local 399 Brothers - the workers at Quixote Grip & Lighting in Pacoima. These Quixote workers will soon be negotiating their first contract on their path to becoming

Members of our great Union. Congratulations to them for standing together! Read more about the organizing efforts in this Newsreel.

We will be hosting our annual Retiree event this September in Las Vegas at the Golden Nugget. We have many great events planned for our Retirees, so please look for the announcement in this Newsreel and remind any Retirees you know about the event. I also hope you're planning to attend our Car & Motorcycle show on August 25th at Woodley Park.

For more information, please see the article in this Newsreel.

Congratulations to all of our Leo Reed Scholarship recipients! Please take the time to read what they wrote about growing up in a Teamster family. It reminded me of why I came to work here so many years ago. I'm so proud to belong to this organization and I know the vast majority of our Membership feels

the same way.

Lastly, I would like to address a very serious and distressing matter. We've had some tragic deaths in our ranks this past year due to mental health issues. I want to remind you all of the great benefits available to you through MPIPHP. If you or a family member are struggling with depression or having suicidal thoughts, I urge you to utilize the mental health benefits available to you. Reach out to someone, there is no shame in asking for help. There is more information in this Newsreel regarding all of the support available to you.

**I wish you all a healthy, happy and prosperous summer!**

*Fraternally, Steve Dayan*

Teamsters Local 399 Secretary-Treasurer



Local 399 outside of State Capital before lobbying for extension of California Film & TV Tax Incentive.

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# THE BiZ

## THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

# TV Series 'Good Girls,' 'You' RELOCATE TO CALIFORNIA TO RECEIVE TAX CREDITS



NBC's sitcom "Good Girls" and Horizon Scripted Television's "You" are relocating to California for their upcoming seasons and have been conditionally approved to receive a combined \$15.4 million in tax credits.

By Dave McNary

California's Film and Television Tax Credit Program 2.0 made the announcement Monday, noting that the expanded program is starting its fourth year with a total of 15 series having relocated to the Golden State, thanks to the incentive.

"Good Girls" is relocating for its second season from Atlanta and is due a \$9.3 million credit. "You" is moving for its second season from New York City and will receive a \$6.1 million credit.

"Year-four of California's expanded tax credit program is off to a great start with a pair of relocating TV series and last week's passage of legislation to extend the program for another five years," said California Film Commission Executive Director Amy Lemisch. "We're bringing long-term, high-quality jobs in-state as we reaffirm our commitment to fighting runaway production."

"Good Girls" is California's first relocating TV series from Georgia, while psychological thriller "You" is the fourth from New York. "The Affair," "The OA" and "Sneaky Pete" relocated from New York previously. The program, which allocates as much as 25% of the budget to credits, was more than tripled in size in 2014 to \$330 million annually to compete effectively with incentives in New York and Georgia. The program is overseen by the California Film Commission, which selects TV and movie projects partly based on the number of jobs created.

"We're excited to bring 'Good Girls' to California and employ hundreds of California workers on an important series for NBC and Universal Television," said Jerry DiCario, executive VP of production operations for Universal Television. "We look forward to many years of continued

success in California and are grateful to the Governor, state legislature and California Film Commission for making this possible."

Set in Michigan, "Good Girls" plans 103 shoot days in California for its next season. "You" plans 80 shoot days. The film commission said the two series are on track to employ 420 crew, 429 cast and 7,060 extras (including stand-ins) in California and spend \$61.4 million in qualified expenditures (defined as the portion of total expenditures allocated for wages to below-the-line workers and payments to in-state vendors).

In addition to the two new relocating projects announced today, 26 recurring series in various stages of production are currently in the program and eligible for tax credits — including "The Affair," "Ballers," "I'm Dying Up Here," "Lucifer," "Veep" and "Westworld." Since the launch of Program 2.0 in 2015, a total of 66 television projects have been accepted.

On June 27, California Gov. Jerry Brown signed an extension of California's production tax credit program for five years beyond its 2020 expiration with \$1.6 billion in credits. Since the expansion, the program has helped to relocate a total of 13 series to California, including Amazon's "Sneaky Pete," FX's "Legion," and HBO's "Ballers." Feature films covered under the program include Disney's upcoming "Captain Marvel" and Paramount's "Transformers" spinoff "Bumblebee." The commission announced April 9 that it had selected two relatively big-budget films — "Ford v. Ferrari" and "Coming 2 America" — as recipients of the production tax credit along with seven other projects for a total of \$55 million in incentives.



# LEO T. REED 2018 SCHOLARSHIP WINNERS ANNOUNCED!

We are happy to announce the winners of our 2018 Leo T. Reed Scholarship Award! We want to first and foremost thank all of our applicants for their very thoughtful responses. The students that applied made the selection process very difficult. We want to thank the Los Angeles County Federation of Labor for taking the time to review each application and thoughtfully select our 10 winners. We are so proud of each and every one of the students for their dedication to furthering their education after High School. We wish all of our applicants the best of luck on their future academic paths.

Congratulations to our 10 winners below! Each of these students received a \$2,500 Scholarship to the institution of their choosing. Each winner is pictured below with his or her answer to the question: "What Does the Teamsters Union mean to you?"



Tobias Hess

"Thankfully my Father was able to be given a life-saving treatment quickly, and not at the cost of my family's financial security. It's not lost on me that this is a luxury many people do not have, and I would not have, if it were not for the expansive healthcare plan the Teamsters have fought for. Unions advocate for the dignity and rights of working people and ensure people like my Father do not suffer, or die, when there are available cures."  
Parent: Local 399 Casting Director Heidi Levitt



Pohai Reed

"The Teamsters Union means belonging to a Union that's full of hardworking people, who care about the job they're getting done. It teaches leadership, hard work, and learning lessons that will affect me all the way through the rest of my life."  
Parent: Local 399 Driver Charles Reed



Blake Hill

"Being a Teamster means you belong to one of the strongest Unions in the world. Teamsters are Members who are benefited by having fair and secure wages, jobs, pensions and health benefits. The Teamsters Union is committed to excellence and representing their Brothers and Sisters. Having my Father as a Member of the Teamsters Union brings me feelings of security, as I know he is backed by an organization with a longstanding tradition of providing quality service to its Members. I am proud to be affiliated, by way of my Father, with a movement that people are working hard to advance."  
Parent: Local 399 Driver Jeffrey Hill



Grace Cawley

"Over the years, my Dad has taught me that the Teamsters Union means family, loyalty and strength. My Grandfather has been a lifelong Teamster in 399 and now my Father and Uncle are as well. Using their experiences over the last several decades, they have taught me the importance of organized Labor and the benefits it allows everyone — not just its Members. The Teamsters Union has given my family quality of life and opportunities we wouldn't have had without it."  
Parent: Teamsters Local 399 Transportation Coordinator James Cawley



Maurkaila Bull

"The Teamsters Union means an organized collaboration between workers that band together to solve issues regarding pay rates and benefits. The Teamsters Union is a form of communication used to voice the opinion of workers between employers. It is a chance for all workers to receive all things needed in the workplace."  
Parent: Local 399 Driver Rene Guy



Morgan Lee

"To me, the Teamsters Union is family. Teamsters Union has always supported my family financially. Continuously providing us with a steady income for food and school and supplies to survive. The Teamsters Union has and will always be there for you."  
Parent: Teamsters Local 399 Driver Robert Lee



Kylie Eichberg

"I grew up around Teamsters and that provided me with a sense of community, specifically, the Local 399 Animal Trainers taught me animal husbandry and the importance of conservation. This community supported my Mother and I during rough portions of our lives and gave me the courage to push past my differences."  
Parent: Local 399 Animal Trainer Melinda Eichberg



Sawyer Alter

"I learned that people with all different backgrounds can come together with the same goal in mind to help create some of the most amazing movies to hit the silver screen. The Teamsters have allowed my dad to earn a fair wage for his hard work to provide for my family. Without the incredible health insurance that the Teamsters provided for us, I ran the risk of burdening my family with astronomical medical expenses. Thankfully because my dad is a Teamster that didn't happen."  
Parent: Local 399 Location Manger Jeremy Alter



Bryce Roark

"The Teamsters Union is a symbol of equality to me. They show the advancements humanity has made in their attempts at a truly equal nation. This Union shows the diversity and unity that a group of people can bring to the people of America. Without the Teamsters Union, millions of workers would be left without the help of the strongest Union in North America."  
Parent: Teamsters Local 399 Driver Nathan Rollins



Bryan Garcia

"The Teamsters Union to me means better benefits, better working conditions and a better living environment. Thanks to my Father's 14years of being a hardworking Member, I now have the opportunity to be the first in my family to attend college."  
Parent: Local 399 Driver Onas Garcia

# JOBS! JOBS! JOBS!

## CALIFORNIA FILM & TV TAX INCENTIVE EXTENDED TO 2025!

It has been a busy Quarter in regards to our California Film & Television Tax Incentives. On June 27th Governor Jerry Brown officially signed the California State Budget and with that the extension of our Film and Television Tax Incentives through June 2025. This win for the Motion Picture Industry was heavily fought for, mostly behind the scenes, for over a year by our dedicated Entertainment Union Coalition comprised of: International Brotherhood of Teamsters Local 399, California IATSE Council (CIC), Directors Guild of America (DGA), LiUNA Local 724, and SAG AFTRA. Countless strategic meetings, trips to Sacramento, and the mobilizing of our collective Memberships, encouraging Members to share their success stories, is what afforded us the opportunity to see the Film & TV Tax Incentive extended prior to its expiration in 2020.

Knowing the nature and intricacies of our Industry, the Entertainment Union Coalition determined it was imperative to get an extension for the tax incentive long before its expiration. Producers plan where to take their productions long before anyone is hired on as crew. That said, guaranteeing our tax incentive continues, means California will remain a competitive option to shoot, with the promise of many more years of continued employment.

More important than producers having a sense of faith and security in California as the heart of the Entertainment Industry, is the assurance of work to our Membership and other below-the-line workers in the Entertainment Industry. There is no doubt about it — Program 2.0 of our Film & TV Tax Incentive successfully revived our Industry here in California and it kept our Members at home with their loved ones.

Teamsters Local 399 has had some of the busiest times in years, maintaining employment at an unprecedented rate, and much of that has to do with our Film and TV Tax Incentive luring productions back and making California the number one choice for filming. In 2014 when we worked to pass the California Film and Television Tax Credit Program 2.0, we told the Legislature it would

**There is no doubt about it — Program 2.0 of our Film & TV Tax Incentive successfully revived our Industry here in California and it kept our Members at home with their loved ones.**

bring productions back and would turn around the lack of work our Members faced. Now, four years later, more than 45,000 of our collective Members — working Californians — have been re-employed or employed thanks to Program 2.0, with \$ 2.3 billion in wages paid to below-the-line workers since its inception.

We thank Governor Jerry Brown for signing SB 871 and we must thank the bill's authors, Majority Leader Ian Calderon and Senator Holly Mitchell for standing steadfastly with us from the beginning and getting us where we are today. Their

commitment to ensuring good, middle-class jobs in the Entertainment Industry remains here in California is one that we are very grateful for. Outside of the direct jobs that the tax incentive helps generate, both Mitchell and Calderon saw the overarching impact this bill also had on California's economy, as

well as on local businesses throughout the state. We would not have gotten the extension of our tax incentives this year if not for Calderon and Mitchell's unwavering support. We also want to thank Pro Tem Atkins and Speaker Rendon for

Local 399 with Co-Author of our CA Film & TV Tax Incentive bill, Senator Holly J. Mitchell!



Local 399 Member Timothy Hillman with Local 399 Staff outside of State Capital lobbying for CA Film & TV Tax Incentive extension.

helping ensure this program was part of the 2018 California budget, as well as Teamsters Joint Council 42 President, Randy Cammack, Art Pulaski and the California State Federation of Labor, Rusty Hicks and the L.A. Federation of Labor. Special thank you to Local 399 Vice President and Business Agent Ed Duffy for his tireless work representing our Local 399 Members throughout this process, the entire Entertainment Industry Coalition and of course our Members for sharing their stories of how the tax incentive has benefited them and their families. This win for below-the-line, Motion Picture Industry professionals is a perfect example of what happens when working people stand together. Because Unions and Guilds joined together we were able to elevate the voices of working people and share the impact this incentive has had on the lives of so many families and hard-working individuals in California. We also want to thank FilmLA, the California Film Commission and Film Liaisons in California for not only helping to tell the stories of our Members,



We are grateful to all our Local 399 Members that shared their stories of how our CA Film & TV Tax Incentive has benefited them & their families.

but also for providing up-to-date reporting on the financial impact of our Film & TV Tax Incentive Program 2.0. These reports provided thorough statistics that helped to communicate the impact this incentive has had on jobs created, income generated and the overall success of productions that were recipients of the tax incentive. The extension of our Film & TV Tax Incentive is a win that can be celebrated by all working people in the Industry and throughout California. We attribute the efforts of strong collective worker power for this win, and we look forward to a busy 7 years of filming and beyond.



Local 399 Member Kent Matsuoka with Local 399 Staff and Co-Author of our CA Film & TV Tax Incentive bill, Majority Leader Ian Calderon.



Local 399 with Co-Author of our CA Film & TV Tax Incentive bill, Senator Holly J. Mitchell!

## BIG LITTLE LIES Grievance Settlement



Great shot of "Big Little Lies" Season 2 Basecamp! We are proud of our hardworking Members working on this huge production.

"Big Little Lies" is a dramatic television mini-series based on a 2014 New York Times best-selling novel by Liane Moriarty. The television mini-series premiered on HBO in February of 2017 and this 7-episode mini-series was an instant hit. With a cast as powerful as the content of the show, it came as no surprise that it won 8 of the 16 Emmy Award Nominations and also took home numerous Golden Globe Awards. The powerhouse cast is comprised of big names such as Nicole Kidman, Reese Witherspoon and Shailene Woodley. The storyline closely follows the lives of 3 mothers tangled in their own emotional turmoil with their close friends and acquaintances in an affluent community in Monterey, California. The show tackles themes of emotional and physical abuse and centers around a murder investigation. The first season of this show was no small feat to produce, with many of our Local 399 Drivers and Location Professionals working on the production. The show split its time between Los Angeles and Monterey to help tell the story of these character's lives. What originally was intended to be a one-season mini-series, following the original novel's plot line, began filming season 2 in March of 2018. It has been reported that the cast enjoyed working together on the production so much so that they continued the storyline past the novel's ending and the premiere of the 2nd season will air in March of 2019 with the addition of A-list Cast Member, Meryl Streep.

Due to this production starting off as a mini-series, with no intention to produce a 2nd season, the original Driver rates for this show were set at Movie of the Week rates. However, with the series getting picked up for a second season, Secretary-Treasurer Steve Dayan and President Kenny Farnell filed a grievance on behalf of our Drivers for retro pay because our 399 Drivers that worked on the 1st season should have received episodic rates for season 1 instead of MOW Rates because the Company produced an unexpected 2nd season. Local 399 Driver Jorge Vasquez explained, "The cast was awesome and easy to work with, and with such a popular cast, I'm glad they did a

second season and hope they come back for another. We were very surprised to see another season since it was supposed to be a one-season mini-series. Thanks to our Local 399 Representatives backing us up at the Union, the retro checks were a great surprise. We go from show to show and at

times once the show is over we don't think about our rates. The second season has just made us all come back and feel like we never left. Kind of like a family reunion." After a couple months of negotiating with the company Dayan and Farnell were able to settle the grievance and won over \$200,000 in wages to be paid retroactively back to our Local 399 Drivers on that show. The checks the Drivers received ranged in amounts based on how long they worked on the initial season.

"I'm beyond excited that our Members were able to take home some extra cash for their much-deserved efforts on such a highly acclaimed show. In light of the changes to the show's original schedule, our Members deserved to be made whole and paid the proper Episodic rates. We are grateful to the company for their efforts to correct this situation quickly and recognize that their crewmembers are



Secretary-Treasurer Steve Dayan & President Kenny Farnell on set of "Big Little Lies" Season 2 passing out checks to our Members that worked on the first Season.

just as important as the cast when it comes to bringing a television show to life." Secretary-Treasurer Steve Dayan. After receiving and processing the checks from the Company, Dayan and Farnell visited the Basecamp of "Big Little Lies 2" at Zuma Beach to hand out some of the checks to Drivers that are still working on the production in its second season.

"It's a great day when you can visit a show and hand out checks to your Members," said Teamsters Local 399 President Kenny Farnell. "I loved working on Season 1 of "Big Little Lies", it was a lot of fun and I was proud that I could contribute in any way to the production. It was

fun to film both here in Los Angeles and in the beautiful city of Monterey, where we were often met with such appreciation from the Community for showcasing their beautiful town and supporting their Local Business." Teamsters Local 399 Driver Patsy Rust.

When asked about the excitement surrounding being awarded a check for her time working on Season 1, she replied, "I was totally surprised by getting a check for my time working on Season 1 of "Big Little Lies". It was totally unexpected. This additional check helped me pay for my upcoming vacation to visit my family in Sonoma County to attend my Brother's wedding." Patsy continued, "I really feel represented now by my Local and our Business Agents. I have never had this much contact with the Union until the last couple years. It has caused me to attend more meetings and try to get involved where I can because I'm really happy to be a Teamster now and grateful for those at the Union Hall that work to support us each and every day." "The extra cash will sure make this summer



Local 399 Drivers Patsy Rust & Jorge Vasquez working on Season 2 of "Big Little Lies" with check in hand!

a lot easier on my family since the kids never stop and the bills keep coming; working or not," said Jorge Vasquez. "Being a part of the Union has been a life changing experience for me and my family, without it I don't think we'd be able to have and experience the things we have so far. Everyone at the Union Hall is very personable, making me really feel comfortable to talk to anyone and I am not afraid to ask questions at anytime. It was great to see Steve and Kenny come out and give us our checks in person other than just a check in the mail. Thanks for all

you do behind the scenes. The things Members don't often see."

The second season of "Big Little Lies" is set to premiere in 2019. As the production continues to film we wish every cast and crew Member a safe and fun shoot. We hope that each of the Drivers that were awarded a retro check will be able to enjoy the extra cash this summer.

**If you worked on "Big Little Lies" Season 1 as a Driver and believe you should be receiving a check but have yet to receive one, please contact Business Agent Kenny Farnell at the Union Hall: 818-985-7374 or email him: KFarnell@ht399.org.**

# SPOTLIGHT

## Local 399 Shop Stewards

The job of a Union Shop Steward is one of the most challenging, rewarding and important jobs in our Union. Shop Stewards at any Local are on the front lines of our fight for working people and their families to develop a strong and active Union.



Shop Stewards have an enormous impact on our Members' respect and trust in the Union. Stewards are also the one Union person Members see most often at work. In the eyes of many Members, a Shop Steward is the Union. A Local 399 Shop Steward, more than any other Union leader or activist, has the opportunity to energize and mobilize the source of our Union's greatest strength: our Membership.

Stewards take on a number of roles in the Union: providing leadership in the workplace; organizing co-workers to take collective action; communicating with workers, Union leaders and management; and representing Members. Shop Stewards take an active role in engaging the Membership - a vital role because Member involvement in Union activities and Union actions creates Union power. A strong Union is better equipped to protect workers' rights and fight for improvements in wages, hours, and working conditions including quality of life on the job.

We take great pride in our Local 399 Stewards and are grateful for all they do for our Membership. At a training we held for our Shop Stewards in April, we discussed the importance of the visibility of our Shop Stewards to the Membership. Since many of our Members rarely work at the same production or facility each day, we wanted to provide a way for our Members to easily identify who their Local 399 Shop Stewards are. We have provided a photo of each of our Shop Stewards indicating where they work or who they represent. We will also be adding a section in our new Local 399 App (Coming Soon!) that allows you to easily call or email a Local 399 Shop Steward with any questions. Our 399 Shop Stewards invest a lot of time in learning how to better represent the Membership and we look forward to helping the Membership connect with each of their Stewards.



**Charlie Gutierrez**  
24/7 Deliveries  
Shop Steward  
Local 399 Member:  
24 Years



**Taka Stephens**  
ABC Office  
Shop Steward  
Local 399 Member:  
17 Years



**Alesia James**  
ABC Office Shop  
Steward  
Local 399 Member:  
33 Years



**Dalhaji Williams**  
ABC TV Network  
Local 399 Member:  
20 Years



**Allen Hooper**  
Associate  
Casting Director  
Shop Steward  
Local 399 Member:  
11 Years



**Margery Simkin**  
Casting Director  
(Features) Shop  
Steward  
Local 399 Member:  
12 Years



**Gary Zuckerbrod**  
Casting Director  
(Television)  
Shop Steward  
Local 399 Member:  
12 Years



**James Fischer**  
CBS Studio City  
Shop Steward  
Local 399 Member:  
17 Years



**Edward Arriola**  
CBS Television Shop  
Steward  
Local 399 Members:  
27 Years



**Carlos Saravia**  
Cinelease, Inc (Driver)  
Shop Steward  
Local 399 Member:  
10 Years



**Apeo Afati**  
Cinelease, Inc  
(Warehouse)  
Shop Steward  
Local 399 Member:  
1 Year



**Felipe Leal**  
Scenic Expressions  
Shop Steward  
Local 399 Member:  
12 Years



**Eddie Canett**  
Disney Studios  
Shop Steward  
Local 399 Member:  
27 Years



**Armando Santana**  
Fox Studios  
Shop Steward &  
Executive Board Trustee  
Local 399 Member:  
14 Years



**Devon Hyde**  
Herc (Drivers)  
Shop Steward  
Local 399 Member:  
7 Years



**Dave Richardson**  
Herc (Mechanics)  
Shop Steward  
Local 399 Member:  
12 Years



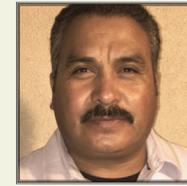
**Serafin Silva**  
Hilltop SVC, Inc  
Shop Steward  
Local 399 Member:  
11 Years



**Art Barcenas**  
Omega Shop Steward  
Local 399 Member:  
29 Years



**Micah Small**  
Paramount  
Shop Steward  
Local 399 Member:  
10 Years



**Jauregui Alonso Estrada**  
Paskal Lighting  
Shop Steward  
Local 399 Member:  
6 Years



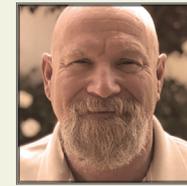
**Hector Olivares**  
PRG Shop Steward  
Local 399 Member:  
- In  
Contract Negotiations



**Calvin McDowell**  
Quixote Shop  
Steward & Executive  
Board Trustee  
Local 399 Member:  
6 Years



**Francisco Sandoval**  
Sony Shop Steward  
Local 399 Member:  
25 Years



**Tommy Ray Smith, Jr.**  
Universal Studios  
Shop Steward  
Local 399 Member:  
31 Years



**Jesse Jackson**  
Universal Tours  
Chief Shop Steward  
Local 399 Member:  
11 Years



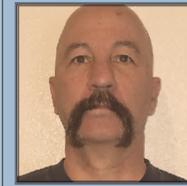
**Frank Duarte**  
Universal Tours  
Shop Steward  
Local 399 Member:  
17 Years



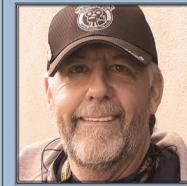
**James Brigham**  
Universal Tours  
(Mechanic)  
Shop Steward  
Local 399 Member:  
28 Years



**Roscoe Molina**  
Universal Tours  
(Mechanic)  
Shop Steward  
Local 399 Member:  
13 Years



**Joe Lopprino**  
Universal Tours  
(Valencia) Shop Steward  
Local 399 Member:  
13 Years



**Bruce Callahan**  
Warner Bros.  
Shop Steward  
Local 399 Member:  
22 Years



**Guy Dean**  
Warner Bros.  
(Mechanics)  
Shop Steward  
Local 399 Member:  
15 Years



**David Schramm**  
York Transpo  
Shop Steward  
Local 399 Member:  
17 Years



Some of our Local 399 Shop Stewards at a Training hosted by Sally Payne from the IBT back in April

# JANUS = vs = AFSCME

## WHAT DOES IT MEAN FOR ME?

As many of you have heard by now, on June 27th the Supreme Court in a 5-4 decision overturned more than four decades of precedent by making fair share fees for Public-Sector workers unconstitutional in the Janus v. AFSCME case. From day one, this case was backed and funded by billionaire corporate extremists, like the Koch Brothers, to divide working people and pad the pockets of the wealthiest among us at the expense of the workers who create their profits.

### So what exactly does this decision mean for Public Sector Unions?

Simply put, this case forces all Public-Sector Unions in California and across America into Right-to-Work.

### WHAT IS RIGHT-TO-WORK?

"Right-to-Work" for less, as it is more commonly known in the Labor Movement, is an attempt by wealthy CEOs and corporations to forward their own agenda at the expense of working people by making the collecting of fair share fees, or dues, unconstitutional. This allows for some people to benefit from Union contracts, services, and representational activities without paying anything. Over time this sort of structure weakens Unions, disrupts solidarity and works against working people across the bargaining table when fighting for higher wages, great benefits and better working conditions.

Proponents of this legislation claim that it prevents workers from being "forced" to join a Union, but this is already the case. "Right-to-Work for less" legislation is really meant to strip Unions of their ability to support pro-worker candidates and legislation in favor of corporate interests.

Many states that have already gone "Right-to-Work" have seen serious consequences such as:

- Higher poverty rates
- Fewer Workers with health insurance
- Workers pay more out of pocket for insurance costs
- Higher infant mortality rates
- Less investment in education
- Higher workplace fatalities
- Lower wages & more

The truth is Unions are more relevant today than ever before. Unions need more bargaining power, not less, to adequately protect and fight for worker's rights. Fewer dues paying Members in our Local would weaken our ability to lobby for pro-worker legislation, such as our Film & TV Tax Incentive, and reduce the services we provide to our Sisters & Brothers in the Entertainment Industry.

### HOW DOES THE JANUS DECISION CURRENTLY IMPACT TEAMSTERS LOCAL 399 MEMBERS?

Our Industry is Private Sector, so for now, no changes will immediately take place for our Membership from the Janus decision. However, the attacks against working people will continue. As we have mentioned before, we are still tracking a National Right-to-Work bill that has been circulating in Congress and currently has 123 Republican co-sponsors. A National Right-to-Work bill would take on both Public and Private Sector Unions. Despite living in the labor friendly state of California, a National Right-to-Work bill would affect the entire Entertainment Industry and our Members who are part of it. The purpose of sharing this information is not to scare our Membership, but to instead prepare

you for what is on the horizon and discuss the ways in which we can stand in Solidarity to fight back. Across California, Union families, our friends, neighbors, elected leaders and allies are standing up to send a clear message that no Janus Court Decision can extinguish the necessity of working people standing together to make the American Dream possible for everyone. Because we know that when working people stand together, amazing victories are achieved. We need our Members to stand with working people



Teamsters Local 399 Members at City Hall for the Union Strong Rally hosted by the Los Angeles Federation of Labor.

today to not only condemn the Janus decision, as well as other attacks on working people, but to amplify the need for strong unions to fight back against an economy that's rigged for the advantage of the wealthy and powerful.

### WHAT ARE SOME WAYS TO STAND WITH WORKING PEOPLE?

1. Issue a statement condemning the Janus decision and supporting the work Unions do to build strong communities in California. Join us on social media to support Unions using the hashtag #UnionStrong.
2. Follow our Teamsters Local 399 social media pages: Facebook, Twitter & Instagram for updates regarding how working people are standing together to organize, fight back and win for all working people and families. Also, if you are not receiving email or text message updates from us, make sure to sign up here: [www.ht399.org/our-members/get-connected/](http://www.ht399.org/our-members/get-connected/)
3. Continue to urge elected officials to talk about the value Unions provide to working people and families across California and our Nation.
4. We encourage all of our Members to take a



stand for working families by contributing to D.R.I.V.E. (Democrat, Republican, Independent, Voter Education). Your contribution will support grassroots action by Teamster families to stand up to Big Business interests and your membership to D.R.I.V.E. will help elect political candidates who care about working people.

### HOW YOU CAN SUPPORT D.R.I.V.E.

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

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

- ★ Make an Online Contribution or have your Family Members and Friends support the partner fund TEAM: <https://teamster.org/teamfund/contribute>

- ★ Sign up to receive "Action Alerts" from D.R.I.V.E. "Action Alerts" will provide you with simple ways to get involved in the ongoing efforts of D.R.I.V.E. Sign up at: [teamster.org/content/drive](http://teamster.org/content/drive)

- ★ Members working under our Commercial and Universal Tours Agreements that are interested in making direct contributions through payroll deductions, please email: [office@ht399.org](mailto:office@ht399.org)

4. Make sure you VOTE! Make your voice heard – VOTE! Exercise your power and make your voice heard by making sure you are registered to vote. The best way to support working families is to elect Candidates that support middle-class workers and families across the Nation. We need our Elected Officials to work for all and support the efforts of Unions that are fighting for good wages, fair working conditions, health and retirement benefits and more for all workers. If you are a Resident of California and you want to register to vote simply head to: [registertovote.ca.gov](http://registertovote.ca.gov).

5. Sign a Teamsters Local 399 Solidarity Card (Coming Soon!) We will be organizing an internal Solidarity Drive to show that no matter what attacks come at Teamsters Local 399 Members in the coming months, we choose Union and will stand together in the fight for higher wages, great benefits and better working conditions. Stay tuned for more information.

If you have any further questions about the Janus Decision or "Right-to-Work" legislation please contact the Union Hall and ask to speak to your Business Agent: 818-985-7374 or email [office@ht399.org](mailto:office@ht399.org)

## CONTRACT & ORGANIZING UPDATES

### QUIXOTE WAREHOUSE WORKERS ORGANIZING WIN!

On June 21st the Quixote Grip & Lighting Warehouse workers voted to become Members of Teamsters Local 399. This dedicated group banded together in order to

questions their co-workers had, and also explained the power that workers have on the job when they are part of a Union family. Local 399's organizing efforts with our Cinelease workers inspired and encouraged these workers to reach out to Local 399 for representation with the support of the rest of their group.

On May 5, 2018, Business Agent Joshua Staheli was informed of the Quixote Warehouse Workers desire to organize. Realizing there was already support from a majority of the group, Joshua walked them through the process of gathering authorization cards and worked



Local 399 Members & Staff at the Quixote Warehouse in Pacoima California leaving after Union Buster Alex Castillas refused to engage in a public debate.

fight for fair wages and working conditions. The grip and lighting warehouse workers at Quixote are a very busy unit with a wide range of responsibilities, doing everything from driving, going out to locations, packing up and restocking equipment and more.

This committed group of workers decided that they wanted Union representation to fight for better wages and working conditions on the job and they chose to affiliate with Teamsters Local 399. In light of how busy this department is during the day; meal and rest breaks would often be neglected in order to keep up with the demands of the job.

In December of 2017, Quixote warehouse workers began having discussions about what it would take to actually become part of a Union. One of the employees who was familiar with organizing, mentioned that the first step is to chat with their co-workers and see who else would be interested in embarking on this process. The employee stressed that these discussions must be kept quiet for fear that the company would catch wind of it, making their organizing efforts more difficult. Before even deciding which Union to contact for support, the Quixote Warehouse Workers were organizing their own meetings after work at a nearby park to answer any



Quixote Grip & Lighting Warehouse Workers standing strong to Organize!



Quixote Grip & Lighting Warehouse Workers with Business Agent Joshua Staheli showing their Teamster Pride wearing our Local 399 logo on their work shirts.

with Business Agent Ernie Barraza to hold several meetings throughout May and June to further explain the next steps.

When asked how Quixote responded to being presented with Authorization Cards to seek an election to organize the workers stated, "They were really blindsided. We think that is where it hit the company the hardest, that they had no idea we had been planning this. As a group we were really a team. We were proud of how everyone worked together to keep our efforts quiet until it was time."

After presenting the Authorization Cards to Quixote, the initial response was one of intimidation, threats and trying to talk their workers out of their decision to organize. Quixote hired an infamous union-buster, Alex Castillas to come in and convince the guys about why joining a Union would be bad for them. Being made aware of Quixote's efforts to try to change their worker's mind, Secretary-Treasurer Steve Dayan, Josh and Ernie along with some Local 399 Members and Business Agents went down to Quixote to challenge Alex to a public debate. Alex refused to leave his office and was fired a few days later thanks to the efforts of 399's leadership. Once the workers saw the support they had from the Union, that helped keep them motivated and focused throughout the process as they awaited their formal election.

When asked about the best and most challenging parts of the process one of the workers' said, "The best part was watching our group come together as a team. Everyone helping out and being part of it. It was really a team effort. The most challenging part was at the beginning to get our co-workers to believe we wanted to help everyone and that we weren't trying to trick anyone. That we were doing this for the benefit of everyone and their families."

After a tough month of Company scare tactics before they were able to vote, the Quixote Grip and Lighting Warehouse workers stood together and ultimately voted to become the newest Members of Teamsters Local 399. "We want to thank everybody that helped us – Josh Staheli, Ernie Barraza, Steve Dayan and the Teamsters for being behind us 100%. It meant a lot to have the support and we are proud to be part of the Teamster family. We're all motivated and excited. For me, it's not just about a logo. Wearing the Teamster emblem is like a badge – there's a new sheriff in town. This badge allows us to have a right to speak in our workplace and not be afraid. We are so very grateful." Said one of the workers. This group worked extremely hard to internally organize their co-workers and followed the process as perfectly as possible. We are proud to have them in our Teamster family and look forward to upcoming contract negotiations and fight for the significant gains of this strong group.

### UNIVERSAL TOURS CONTRACT NEGOTIATIONS

After months of discussions with our Universal Tours Members, many Steering Committee meetings and 8 days of substantive contract negotiations, we were pleased to see the USH Tours group ratify their contract at a specially called meeting on May 8, 2018. Both our Negotiating Committee and Local 399 leadership had recommended the contract for ratification to the Mem-



Our hardworking and dedicated Universal Studios Tours Negotiating Committee.

bership. Business Agent Ernie Barraza worked very closely with this group to determine the key issues and worked to address as many concerns as possible in this contract cycle.

Ultimately, the USH bargaining unit agreed to a 4-year Agreement (2018-2022) with increases to their hourly pay, increases to IAP and increases to their healthcare and pension. We were also able to reduce 450 shifts from the wage tiers as well as reduce the number of Bid Shift positions. The USH Tram Garage bargaining unit was also able to bring the Valencia Tours workers into the Contract at the Service Person rate, eliminating the side letter that caused much confusion for our Members that work hard for the Company up in Valencia.

We would like to thank our USH Steering Committee for their dedication leading up to the negotiations. We held several extensive meetings and thoroughly discussed the key findings from the Membership Surveys we received. We are extremely proud of Local 399



USH Ratification Meeting on May 8th at Pickwick Gardens.

Business Agent Ernie Barraza and of our USH Negotiating Committee: Jesse Jackson, Frank Duarte, Jim Brigham, Jim Sullivan, Travis Lucas, Roscoe Molina and Matt Delgado for their insight, input and solidarity during our negotiations.

The new 2018 USH contract can be read in its entirety on our website: [www.ht399.org](http://www.ht399.org) under the Contracts page. If you have any questions regarding the new contract, please contact Business Agent Ernie Barraza at [ebarraza@ht399.org](mailto:ebarraza@ht399.org).

### BLACK BOOK LOCATION MANAGER & CASTING CONTRACT NEGOTIATIONS

Please make sure you are signed up to receive email and text updates from the Local so that you will receive the most up-to-date information for your upcoming contract negotiations.

If you believe you have signed up for emails but have not been receiving them, please email [amy@ht399.org](mailto:amy@ht399.org).

You can sign up for emails and text updates at [www.ht399.org](http://www.ht399.org) > Members Tab > Get Connected.

# 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** Without a doubt it was the 5-year extension of our Film Tax Credit. We will now be busy through June of 2025. This tax incentive will inject an additional \$330,000,000 per year of the program for a total of \$1.6 Billion dollars. This guarantees more employment for all of our Members for years to come. I'd like to thank our Members, Staff, the Entertainment Union Coalition, JC42 President Randy Cammack and the LA County and State Federations of Labor for their support.

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

**A** The IATSE negotiations with the AMPTP and the Janus Decision. The IA has been unable to reach a deal with the major studios. As a result, our negotiations will be delayed yet again. The stumbling blocks are over New Media residuals, Pension, Health & Welfare and working conditions. We had an update at our July Meeting. Also, the Janus decision, although expected-was still quite a blow to the labor movement in the United States.

**Q** How will the Supreme Court Janus Decision impact Public Sector Unions and Private Sector Unions?

**A** There's no doubt it will have a negative impact on organized labor. Public-Sector Unions must now represent workers without them having to pay fees to the Union. This will make it harder to bargain good contracts because employers will know that a portion of the Union membership doesn't support the very organization tasked with improving their wages, working conditions and benefits. How can Unions fight for legislation that supports working families with one arm tied behind their backs? While this decision doesn't impact private sector Unions like 399 currently, it will make it harder for the labor movement to support social and civic legislation designed to protect working families.

**Q** What attacks on workers might our Membership see in the coming months and what is your advice to combat them?

**A** Private Sector Unions like Local 399 will be harmed because Congress is already trying to pass a National "Right to Work" law that would hurt the states (such as ours) who oppose the dismantling of Unions by the major corporations in the United States. We have to be prepared to protest, educate and lobby our elected officials and the public about the good work that Unions do on behalf of all workers-whether they belong to a Union or not.

**Q** With the exciting news of the extended Film & TV Tax Incentive, how do you feel this will positively impact our Membership?

**A** Our Members will be even busier in the coming years! It was important for us to extend the credit now as Producers plan their shows out years in advance. Having certainty that the Credits are in place will allow the companies to plan and budget for shooting in California.

**Q** Why should our Members plan to attend our 4th Annual Classic Car & Motorcycle event on August 25th?

**A** It's a great event for the entire family! It's also good to come out and spend time with your Brothers & Sisters outside of work and re-connect with people you may not have seen in a while. It also supports our industry and is a great way to spend the afternoon with family & friends.

**Q** What value do our Shop Stewards provide to our Membership? How can our Members better utilize them?

**A** They are our eyes and ears on the job. They can provide you with very useful information about anything having to do with the Union. They can help you understand your contract better and explain what it means. They are always ready and able to help our Members out with any questions or concerns. They represent the best and brightest, you.

**Q** Why do you feel the "Big Little Lies" grievance was such an important win for our Members?

**A** It sets a precedent that I've been concerned about and am glad we won. What constitutes a mini-series or MOW and what doesn't? Our "Black Book" covered Members received \$200,000 in back pay as they were paid MOW rates for Season 1 and we felt they should have received the Episodic rates instead. Many of our Members told me they so appreciated the extra check and were able to pay bills or buy something special for their families.

**Q** Do you have any words of advice or wisdom for our Scholarship Winners?

**A** I really think I can learn from them! I hope you take the time to read what they had to say about growing up in a Union household. It makes me proud to know that the Union not only benefits you directly but also has a tremendous impact on your family. Being a Member of this Local has helped my family and me in countless ways. The Scholarship winners remind me of why I belong to this great organization and the many ways-big and small, it has on our community.



# MENTAL HEALTH AWARENESS: WHERE TO GO WHEN YOU NEED HELP



The topic of mental health and wellness is one that hits close to home for Local 399 Members in light of the fact that many of our Brothers and Sisters have struggled in this fight. We constantly see reminders in the news of prominent and successful individuals losing the battle to depression and mental illness. We want to remind each and every one of our Members not only of your value to our Local 399 family, but also of the benefits and resources that are available to you through the Motion Picture Industry Health Plan.

If you are a Member of Teamsters Local 399, we encourage you to check out the Optum-Health information found at: [www.mpiphp.org](http://www.mpiphp.org) website.

Simply log into the "Live and Work Well" site with the link provided below. The Passcode is MPIPHP if you choose to log into your portal anonymously.

We also want to remind Local 399 Members that if you ever feel you are a threat to yourself or someone else, there is a 24/7 Crisis Hotline provided through OptumHealth at: 888.661.9141 or 800.358.8515 or call 911, or go to the nearest emergency room.

We stand in solidarity with all of you in the fight for mental health and wellness. We think it is important to constantly raise awareness and help to educate our Members and the public to work to destigmatize such a serious illness. Teamsters Local 399 has fought hard over the years for comprehensive health benefits for the Membership in order to assist our Brothers and Sisters, and their family members, in achieving sound support without paying astronomical fees in service. We believe that mental health is just as important as every other service provided and we encourage anyone suffering from any sort of mental illness or depression to seek treatment and support through your health plan options.

## 4th ANNUAL Classic Car & Motorcycle Show is Just Around the Corner!

Registration is now open for our 4th Annual Teamsters Local 399 & Basic Crafts Classic Car & Motorcycle Show for both Classic Cars & Bikes as well as for anyone that wishes to be a vendor. The event is taking place on August 25th at Woodley Park this year from 12pm - 5pm. Similar to past years, we will be featuring some of the best Classic Cars & Motorcycles, Picture Cars and vendors. Pacific Pups Animal Rescue will be in attendance running a dog and cat adoption and we will be featuring bands throughout the day: South Pasadena Transit Authority, Otis and the Elevators and Spagwater have currently confirmed to perform. We will also have food trucks and fun games for the kids. This event is open to the public so feel free to invite your friends and family members to introduce them to your Union Family of Brothers & Sisters. The event is free to attend.

If you are interested in showcasing a classic car or motorcycle - make sure you register soon as space is limited! Head to [www.ht399.org](http://www.ht399.org) to register.

Fee for Motorcycle is \$15  
Fee for Classic Cars is \$25  
Vendor Fee is \$100

If you have any questions, please email [amy@ht399.org](mailto:amy@ht399.org) or call her at (818) 432-3316.

We are looking forward to another fun, family filled afternoon hanging out with our Teamster and Basic Crafts Brothers & Sisters at Woodley Park. Help us spread the word - we hope to see you there!  
More details can be found on our website [www.ht399.org](http://www.ht399.org)

## NEWS FOR THE 399er RETIREMENT COMMUNITY



### DON'T FORGET TO REGISTER! HOLLYWOOD TEAMSTER RETIREE REUNION

SEPTEMBER 24TH - 26TH 2018  
The Gold Nugget  
Las Vegas, Nevada

**WHERE:**  
Our Reunion is taking place at The Golden Nugget in Las Vegas

**WHEN:**  
September 24th, 25th & 26th.

**REGISTRATION:**  
Last Chance to Register is August 29th! Head to [www.ht399.org](http://www.ht399.org) to register or call 818 985-7374

**HOW MUCH:**  
Tickets are \$120.00 per person. This covers everything except your room.

### RESERVATIONS

To make your room reservations at:  
The Golden Nugget  
129 East Fremont Street, Las Vegas, NV 89101  
Las Vegas, Nevada 89103  
Call: (800) 331-5731 to reserve a room.  
The Room Reservation Code is: G S T E A M S  
This should get you a discounted room. Make sure you are registered for Teamsters Local 399 Reunion to receive your discount.  
You must book your room separate from registering with Teamsters Local 399.

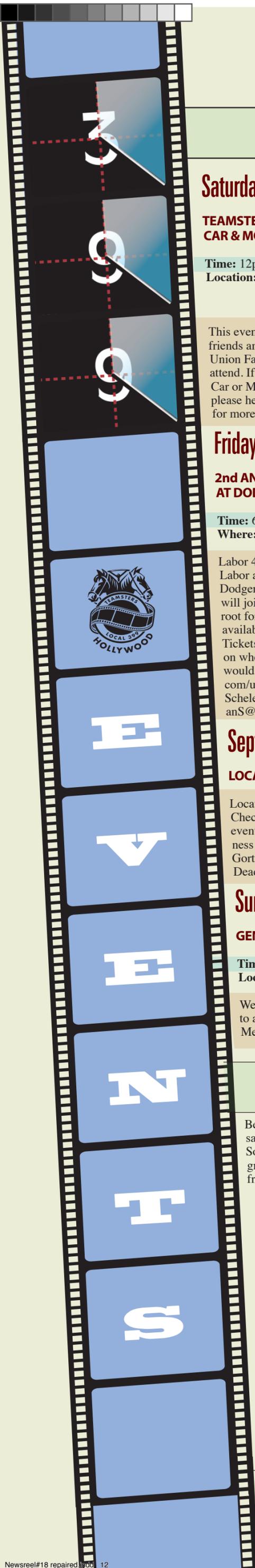
### SCHEDULE OF EVENTS

**MONDAY**  
5PM: No Host Bar | 6PM Banquet Dinner will be held at the Golden Nugget. Raffles, door prizes, dining, dancing, drinks and a DJ. Everyone will be given a group photo from the event! Secretary Treasurer Steve Dayan & other Local 399 representatives will be in attendance.

**TUESDAY** (people movers will be provided for these outings)  
10AM: Mob Museum Tour  
11:30AM: Shuttles will be taking people to and from the Fashion Show Mall.  
4PM: Bowling Tournament for all that are interested in joining the fun for some friendly competition. (Light refreshments will be served).  
[There will be a Golf Outing at a private golf course for those who would like to participate. Please contact Steve Hellerstein for information: Phone (702) 469-0025. Email: [paccar3@cox.net](mailto:paccar3@cox.net)]

**WEDNESDAY**  
8AM: Breakfast at the Golden Nugget. MPIPHP will be in attendance to answer any questions you might have. Goodbyes until next year!

YOU MUST RESERVE YOUR ROOM BY AUGUST 29th - If you have any questions, please contact Amy Gorton: Phone: (818) 432-3316 | Email: [amy@ht399.org](mailto:amy@ht399.org) or Chris Sell: Phone (818)432-3317 | Email: [csell@ht399.org](mailto:csell@ht399.org).



## EVENTS

### Saturday, August 25th

#### TEAMSTERS LOCAL 399 & BASIC CRAFTS CLASSIC CAR & MOTORCYCLE SHOW

**Time:** 12pm – 5pm  
**Location:** Woodley Park (Section 1)  
6001 Woodley Ave  
Van Nuys, CA 91406

This event is open to the public so feel free to invite your friends and family members to introduce them to your Union Family of Brothers & Sisters. The event is free to attend. If you are interested in registering your Classic Car or Motorcycle or are interested in being a vendor, please head to [www.ht399.org](http://www.ht399.org) or email [amy@ht399.org](mailto:amy@ht399.org) for more details.

### Friday, August 31st

#### 2nd ANNUAL UNION NIGHT AT DODGERS STADIUM

**Time:** 6pm  
**Where:** Dodgers Stadium

Labor 411 and the Los Angeles County Federation of Labor are at it again for the 2nd Annual Union Night at Dodgers Stadium! We hope that you and your family will join us on Friday, August 31st as we “root, root, root for the Dodgers!”. There will be Union T-Shirts available for free and Friday Night Fireworks. Tickets for the event range from \$34 - \$65 depending on where you and your friends and family Members would like to sit. To purchase tickets, head to [dodgers.com/union](http://dodgers.com/union). For any questions, please contact Bryan Schelefelbein at 323-224-1376 or email him at: [BryanS@ladodgers.com](mailto:BryanS@ladodgers.com).

### September 24th – 26th

#### LOCAL 399 RETIREE REUNION

**Location:** Golden Nugget – Las Vegas  
Check out the article in this Newsreel about the event. If you have any questions please email Business Agent Chris Sell: [csell@ht399.org](mailto:csell@ht399.org) or Amy Gorton [amy@ht399.org](mailto:amy@ht399.org).  
Deadline to reserve your spot is August 30th.

### Sunday, October 21st

#### GENERAL MEMBERSHIP MEETING

**Time:** 8am  
**Location:** Pickwick Gardens

We encourage all Local 399 Brothers & Sisters to attend the last Local 399 General Membership Meeting of the year.

## GET CONNECTED

Be sure to sign up to receive emails and text messages from the Local and get connected with our Social Media pages (Facebook, Twitter & Instagram) in order to stay up-to-date with information from the Local.



## ANNOUNCEMENTS

- ★ **Please remember the safety guidelines and report anything** you feel might be unsafe to the Production and or Local 399. Download IATSE Local 600 Safety App to report anonymously.
- ★ **With the CHP doing enhanced enforcement** and Commercial Companies choosing to become compliant, it's important that Drivers remember to carry their current License and Medical Card – consider taking a picture of both.
- ★ **Coordinators and Captains please remember** to include Chef / Drivers on your run-downs. We have many companies that support the industry that we are seeking to organize in the coming months.
- ★ **Remember to check your roster status with CSATF.** If you are not listed on the roster in good-standing you are not eligible to work and could be at risk of losing pension benefits, health benefits and days towards your seniority.
- ★ **Always fill out a logbook even if your employer doesn't require it.** Fines for not 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.** There is always a Business Agent available over the weekend. If you have any issues when the office is closed please contact: (818) 397-2131.
- ★ **Quarterly Dues are due: January, April, July & October.** Failure to pay within these months will result in late fees.
- ★ **If you are interested in joining the Local 399 Retiree Committee** – please email Business Agent Chris Sell: [csell@ht399.org](mailto:csell@ht399.org)
- ★ **Make sure you are signed up to receive emails and text messages** from Local 399. If you believe you have signed up but are not receiving any updates please email [amy@ht399.org](mailto:amy@ht399.org).

## 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.

Frank Calabria	Dan Henley	Jeff Phelps
Robert Crisafulli	Robert Lockard	Gary Schmitt
Jacqueline English	John Loveless	Peter Sebring
Eugene Escarrega	Ann Luly	Walter Rivera
Craig Fehrman	Phillip Mello	Gregg Videgain
Harry Foster	Kathryn Moll	Frank Valentino
Cheryl Harris	Mark Moseley	Samuel White
	Byron Nashold Jr.	

## 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:

Marilyn Bell	Rayna Henry	Treva Rayburn
Mike Clark	Andy Mendez	Barbara Reinert
Jay Fuller	Kathleen Nealey	William Schneider
Ed Hayn	Dennis Nelson	Lex Winter
	Dennis O'Connell	

[www.facebook.com/teamsterslocal399](http://www.facebook.com/teamsterslocal399)



[www.twitter.com/teamlocal399](http://www.twitter.com/teamlocal399)



#### CONNECT WITH US

Never miss a dues payment, Membership gathering or important information again! Sign up for direct email updates at:

[ht399.org](http://ht399.org)