I hope you all had Happy Holidays and a Happy New Year! 2018 will be a busy one for the staff of Local 399. All of our major contracts are expiring this year. Universal Tours, The Black Book, Location Manager and Casting Director contracts will all be re-negotiated. Additionally, Local 399, along with the Basic Crafts, DGA, SAG/AFTRA and the IATSE will begin our push to extend our tax incentives beyond 2020.

We have formed Committees for each contract negotiation and will be sending surveys out to the Membership to get your feedback on what changes you'd like to see to the contracts. I strongly encourage all of you to take a few minutes to reflect on what you'd like to achieve in this next contract and complete the online survey (when available) so we can discuss your ideas with our committees.

I sincerely hope you are all planning on attending our January General Membership Meeting on January 21, 2018 at Pickwick Gardens in Burbank. We'll be discussing New Media along with any suggestions the Membership may have regarding our existing agreements. As you may already know, New Media productions are not covered under the Black Book agreement. We must sign an agreement for every New Media production that's produced and, while we have gotten better rates on many New Media productions than our sister Unions, the days that Pemmi Drivers work on these productions do not count toward roster placement, even though those Drivers receive the same rates, benefits and working conditions as on any other type of production. The biggest issue confronting our Members working on New Media is that we are not getting residuals on those productions. Residuals currently generate 24% of the monies that come into our Pension and Health Plans. Because of the explosive growth of New Media since our last contract negotiation, I believe we must capture those residuals to avoid having new incentive plans in the form of higher premiums or cuts to our health benefits. We will be discussing these New Media issues and your suggestions for contract proposals at the January meeting so please plan on attending. It will impact the outcome of your negotiations.

This year we will also be working on extending and expanding our Film Tax Incentive Program. Local 399 has committed $375,000.00 to the Entertainment Union Coalition which is comprised of the Basic Crafts, IATSE, SAG/AFTRA and the DGA. More than $500,000.00 has been pledged by the coalition to lobby our elected officials in Sacramento this year. We've seen a huge uptick in production as a result of our incentive program and the time has come for us to make certain we are doing everything we can on behalf of our collective memberships. In the coming months, we will be asking you to write and call your elected officials to lobby our effort in your behalf. We need your help this year, more than ever. Please help us, help you!

Unfortunately, there are also dark clouds on the horizon for organized labor in 2018. The Supreme Court will hear the Janus vs. AFSCME case, which may affect all Public-Sector Unions by making dues payments voluntary. It will only be a matter of time before it affects private-sector Unions, including all of us. Right-to-Work legislation is still before Congress and the mid-term elections in November will have a profound impact on our local and national politics alike. We will push back on any anti-labor or anti-union legislation but we will need your voice in order to be heard in Sacramento & Washington. 2018 will be a significant year for organized labor and your voice will truly make an important difference.

I am proud of the Veterans Program that was started at Local 399 in 2016. Since we began our efforts we have slowly begun to successfully place Drivers and Location personnel on productions. We've still got a long way to go but we can really make a difference in the lives of our Vets by helping to place them in our industry. If you know of a Veteran who is interested in working in the industry or if you can place a Veteran when we’re into Permits, please contact our front office. We can make a difference in the lives of our service men and women!

Thanks to Business Agent Ernie Barmaz for instituting Teamster Tuesdays! Every Tuesday, Ernie goes out and visits his bars to promote solidarity within our ranks, and to encourage our Members to be a Teamster t-shirt, jacket or hat to show the rest of the industry how we feel about being a part of this great Union. I encourage all of you to show your solidarity by wearing something with a 399 logo on Tuesdays!

Local 399 is working to develop a mobile application for your smartphones. The app will have most of the functionality of our website and should make it easier for you to get up-to-date information from your Union. We will also be revamping our website to make it easier to navigate and update the site in general. If you have any suggestions for ways to improve our website or our smartphone app, please contact Amy Gorton at: amy@lt399.org.

There were many natural disasters in 2017. Between the hurricanes that devastated so many parts of our country, to the wildfires that destroyed so many homes and lives in California, we must be prepared when disaster strikes. I encourage all of our Members to take a disaster preparedness class so you will be ready with a plan so your family knows what to do and who to contact when disaster strikes. Please refer to the article on Disaster preparedness in this Newsletter for specifics on being prepared.

2018 will be a defining year for this Local Union and the labor movement. This is the year to get involved in helping us protect the rights of workers. With your help, we can and will make a difference in the lives of all working men and women.

On behalf of all the staff of Local 399, I’d like to wish each of you a very happy and prosperous 2018!

Fraternally, Steve Dayan
California is doing out more tax credits for in-state productions. A full list of 109 million in tax credits has been reserved for the nearly dozen offers. Other conditionally approved projects in the cur- rent round, the application period for which was held from Nov. 6 to 13, include: "Harmony" and "Los

The website “Capital & Main” did a great series in November 2018 on the attacks on labor. This series is now going to get translated into growing political influence as well.” noted Gordon Lafer. “Because the attacks on labor have come as an anticlimax for all but the mere few. I think the answer has to do with election results. ‘The floodgates are open with the Trump administration in power, and the workers are feeling more empowered to rely on their collective voice as a bulwark against anti-union efforts.’”

The road to Janus is one that labor has been down before. Its most striking historical parallel may be to today’s Roberts Court. One of the judicial activist
decision of “First Amendment Abolition” — the constitutional belief that union dues are a violation of workers’ free expression, but that unlimited corporate political spending is an inviolate First Amendment right. For the first 40 years of the 20th century the Supreme Court dominated by a small handful of anti-labor justices. Those bare-knuckled decades were marked by overt violence against workers, mass arrests, the criminalization of labor organizing and a right-leaning high court that, among other things, held that the federal government could not even child labor. Over the last 40 years, American workers have seen a resurgence of labor organizing, the rise of new political forces — including some that are anti-labor — and the effects of the right-wing regime. The only real signs of progress have been slow and steady. It is not enough. Janus’ DNA is tan
cessed along other lines.”

Any taste of victory turned out to be fleeting. By the end of the ’70s, labor found itself exposed, bled dry from the fraying pan of the courts into a neoliberal infirm of deregulation. In quick succession, the Airline Deregulation Act of 1978, the Multi-
Carrier Act of 1980 and the 1982 breakup of AT&T decimated union jobs in their respective sectors, inaugurating a long slide in private-sector union density.

The era’s biggest quake for both public- and private-sector labor came with Ronald Reagan in 1981, when roughly 1,500 public-sector union members of the Professional Air Traffic Controlors Organization (PATCO) went on an illegal walkout. What happened next continues to be a classic case of how an attack on labor can be turned to its advantage. Reagan famously broke the strike by firing strikers and decertifying PATCO. The bargaining power of unions was never the same on the public-sector side, federal work stoppages virtually ceased, in the private-sector, emboldened employers like Phelps Dodge and General Electric followed by illegally discharged strikers at their own plants in favor of permanent replacement workers. “It became sort of a green light from the federal government that it was a field day for anti-union-busting,” City University New York labor sociologist Ruth Milkman told Capital & Main. “Legally nothing really has changed [but] the political culture and the norms that employers feel obliged to conform to are suddenly pulled out from under [the workers].”

Aftermaths inevitably followed PATCO’s de-
icine, often in the form of right-to-work laws. As states voted to limit the central role of the labor movement in union politics, the anti-union sentiment that has been a part of American political culture and the norms that employers feel obliged to conform to are suddenly pulled out from under [the workers].”

In a way the whole country is becoming Wisconsin,” Ruth Milkman reflected. “What’s not really discussed much but is fundamental in this context is why the Right to Work Foundation is there in the first place, what those anti-union laws are doing. It’s not that we’re just talking about anti-union campaigns. It’s the attacks on labor that have come as an anticlimax for all but the mere few. I think the answer has to do with election results. ‘The floodgates are open with the Trump administra-
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In contrast to the constitutional debates, much had changed since Abroad. New right-wing law groups like the State Policy Network, which in 2012 united with the anti-labor alliances of the National Right to Work Legal Defense Foundation (NRTW) were born. The chapter and verse of divide and conquer strategy is now going to get translated into growing political influence, noted Gordon Lafer. “Because the attacks on labor have come as an anticlimax for all but the mere few. I think the answer has to do with election results. ‘The floodgates are open with the Trump administra-

One of the most telling features of the Janus decision was the inclusion of the Center for Individual Rights (CIR), an extreme judicial-activist organization. The Center for Individual Rights, led by former Supreme Court justice Thomas Clark, announced that it would represent the 7.1 million union members across the country...
Universal City Walk, Tram Garage, Mechanics & Tours

LEONARDO GARCINA
Teamster: 1 year
Job: Maintenance, Fire Technician, Spreader, Fire Alarm, Electrical, and Plumbing

“With the exception of my time in the Marine Corp, I have been around the building trade for 22 years. If you are part of a union, it’s not hard to see the difference both on and off the job.”

ENRIQUE ENRIQUE
Teamster: 15 years
Has been a Member since City Walk was opened in 2002.

“Since I was 18, I have worked in the city. I have been a Teamster for 15 years. I have been operating for more than 20 years and just continues to get better.”

LEO KELLY
Teamster: 15 years
Job: Dispatcher

“Getting your family home and then you have your Teamster Family. You are going to have differences but the goal is everybody sticks together and that’s the whole idea, we’re a united force.”

JOHN GRAJEDA
Teamster: 11 years
Job: Dispatcher

“I have been a Teamster since I was 18 years old. I started out at Local 952 in Orange County and then I joined Local 399. My dad before me was an 896 Mem-
ber himself. Those Teamsters, Brothers, and Sisters that work here at Universal too. It is important to always have each other’s backs. Some people here don’t come from a Teamster background like I do and I try to help people out where I can. The solidarity here is what it is. We can’t do our own worst enemy at times but if we try to tell people to pull up the contract and learn it. You are working under these rules, you need to know these rules.”

DAVID COHEN
Teamster: 15 years
Job Title: Universal Tour Driver

“The positive aspect of being part of a Union is the benefits to my family. The Union has helped my family out a lot with our medical and with our pension and what we get paid. Our contract really helps to secure these benefits. I think we are working as Solidarity. We think everyone needs to stick together as a group, the Brothers & Sisters because at the end of the day, it’s all about us sticking together as a Union Shop.”

TRAVIS LUCAS
Teamster: 2 years
Job Title: Universal Tour Driver

“Teamster Tuesday is a time to celebrate solidarity and the importance and strength of Union membership. I am excited for all of the benefits that are available when you are part of a Union.”

JAMES SULLIVAN
Teamster: 22 years
Job: Universal Tour Driver

“My philosophy is the only way to work, is to work Union. It’s the only respect we get doing things right, and that’s the way to do it.”

JOE LOPRINO
Teamster: 12 years
Job Title: Universal Tram Project

“Being a Member of a Union is unbelievable from the ground up, from the medical benefits from the support all the way through. I had never worked Union until I came to Universal, I didn’t know how good it was until then. The support from my family is unmatched.”

UNIVERSAL CITY WALK

Our Members working for Universal City Walk are skilled professionals that take pride in all aspects per-
taining to lighting, power, painting, fire equipment, running water through City Walk, and the parking structure, helping to change decors for the seasons, keeping the facility running smoothly and more. This small but talented crew is the backbone of Universal City Walk and ensures it both looks and operates at its best.

UNIVERSAL TRAM GARAGE

Our Members working on the Universal Lot as Mech-
anes have their work cut out for them. They are the ones that take care of painting, repairing and cleaning the general Tour Trams, the VIP Buses, the golf carts, and basically any piece of equipment that is driven around the grounds of the Universal lot. Everyday, Universal Studios sees thousands of various tasks throughout the day. Their role is essential to streamlining the schedule and keeping communica-
tion between our Tour Drivers, the Tour Guides and the ride attendants on the same page.

UNIVERSAL STUDIOS TOUR DISPATCHERS

An important role that supports our Tour Drivers and keeps the flow of work organized are our Uni-
versal Tour Dispatchers. Walking into their office you can find a small crew that is responsible to keep-
track of and assign our 200+ Tour Drivers to their guests and it is up to the Mechanics to ensure the safety of those guests by keeping the equipment well maintained, inspected and repaired as need-
ed. Walking through the shop you can see it is a well-oiled machine, with each of the crew members working on a fleet of vehicles to prepare them for their next ride.

ENRIQUE ENRIQUE
Teamster: 15 years

“Since I was one of the Members that started this shop, the benefits that I use from the Union are num-
ber one, respect. Now the company and manage-
ment side sees us as united. It commands respect in the form of benefits, esteem, and better working conditions. All of that has gotten better over the years and just continues to get better.”

JOHN GRAJEDA
Teamster: 11 years

“Teamster Tuesday is a time to celebrate solidarity and the importance and strength of Union membership. I am excited for all of the benefits that are available when you are part of a Union.”

JOE LOPRINO
Teamster: 12 years

“Being a Member of a Union is unbelievable from the ground up, from the medical benefits from the support all the way through. I had never worked Union
til I came to Universal, I didn’t know how good it was until then. The support from my family is unmatched. Without the insurance and everything included, if I were in trouble, it’s a beautiful thing.”

UNIVERSAL TOUR DRIVERS

When embarking on the world famous Universal Studios Tour, one might be directed by the enthu-
siastic tour guide, the television screens that show clips from movies, and television shows filmed on the lot at the iconic, buildings and structures. What one might miss on a Universal Studios Tour is the dedicated Tour Driver that guides each and every tour safely around the lot. These Drivers are Local 399 Members and they work around the clock to take guests through one of the most sought after experiences at Universal Studios. These are trained professionals that are equipped to operate the various Trams and Busses at Universal Studios, while also helping to move merchandise, food, equipment around set and also escort guests and tal-
sent around the lot.

VALENCIA TRAM PROJECT FOR UNIVERSAL TOURS

The Valencia Tram Project was created about 3 years ago and is an in order to keep the construction of the Universal Tram in-house. An empty warehouse was rented in Valencia to house this undertaking and about 6 Members in total work on the project today. This small crew works to assemble the Trams that are to be used at Universal Studios for their Tours. Though this project was initially intended to be temporary, the workload has been consistent and we hope to see the project ramped as time goes on. Stepping into the Tram Workshop is a unique experience to see items at various stages of development.

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CONGRATULATIONS TO ALL OUR LOCATION PROFESSIONALS THAT WERE NOMINATED & WON!

Everyone had a wonderful time at the California On Location Awards held at The Beverly Hilton on December 17th honoring our talented Location Professionals, Location Managers and the Location Teams that support them as key element in bringing Television Shows, Feature Films, Commercials & Music Videos to life. Without their hard work and dedication to their craft some of our favorite hit Television shows and classic Feature Films would lack the ability to draw the viewer into the story and communicate the vision of the Director. Their dedication to their craft often times means they are the first people on set and the last to leave ensuring every filming location is secured properly and things run smoothly for the entirety of the shoot. We want to thank everyone involved in hosting, planning and sponsoring the California On Location Awards this year. For a full list of COLA 2017 sponsors head to: www.californiaonlocationawards.com/sponsors2017.html

STUDIO FEATURE FILM LOCATER OF THE YEAR
Micheal Zemeckis

STUDIO FEATURE FILM LOCATING TEAM OF THE YEAR
J.P. O'Connor, Michael Ulrich

INDEPENDENT FEATURE FILM LOCATING TEAM OF THE YEAR

COMMERICALS LOCATING TEAM OF THE YEAR
Dale Dreher, Location Manager, 2nd Unit.
Bryan Shaw, Jason Neudecker, Key Assistant Location Managers

REALITY TELEVISION LOCATING TEAM OF THE YEAR
Lori Ann D'Amico, Location Manager

VETERANS LOCATING TEAM OF THE YEAR
Johnny and Joshua Mora join Teamsters Local 399. Johnny and Joshua are two dedicated and hard working individuals that worked with Business Agents Lindsay Dougherty to gain guidance and the skill training needed to become a Member. As many of you know, joining our Local as a Driver can be a long road and depends heavily on how busy the Industry is as well as the availability of our Members. We are proud of Local 399 Members & Veterans Johnny and Joshua for sticking with the process and ultimately making their days to become Members.

TEAMSTERS LOCAL 399 VETERANS PROGRAM

Over the course of the past year, Teamsters Local 399 has worked to create a program that helps Veterans enter into a career in the Entertainment Industry. Thus far, we’ve seen Location Professionals and Entertainment companies come together and, when we’re in the trenches, get ready to be able to join in order to become a Member of Local 399.

The origins of this program came from wanting to have a hands-on program for our Members who are Veterans as their own service or who were committed to helping our Servicemen and Women and prominent organizations that work with Veterans in helping to assist and connect those that have served our country to employment opportunities after their time in the Military. The Veterans organizations that we partnered with are: Hire Heroes USA, United States Veterans Initiative, Veteran Employment Services, and The Salvation Army. Each of these organizations have created various programs that promote Veterans entering the workforce like job skills training, placement in permanent housing, career coaching, family support, employment workshops, networking guidance, and more.

Veterans in this country are often faced with several hardships after their time in the military. Whether it is an injury or disability, posttraumatic stress disorder, or lacks, finding stable employment or housing, Veterans can face many hurdles once they leave the service. It is crucial for us to see those that have sacrificed so much for the sake of our country and our freedoms but we are not at rest here. We are excited to have partnered with those Veterans organizations and are grateful for the work they do everyday to protect and empower the Veterans of this country, providing them with resources and opportunities.

TEAMSTERS LOCAL 399 VETERANS PROGRAM

UNITY = PRIDE = STRENGTH

WE ARE PROUD TO ANNOUNCE THAT WE HAVE 3 NEW LOCATION ASSISTANTS THAT HAVE GONE THROUGH THE VETERANS PROGRAM AND HAVE BEEN GRANTED THEIR REFERRER FOR THE VETERANS PROGRAM.

Operational Excellence In Our Strategic Plan

We are proud to announce that we have 3 new Location Assistants that have gone through the Veterans Program and are working to get their days in the industry. At this time we have hired 2 new specific Location Management Classes taught by two of our dedicated Local 399 Members. They put together a thorough curriculum to teach the ins and outs of the industry in Locations. We want to thank Local 399 Location Managers Greg Alpert and Michael Bannister for their hard work in developing a skills training class for our Veterans Program, and Maryly Billa for her assistance in connecting Local 399 to Veteran candidates for employment and her continual support of the program.

We want to congratulate our 3 Members Paquita Hughes, Jennifer Crandell and Aaron Cota who we are excited for our Vet Leopold Curcuru, Kimberly Ditwill, Thomas Barrett and Wayne Santoni as they continue through training and working on getting their days.

DRIVERS:
The Driver side of the program we have seen Johnny Angel and Joshua Mora join Teamsters Local 399. Johnny and Joshua are two dedicated and hard working individuals that worked with Business Agent Lindsay Dougherty to gain guidance and the skill training needed to become a Member. As many of you know, joining our Local as a Driver can be a long road and depends heavily on how busy the industry is as well as the availability of our Members. We are proud of Local 399 Members & Veterans Johnny and Joshua for sticking with the process and ultimately making their days to become Members.

As we move into 2018, the success of this program depends heavily on our industry being busy and the continued growth of filming here in California. We have been fortunate that the California Film & Television Tax Incentive has brought work back to California and has kept our Members working.

As we begin this new year, we need all of your support and help to keep our Members working. We have partnered with The Film & Television Tax Incentive to ensure that it is extended as far as it possible so our Members can benefit from consistent work and return home, close to their families and friends. The Film & Television Tax Incentive has directly benefitted our Membership and other below-the-line workers and we will fight hard for its renewal so that we can continue to develop things like our VETERANS PROGRAM and have our Members and those that have served and sacrificed so much for our Country.
They get the Agents excited about the filmmakers' emails to make the Talent Agents in town aware, or may be given a piece of material with the intent of finding and attaching the actors that appear in movies and television. As part in the creative process by finding and attaching the actors, Casting Directors like Lynn Stalmaster.

“Back then.”

I was lucky enough that this amazing eye and great sense of reality to the part. For me, that’s the strongest sense of reality to the part. You want to feel like you are watching the right thing for them yet, so finding that perfect fit for us as well, so it’s a real win/win situation.”

The power and strength of the Teamsters was, and is, very significant to the Casting Directors. I think that the material is there (In the Independents) is no exception, that these films are often the ones that people can spend their careers in.”

For many of the people that were on the steering committee, it took that long for it to work with amazing writers and directors over the years. I really have to believe in the material in order to take them on, because it is really so much work. If you are not really in love with the material and with the context, or the dialogue, or the direction, you never want to feel like you are watching an actor never want to feel like you are watching an actor...”

“Right now I am working on a couple of independent films. One is about looking for a film to be part of casting under the number of projects they were casting internally. I think that Directors and Producers want to start to get more individual attention, more hands-on attention, and there would be no...”

“Right now I am working on a couple of independent films. I think that Directors and Producers want to start to get more individual attention, more hands-on attention, and there would be no...”

“Additionally, the number of shows being produced, both in television and film grew exponen...”

“Nancy’s dedication to helping others is also on display. She’s really been a part of the fundraising activities that has helped spearhead a homelessness task force.”

“Right now I am working on a couple of independent films. One is about looking for a film to be part of casting under the...”

“Nancy had been a Casting profession change as the number of Casting Directors bloomed over the...”

“Nancy was instrumental in the organizing of the Casting Society of America.”

“The power and strength of the Teamsters was, and is, very significant to the Casting Directors. I think that the material is there (In the Independents) is no exception, that these films are often the ones that people...”

“He was a really gifted, and famous Casting Director. He had real authority. There were very few Casting Directors at that time,”

“The power and strength of the Teamsters was, and is, very significant to the Casting Directors. I think that the material is there (In the Independents) is no exception, that these films are often the ones that...”

“The power and strength of the Teamsters was, and is, very significant to the Casting Directors. I think that the material is there (In the Independents) is no exception, that these films are often the ones that...”
The program is up and running. Local 399 has reached out to Veterans groups, unions and friends and created a list of Services of those we believe are a good fit for our industry and those we’ve had permits for. We make every effort to place them on productions. Once they’re gotten their 30 days, they are placed on the roster. To date, fewer than 10 individuals have been placed but we expect to have another 30-year career in honor of those deserving men and women in our ranks.

What prompted the article about Disaster Preparedness? Why do you think this is important to our Membership?

It began when my wife and I were evacuated from our home during the recent fires. I was totally unprepared for that event and I realized the time had come to make certain Local 399 and its Members were prepared for a disaster. There are many resources available and we plan to educate and help our Members to be ready in case of an emergency. We will have more fires and earthquakes in the future and we should be ready to help each other and protect our families in an emergency situation.

What value do you see in celebrating Teamster Tuesday? How do you think it could be developed across the entire Membership?

We have such a great and vibrant Membership. We are all proud to be Teamsters and wearing an article of clothing with our logo promotes solidarity and pride in Local 399. This is another way to bring us closer together and to show our industry the sense of pride we feel by being Teamsters.

2018 is a big year for Local Elections as well as national decisions that will directly impact working people. What should Local 399 take to help ensure workers around the nation are protected? How do you feel issues like “Right-to-Work” and the Supreme Court case Janus vs ASCME will affect our Membership?

The Janus case may not impact us immediately but I believe that once that decision is reached by the Supreme Court, it will only be a matter of time before private sector Unions are impacted by that decision. There is an assault taking place on organized labor and working people’s rights that must do our part to protect these rights that our forefathers struggled so mightily to achieve for all of us in organized labor. Whether you’re a Republican or Democrat, I hope you will all recognize that we must be together on the issues that confront us as middle-class workers. We will lobby state and local offices as well as our elected officials in Washington to not only block anti-worker legislation such as “Right-to-Work for Less” but to advocate for stronger pension protection for workers as well. More than ever, all we need to be engaged and active in blocking legislation that will negatively impact working families.

A

As we gear up for 2018 and lobbying on behalf of the Television & Film Indus- tries, how can our Members get involved to support the process?

We will be asking Members to write and call their elected officials asking to extend the credits beyond 2020 as well as record video interviews of our Members. We will also be walking the halls of the State Capitol, lobbying for this crucial incentive. Please check our website for important updates on what you can do or email amy@ht399.org.

Why are we looking to renew our Local 399 Website and Develop a Local 399 App? What benefit do you think it will serve to the Membership?

We are always looking for ways to improve our communications with our Membership, enhancing and upgrading our communica- tion platforms is a critical and ongoing project. We’re hoping to launch a phone application in the first or second quarter of this year. The app will be an additional tool to our website that will benefit our Members.

What can you tell us about New Media as it pertains to the upcoming negotiations? What should the Members be aware of?

First off, New Media is no different than any other type of production. The wages and working conditions are no different than traditional media. Here are the two big dif- ferences for our Membership. Permit days on New Media are not counted toward placement in the Industry Experience Register and most impor- tantly New Media is not covered under our traditional New Media agreement. King Kong recently attended a 2-day “Labor & Disaster Relief Class” hosted by the L.A. County Federation of Labor. The class taught the students the tools available to help prepare, as well as resources that are in place within the County of Los Angeles, should an emergency take place. Secretary-Treasurer Steve Dayan had this to say about the information provided from the class, “The chance of any sort of cat- astroptic event, whether man made or natural, is unfortunately a constant reality. Though I urge Members not to live in fear of such potential disasters, I do feel it is important to remain educated on the re- sources available and to make an emergen- cy plan now instead of when it is too late. This class is what prompted me to want to share the information with our Member- ship. Often times we understand the impor- tance of emergency planning, but we don’t make the time to ensure a plan is in place should something unexpected occur.” Los Angeles County has prepared an excellent Emergency Survival Guide that provides an overview of many emergency situations and resources that helps you think through the process of preparing and creating a plan for you and your family should an unexpected disaster take place.

EXPIRING CONTRACTS

JANUARY 2018
ABC TV Network Drivers
Scenic/Decorators

MAY 2018
Universal Studios, Inc.
Universal Tours

JULY 2018
Black Book Agreement
Classified Scenic Services, Inc.
Film Transportation Services

AUGUST 2018
Herc Entertainment

SEPTEMBER 2018
Casting Director Agreement

OCTOBER 2018
Hilltop Services, Inc.

Los Angeles County has prepared an Emergency Survival Guide that is broken down into 4-steps to preparedness:

1) Have a Plan
2) Keep Supplies
3) Stay Informed
4) Get Involved

Each section of the guide elaborates on great detail about the necessity to be pre- pared for the worst at any moment. The guide is not meant to alarm or distress readers, but instead to empower them with the knowledge of emergency pre- paredness and begin creating a plan with your family now before disaster strikes. If you are interested in reading the handbook in full it can be found online here: https://www.lacounty.gov/emergency-survival-guide

More ideas and suggestions can be found here: https://www.lacounty.gov/emergency-survival-guide

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EMERGENCY SUPPLIES

1) Water for 3-10 days
2) Food for 3-10 days (including pet food)
3) Flashlights (extra batteries)
4) Medications

* At minimum, your emergency supplies should include these 10 essential items *

GET CONNECTED

office@ht399.org

https://www.lacounty.gov/emergency-survival-guide

** Don’t forget to take time to personalize your kit the items of your family’s needs might be different than your own.**
January 15th, 2018
KINGDOM DAY PARADE – HONORING MARTIN LUTHER KING, JR
Time: Parade Line – 8am – 9am
Marching: 11am – 1pm
Location: Map of Parade can be found here
We will be marching with Teamster Sisters & Brothers, fellow Unions & Guild, organizations and the Los Angeles community. Join us as we march to honor the legacy & life of Martin Luther King, Jr.

January 21st, 2018
1ST QUARTER GENERAL MEMBERSHIP MEETING
Time: 8am
Location: Pickwick Gardens
This will be the first General Membership Meeting of the New Year. Please plan on attending!

February 10th, 2018
PRE-RETIMEMENT SEMINAR
Time: 8am
Location: Pickwick Gardens
What you should know and how you can best plan for retirement. If you are interested in attending please email Business Agent Chris Sell. More details about the event will be shared as we get closer.

April 22nd, 2018
2ND QUARTER GENERAL MEMBERSHIP MEETING
Time: 8am
Location: Pickwick Gardens
We encourage all Members to attend. Bring cash if you would like to purchase any Teamsters Local 399 Merchandise. We will be bringing select styles to choose from.

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

Mary Artz
Michael Ballew
Raymond Blanchard
Christopher Bronsal
Robert Defonte
Roger Dragsdorf
William Freeman
William Gay
Jerome Glassman
Thomas Lackey
Randall Luna
Victor Martinez
Mark Moeller
Michael Paventi
Frank Roughan
Dean Rubin
Robert Russello
Scott Salzman
Stuart Shiff
Dennis Skiles
Ronne Teskel

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.

Shawanda Blyde
Mercedes Bryton
James Chamberlin
Howard Coleman
John Cooley
Lynn Delmerico
David Glavin
Alfred Holland
Klaus Holthaus
Jerry Knight
William Kruger
Charles Melton
John Menefee, III
David Price
Jose Reynoso
Dana Swartout
Tom Quilty
Gregory Willis

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.

Please remember the safety guidelines and report anything you feel might be unsafe to the Production or to 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.

Announcements

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