

STRONG CONTRACTS FOR STRONG MEMBERS!

GREETINGS SISTERS & BROTHERS

As you already know, Local 399 has ratified both the “Black Book” and Location Manager Agreements with new three-year contracts. I’d like to thank all of our Committees and the Members who participated in our online surveys. These were not easy negotiations. The Employers wanted to take away many of the gains we’ve achieved over the years, such as the elimination of Grouping and the Chef Driver classification. We achieved solid improvements to our contracts with good increases to wages including Pension and health increases and much more. Most importantly, we did that without taking any rollbacks or takeaways from your contracts. I’m proud that we chose to ratify the Agreements with an online ratification process for the very first time. We increased voter turnout significantly for both ratifications. 48% of our Members voted in the “Black Book” ratification and 56% voted in the Location Manager ratification. We increased Member participation from the 2015 Contract Ratification process by 13% in the “Black Book” and by 24% in the Location Manager Agreement. We were also able to update our Members’ personal information to better communicate with all of our Members going forward. Although we improved voter turnout, 52% of our “Black Book” covered Members did not vote and 44% of our Location Managers did not vote either. We have improved voter participation and we will continue to work diligently to improve voter participation going forward. We are also in preparations for our Casting Director Negotiations. I’d like to thank the staffs of Teamsters Local 817 in New York and Local 399 in Hollywood, as well as both the Los Angeles and New York based Casting Committees for their diligence and hard work! We will provide the results once we have them. We had a great time in Las Vegas at our annual Retiree Reunion at the Golden Nugget! A heartfelt thanks to all of our retirees for coming and sharing their lives with us. A special thanks to Business Agent Chris Sell and our Staff for making this event such a success! Next year, we plan on holding a dinner banquet here in Hollywood to honor our Retirees. The 4th Annual Car & Motorcycle show was held in August at Woodley Park with our Brothers and Sisters from the Basic Crafts. I know everyone had a good time looking at cars & bikes and enjoying the bands and events we prepared for you. Please see the article in this Newsreel and thanks to everyone that joined us at the event. We also sent Delegates to the Teamsters National Black Caucus and the Women’s Conference this past quarter. My thanks to Members Phillip Quansah, Calvin McDowell and Jesse Jackson for attending. I’d also like to congratulate Phil-



(Left to Right) Cinelease Warehouse Workers Alfredo Morales, Manny Martinez & Roberto Santana. Learn more about Organizing efforts in this Newsreel.



ip and Calvin for being appointed to serve as Trustees on the Western Region Executive Board of the TNBC! My thanks to Business Agent Lindsay Dougherty, and Staff Members Courtney Brignoni and Amy Gorton who attended the Teamsters Women’s Conference this year. There’s more information about these events in this edition of the Newsreel. This year has been a busy one for the Local 399 Staff and our Members. We have renegotiated approximately eighteen of our 399 Contracts this year and are pleased to report that each Contract was met with gains for our Members. In this Newsreel we report on the great Contract that was negotiated for our newly organized Quixote Warehouse Workers. They stood strong together and, in the end, were victorious. We also bargained the Quixote Drivers agreement, Universal Tours, CityWalk, Cinelease and Scenic Expressions Contracts. All of those agreements were ratified. In each negotiation, we met with each bargaining unit, developed proposals and had rank and file Members present to see and hear what took place in their negotiations. We are currently in negotiations for Herc, Tri-Scenic, Classic and Western Studio Services Agreements to name a few. I’d like to remind our Members that whenever possible, please rent from Union vendors. Featured on the cover of our November 2018 Newsreel are some of our hardworking Cinelease Warehouse Workers. I encourage you to read more about this group and the obstacles they overcame to better their lives, not only for themselves but for their families as well. We are proud of each and every group we have been able to organize. We know the process is never easy, however we are grateful to represent such strong Members and fight alongside them for better wages, benefits and working conditions for each and every one of them and their families. We’ve had some unfortunate deaths in our ranks this past year due to mental health issues. I’d like to remind you all of the great benefits you have available to you through MPI. If you or a family member are depressed or having suicidal thoughts, please make sure to utilize the mental health benefits available to you. There is no shame in asking for help, whatever the reason you may have. Lastly, on behalf of the staff of Local 399, I’d like to wish you all a very happy and prosperous Holiday season!

FRATERNALLY, STEVE DAYAN

Teamsters Local 399 Secretary-Treasurer

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THE BiZ

THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

LABOR UNION APPROVAL
STEADY AT 15-YEAR HIGH

STORY HIGHLIGHTS

- 62% approval of unions roughly matches 2017 level, highest since 2003.
- Most Democrats approve, while Republicans are evenly split.
- Support for more influence remains at 39%, a post-recession high.

ARTICLE BY LYDIA SAAD PUBLISHED ON AUGUST 30, 2018 NEWS.GALLUP.COM

WASHINGTON, D.C. -- Sixty-two percent of Americans approve of labor unions today, which is consistent with the 61% who approved last year and up from 56% in 2016. Before 2017, public support for unions hadn't exceeded 60% since 2003, when 65% approved.

The American public has long supported organized labor, starting with Gallup's earliest measure, taken in 1936 at the dawn of the U.S. labor movement. In fact, support for unions was relatively high across the first three decades of measurement, averaging 68% from 1936 to 1967. During this period, approval never dropped below 61%, and twice -- both times in the 1950s -- it stretched to 75%.

Things changed in the 1970s when approval fell to 60%. Since then, the percentage of U.S. adults approving of labor unions has averaged 58%, dropping below a majority one time to 48%. That measure came in August 2009 during the recession, coinciding with congressional Democrats' push for expanded



union rights during President Barack Obama's first year in office.

The long-term tapering of public support for unions bears little relation to the trajectory of union membership over the same period, described by one expert as an inverted U. Although official measures of union membership have changed, the available estimates indicate that the percentage of all employed adults belonging to unions rose sharply from about 9% in 1936 to roughly 27% in 1945. After peaking at 28% in 1954, it remained near 25% until 1972. It then dropped to about 20% in the mid- and late 1970s and then near 15% and lower in the 1980s, 1990s and 2000s. Today, it is at roughly 11%.

Union Support Universally Strong, Except Among GOP

Current support for unions is fairly high across U.S. society, with majorities of all major gender, age, education and geographic groups approving. At the same time, approval varies sharply by political affiliation, with 80% of Democrats versus 45% of Republicans approving. The rate among independents falls squarely in between, at 62%.

MORE WANT UNION STRENGTH TO GROW THAN SHRINK

Although a majority of Americans approve of labor unions, fewer want unions' influence to grow. About four in 10 (39%) would prefer to see unions have more influence than they have today; 26% want their influence to stay the same, and 29% would prefer that they have less influence.

Americans' preference for union power is nearly identical to what Gallup found a year ago and represents greater support for strengthening unions than was the case for most of the previous decade.

Democrats have consistently expressed much more support than Republicans and independents for unions enjoying greater influence. However, the partisan gap varied during George W. Bush's presidency, as the percentage of Democrats favoring more influence waxed and waned, while the percentage of Republicans stayed fairly flat. Both parties' support for unions having more power dropped sharply in 2009, the first year of Barack Obama's presidency, amid the last recession, but their support has recovered gradually as the economy has improved.

As suggested by the shifts in views about union strength at times of economic decline or improvement, a strong connection exists between Americans' views about union strength and the economy. This is evident in the relationship between public attitudes about unions and the U.S. unemployment rate. The higher the unemployment rate, especially from 2009 to 2011, the higher the percentage of Americans who preferred to see

unions have less influence. Conversely, as the unemployment rate fell after 2011, the percentage favoring less influence for unions also fell. This relationship ties in with prior Gallup research showing that Americans generally believe unions hurt rather than help nonunionized workers in the U.S., even as they believe unions help union members. During the recession, Americans also tended to believe unions hurt rather than helped the economy.

Still, Majority Foresees Unions Weakening
Although more Americans want union influence to expand rather than shrink, a slight majority (51%) predict unions will weaken in the future. Fewer than one in five (19%) think labor unions will grow stronger, while 24% think their power will hold steady.

Americans' outlook on union power has been fairly consistent over the past decade. Before that, from 1999 to 2002 and from 2008 to 2010, they were a bit more confident in unions' futures, with 22% to 25% predicting they would grow stronger.

BOTTOM LINE

At 62%, U.S. public approval of labor unions remains consistent with the improved level

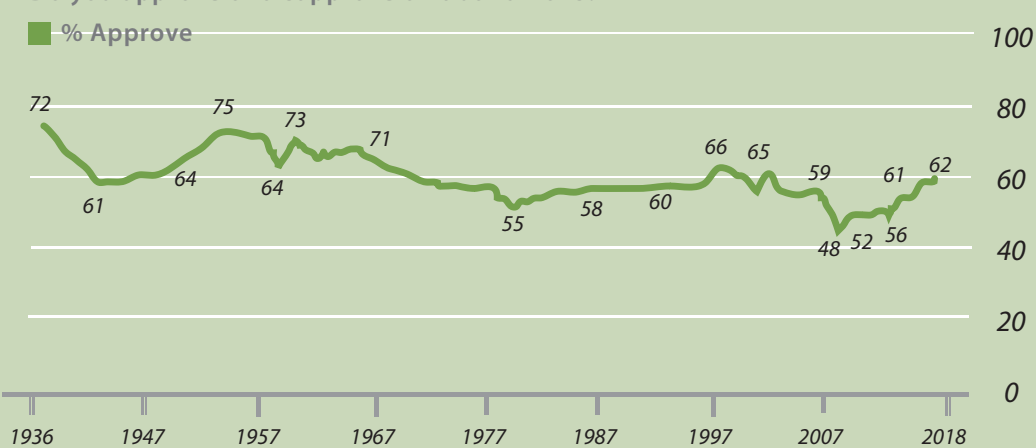
seen a year ago, marking a significant increase since the recession and slightly beating the average 58% approval recorded over the last half-century.

With the economy doing well, 39% of

Americans, including a majority of Democrats, also say they would like to see unions' influence in the country increase. Still, with union membership on the low side, Americans believe they are more likely to see unions getting weaker rather than stronger.

PUBLIC APPROVAL OF LABOR UNIONS REMAINS ABOVE 60%

Do you approve or disapprove of labor unions?



GALLUP

NEWS FOR THE 399er RETIREMENT COMMUNITY



2018 RETIREE REUNION WAS A GREAT SUCCESS!

Teamsters Local 399 organized a 3-day Retiree Reunion in Las Vegas this past September. Business Agent Chris Sell was in charge of this year's event and looked to Local 399 Retiree Randy White and Glenn Carter for guidance to keep a similar event structure from the fantastic 2017 Reunion they organized. Over 65 guests gathered at the Golden Nugget in Las Vegas for a time to share industry stories and reconnect with old friends. The 3-day reunion included a Banquet Dinner, a group trip to the Mob Museum, a bowling tournament at Santa Fe Station, and a breakfast with MPIPHP to answer any questions and address concerns any of our Retirees had.

We value our Retirees and we wish to express our utmost gratitude to Local 399 Retirees Dennis Hollis, Randy White, Glenn Carter and Steve Hellerstein for stepping up to ensure these Reunions have happened over the past several years. These events are a lot of work and we are grateful to have Local 399 Brothers & Sisters that have stepped in to help keep this event happening annually. If you are a Local 399 Retiree and are interested in joining the planning committee for the Retiree Reunion, please email Business Agent Chris Sell: csell@ht399.org. We are planning to organize the 2019 Retiree Reunion to take place in Southern California however we plan to be back in Las Vegas in 2020. We hope more of our Local 399 Retirees will join us next year!

We want to thank the following individuals and businesses

for donating to our 2018 Retiree Reunion! Their generous contributions helped offset the cost of the event for our Retirees as well as allowed us to purchase great prizes that were raffled off at our Banquet Dinner on the first evening of the event:

Avon - Julie Lawson**Tahoe Motion Picture Rentals** - Dusty Saunders**Galpin Studio Rentals** - Bob Dykes**Studio Services/Zio** - Louis Dargenzio**Transportation Resources** - Aaron Skalka and Keith Fisher**Attention Retirees**

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

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

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



THE STORY OF LE MANS '66

By: Matthew Klekner

The '24 Hours of Le Mans' is the world's oldest active auto endurance race. It's been held annually since 1923 near the town of Le Mans, France. The early races were dominated by French, British, and Italian drivers, teams, and cars, with Bugatti, Bentley and Alfa Romeo being the top brands in competition. For a performance vehicle, it's the most important race to win in the world. Initially the American automobile industry wasn't concerned with racing. Ford wanted to sell mass pro-

duction cars that resembled people's comfy living rooms more so than prototype GT sport cars. For a company like Ford, it was imperative to sell cars, not win championships. But by the early 1960s, the Ford Motor Company was falling behind. Henry Ford II, who had taken control of his grandfather's company, knew he had to make some changes. GM was selling the Corvette in droves and Ford had nothing in the marketplace to match it. Ferrari was the opposite of Ford in every way. Enzo Ferrari only wanted to compete, drive fast and win championships. His cars epitomized the sexiness of European styling and its engineering superiority was on display as it dominated the European racing scene.

"The enthusiasm for this project that the public has expressed throughout our scouting and filming has been infectious."



Location Manager Robert Foulkes and his hard working Locations Team (From Left to Right) Head of Security Seldo Ladera, Maria De La Rosa, Rick Surad, Robert Foulkes, Tristan Daoussis, Jonathan Blake and Francis Lucas.

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But racing isn't cheap, and Ferrari was forced to sell cars to the public in order to pay for racing them in competitions. As they lost money, Ford approached Ferrari to merge their assets and it seemed like a done deal. But their merger was thwarted at the last minute when Henry Ford II wouldn't give Enzo Ferrari the racing autonomy he wanted, and the deal was called off.

The fallout from the failed merger enraged Henry Ford II and he decided to pour his considerable resources into beating Ferrari and in the process he created the greatest rivalry in auto racing history.

"Le Mans '66" tells this remarkable story on the big screen for the first time.

The film follows an eccentric, but determined, team of American engineers and designers, led by automotive visionary Carroll Shelby (Matt Damon) and his British driver, Ken Miles (Christian Bale). They are dispatched by Henry Ford II and Lee Iacocca with the very simple yet elusive goal; They would design, build, and race a car that could beat Ferrari at his own game, at the most prestigious and brutal race in the world, something no American car had ever done.

"I think this is a very important story to tell -- the passion, the guts, the perseverance it took to pull off one of car racing's greatest achievements is finally getting the big drama, narrative treatment it deserves," says Location Manager Robert Foulkes.

"The enthusiasm for this project that the public has expressed throughout our scouting and filming has been infectious. It's fascinating how often my Assistants and I have found ourselves chatting with a home or business owner who ends up having per-

sonal stories of meeting and even working with Carroll Shelby, just random people all across Southern California!"

"It's kind of a bucket list project," says Transportation Coordinator George Sack. "What Teamster in their right mind would not want to do a project all about 1960's race cars? It's all about locations and cars and the producers have been solid with us on this one. It's been an experience that myself and my crew will talk about for years to come. And the best part is that it is a tax credit movie here in Southern California."

When Foulkes was initially brought onto the project he had a punch list of scripted locations around town, but there was still plenty of shooting planned out of the state.

"When the tax incentives got approved it really became a California movie. And before I knew it, we were able to do 90 percent of the movie here, if not more.

There are still some scenes being shot in Georgia. And they went to France as well," says Foulkes.

"Georgia worked well for that green terrain in France," says Sack. "We had to shoot some of the cars in So Cal then move them to Georgia. We had to then ship them back in a timely fashion to shoot in So Cal. It was a logistical challenge for sure," says Sack.

Carroll Shelby and his infamous Cobra are a product of the Southland, so it makes sense that the bulk of the shooting is here too.

His crew frequented local race tracks and air strips to test out their prototypes.

"We have several airport locations, but we had to create them where we could control the runways," says Foulkes. "I hadn't necessarily filmed

at these particular places before, and being there for multiple days, made it a challenge too." "A good chunk of the story takes place out at Willow Springs Raceway in Rosemond and we were able to film there," says Foulkes.

In addition to Willow Springs, they had to find matches for other historical locations like, Daytona and smaller places like the old Riverside Raceway, which, unfortunately, is no longer around.

"Making sure the width of the tracks/roads and the look of the pavement is correct made for an interesting challenge," says Foulkes. In addition to some ground up builds, they modified existing locations and plan to utilize a large VFX component to add to the size and scope of certain locations. The 1966 Le Mans was one of the first to be internationally televised, so you can imagine the scale needed to show 250,000 people watching the race in the grandstands of the "Super Bowl of Speed."

Shelby and his team also worked on their special project out of a shop in Venice, CA. Foulkes and his team found locations in Los Angeles to match the shop as well as the house and neighborhood of Ken Miles, his

British driver who lived here at that time.

"That was an ambitious dress to make the whole surrounding neighborhood look correct for the period," says Foulkes. "There's a lot of ambitious preps on this movie. As a period movie, you're recreating the past, and it just takes more time to do that."

Sack adds that, "the shops that were recreated were what made it worth going to work for. They were really impressive. Old cars and trucks...every car nuts dream."

"Our attention to period detail has been key and I've really enjoyed working with Production Designer Francois Audouy (who also did brilliant work with Director Mangold on last year's Logan)," says Foulkes.

This project always had a good chunk of shooting scheduled for Los Angeles, but as the tax incentives kicked in, their Locations team went into overdrive and found themselves running all over town in search of the perfect locations.

"We are literally finding ourselves at or beyond each 'corner' of the zone on this project -- Rosamond to the North, Malibu to the West, Fontana to the East and Long Beach to the South," says Foulkes. "We're at every edge of the zone and beyond it. It definitely feels like a third if not more of the movie is out of the zone."

"We had to move from places like Willow Springs Raceway to Pomona or Ontario to Agua Dulce," adds Sack. "We used a lot of hotel rooms. We did it without a move crew. I don't like using them. The Producers and AD department were cognitive of our turnarounds. We just put our heads together and figured it out. Nathan (Hardcastle) is really good on his feet and made it work. I think the worst move was from Fox Field in Lancaster to Pomona."

"It's a very aggressive schedule. We are halfway through and a couple of days behind. It'll be alright though. Those days will be made up in the days to come," he adds.

The real stars of this movie are the cars themselves. In addition to vintage GT40s and Ferrari's they needed to find vintage Corvettes and any other car that might have been racing, like Porches and Cobras, or anything more mundane, that might be on



Our hard working transportation crew on "Le Mans '66"

the street or in a background driveway.

"Rick Collins is handling the cars," says Sack. "Honestly, this show would not have been successful without Rick and the men and women in the picture car dept. They worked their butt's off to get the cars ready for this show."

"We had the actual Ferrari that won the Le Mans race four times. Rick even managed to find the original Lola that helped inspire the GT40," says Sack. "The GT40s were all replicas. They were built for the show. No one in their right mind would let a stunt driver use one the way they were used in this show. Same with the Ferraris. Rick purchased a bunch of old Corvettes for some of the American races we



Local 399 Transportation Coordinator George Sack with Transportation Captain Nathan Hardcastle.

covered. He also worked out a deal with a local manufacturer for all of the Cobras we needed. Rick put together a first-rate team for this one," says Sack. "We also had a full shop that was led by the great Brett Stach. I was pretty stoked to watch the guys build a lot of the cars start to finish. Our guys busted it out 7 days a week to be ready. We only ended up with about 3 or 4 cars that were even close to being ready, but there was a massive amount of fabrication done on this show."

"There was also a lot of top-secret stuff that if I told ya about, I'd have to kill ya," he jokes.

Outside of the main picture cars, the Transportation department was responsible for hundreds of cars, including background vehicles. Another challenge was finding car carriers from the 1950's and 1960's that played on screen.

In terms of camera cars they used Pod Cars and Biscuit Rigs for scenes that required the actors to be driving. The Pod Car was basically a stretched out GT 40, remotely driven from the rear.

"It's a very big Transportation show. I have done a couple of 100 million plus movies. This Transportation budget is 3 times larger than the other big ones we have done," says Sack.

"We had an endless caravan of mechanic trucks and trailers. We have a lot of Stunt Drivers, so we carried 3 make up trailers and 2 costume trailers. We even carry up to 4 honey wagons at times."

"We had up to 90 drivers on first unit but the second unit was smaller, probably around 20 people. We lucked out as far as parking was concerned. Our background world was large so we were able to split up basecamp. Other locations were open spaces so that was easy," says Sack.

For Robert Foulkes the goal is to work on quality projects and with quality people and "Le Mans '66" checked off both of the boxes.

"I like to choose something I would actually want to watch and have a hand in developing the look of the project. Because when those days are long and certain things are getting frustrating -- to be able to fall back on saying, 'Well this is a great project. This is something that I'll be proud of. I want to see it and tell people about it,'" he says.

"This was also an opportunity to work with Kevin Halloran, who's an Executive Producer on the movie. He was one of my mentors. He used to be a Location Manager and I was his assistant on several things, years ago. We've only had a chance to work together a handful of times on smaller kind of reshoots and things. This was a case where I got to do the entire feature with him."

For George and his crew they've been very busy of late. "Le Mans '66" represents his fourth California tax incentive movie in a row and he's sprinkled in some TV projects in between.

"It's pretty much the same group that has been together for 3 or 4 years. Nathan Hardcastle and Daryl Scott are the Captains. They are both solid guys to work with."

"The best part of the job is the cool things that we all get to do. 399 Members are extremely lucky. We make a great wage, have awesome benefits, drive cool stuff, get to see great locations, and we get good breakfast burritos for free. My Advice is to remember you get what you put in. Make yourself a valuable asset to the crew. You'll work all of the time."

LOCAL 399 CONTRACT UPDATES:

2018 has been a busy year for the staff of Teamsters Local 399! 18 of our contracts were up for renegotiation. Teamsters Local 399 has fought hard over the past year for our Members and we are proud to highlight some of our larger Contracts that our Members have recently ratified over the past Quarter. We stood strong to achieve gains for our Members with no givebacks, no concessions and no roll-backs. We also worked to address important issues within each group that were identified to us through our Membership surveys prior to negotiations. The Black Book & Location Manager Memoranda of Agreement as well as updated wages and fringe breakdowns can be found at www.ht399.org. If you are looking to obtain a copy of the Quixote Warehouse Workers or Quixote Drivers new Contract, please email jstaheli@ht399.org.

We are also excited to highlight the use of the Electronic Voting Method for the Contract Ratification process for our Black Book, Location Manager, and Quixote Driver Agreements. We would love your feedback on the process. Please email: amy@ht399.org if you have any questions or feedback regarding the Electronic Voting Process. We also want to remind our Members about the importance of signing up to receive Communications from Local 399. We also want to ensure that we have the most up-to-date contact information with the Union Hall and Call Board so you don't miss out on any work opportunities. You can update your contact information online at www.ht399.org or call 818-985-7374. If you have any questions, please email office@ht399.org.

BLACK BOOK

RATIFIED: SEPTEMBER 29TH

Highlights:

- ☐ Wage Increases:
 - 3% Wage Increase 1st Year
 - 2.5% Wage Increase AND 0.5% Increase to IAP 2nd Year
 - 2.5% Wage Increase AND 0.5% Increase to IAP 3rd Year
 - ☐ Retroactivity of wage increase to July 29th, 2018
 - ☐ Additional "On-Call" Contributions for 6th & 7th Days Worked
 - ☐ NO Changes to Healthcare and NO Additional Premiums
 - ☐ Defined Benefit Pension Plan Accrual Formula increased by 10%
 - ☐ 13 & 14th Checks for Retirees for Retirees that retired prior to August 1, 2009
 - ☐ We DID NOT Agree to New Media Language that would have created two tiers below MOW Rates. We will continue to negotiate these deals on a one-off basis allowing us to get our Members the appropriate rates, which are ONLY Basic Feature, Episodic or MOW.
 - ☐ Bumped Mechanic Tool Allowance
 - ☐ Bumped Drivers of People Movers with more than 32 Passengers to a "Class A" Rate
 - ☐ & More!
- Read full MOA and see updated wage rates at www.ht399.org.**

LOCATION MANAGERS

RATIFIED: OCTOBER 3RD

Highlights:

- ☐ Wage Increases:
 - 3% Wage Increase 1st Year
 - 2.5% Wage Increase AND 0.5% Increase to IAP 2nd Year
 - 2.5% Wage Increase AND 0.5% Increase to IAP 3rd Year
 - Retroactivity of wage increase to July 29th, 2018
 - ☐ Additional "On-Call" Contributions for 6th & 7th Days Worked
 - ☐ NO Changes to Healthcare and NO Additional Premiums
 - ☐ Defined Benefit Pension Plan Accrual Formula increased by 10%
 - ☐ 13 & 14th Checks for Retirees for Retirees that retired prior to August 1, 2009
 - ☐ New Wrap Allowance Language Added
 - ☐ Car Allowance Increase
 - ☐ & More!
- Read full MOA and see updated wage rates at www.ht399.org.**

QUIXOTE DRIVERS

RATIFIED: JULY 27TH

Highlights:

- ☐ 80% of Black Book Wages (for everything but photoshoots)
 - ☐ Minimum Call 4 hours for a "drop-off" or "pick-ups", 8 for photoshoots and 10 for everything else
 - ☐ Special Equipment will be paid Class A rate
 - ☐ Triple time after 18 Hours worked
 - ☐ Add Veterans Day as a Holiday
 - ☐ Forced Call will be processed under Commercial Contract Language
 - ☐ & More!
- Contact Joshua Staheli: jstaheli@ht399.org for a copy of this agreement.**

QUIXOTE WAREHOUSE WORKERS

RATIFIED: JULY 30TH

Highlights:

- ☐ First Local 399 Contract for this Strong Bargaining Unit
 - ☐ Medical Benefits under the Motion Picture Health Plan
 - ☐ Raises & Signing Bonuses
 - ☐ Helped to define roles and responsibilities. Developed pathways for growth and training for our Members to help them take on more responsibilities and increase their pay
 - ☐ Cell Phone Compensation & Meal Penalty language & More!
- Contact Business Agents: Joshua Staheli: jstaheli@ht399.org or Ernie Barraza: ebarraza@ht399.org for a copy of this agreement.**

Throughout each of the negotiations and ratifications we had this year, it became clear to us that there's a need for more classes and tools to help our Members better understand their contracts. Your contract is your greatest tool on the job and we want to continue to empower you to understand the wages, working conditions, and benefit provisions of your contract. Knowledge is power! Remember, many of the Members that came before us fought hard to achieve gains over the years. We need to protect and preserve those gains. Knowing your contract is the first step. Stay tuned for more updates regarding classes and educational tools.

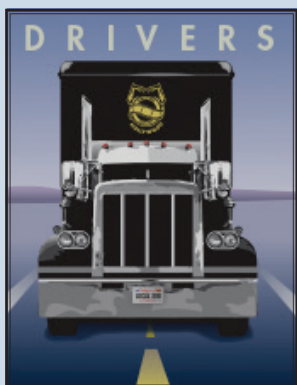
If you have any question about any of these contracts, please email your Business Agent or email office@ht399.org to be directed to a Business Agent.

MEMBER SPOTLIGHT

Cinelease Drivers & Warehouse Workers

The story of organizing Cinelease is one of struggle, sacrifice and of workers standing strong together. Cinelease, formed in 1977, hasn't always been Labor friendly. Originally, Cinelease was its own standalone company and was able to carve out a niche for itself. Our Drivers at Cinelease were able to organize and get their first Union Contract in 2008, but it would take the Warehouse Workers at Cinelease until last year to finally organize and ratify their first Teamster Contract.

About 4 years ago Hertz (now Herc Rentals) acquired Cinelease in hopes of developing the business to what it is today; a company that delivers quality lighting and grip equipment, power distribution, trucks and expendables to productions large and small. Currently, Cinelease spans over 10 cities and has 12 locations throughout the United States. With the growing pains of new management and the implementation of a more corporate structure came a revitalized effort from the Warehouse Workers to stand up for their rights to organize. They wanted the same workplace protections that they saw the Drivers had. This wasn't the first time the Warehouse workers had tried to follow in the Driver's footsteps. Each effort to organize in the past was met with challenge, retaliation, threats previous Cinelease management the Union for anything that went scaring the Warehouse Workers In 2015 however, working con-workers that they revisited the Teamsters Local 399 for support. Barraza was assigned to the unit cess, as well as the challenges, house Workers at Cinelease were could get worse than their current situation. As Ernie began to work with the Unit, he learned that many workers over the years were wrongly fired and others quit due to workplace abuse. By listening to the Warehouse Workers and their stories of exploitation on the job, some having their immigration status threatened and of rampant favoritism, Ernie began building a case against Cinelease.



"The previous leadership at Cinelease made it easy for me. The Warehouse Workers were working in unacceptable conditions and their personal lives were being exploited. You shouldn't have to go through that just to provide for your family. When I began sharing this information with their new management team-even they were appalled and embarrassed. A lot of the stuff they were doing was illegal, which in the end, helped strengthen the worker's voice to organize." Said Teamsters Local 399 Business Agent/Organizer Ernie Barraza.

Teamsters Local 399 took Cinelease to court over the discovered illegal mistreatment of workers and after a hard-fought battle, Teamsters Local 399 and the Warehouse Workers at Cinelease were victorious. One key finding discovered through the court proceedings that helped win the case was the illegal act of the company "re-checking" the a Union organizing campaign. immigration status could not be them from their decision to or-a huge win for the Warehouse all workers, specifically immi-In the end, on October 4, 2017 Workers were recognized and their first Union Contract. The and Teamsters Local 399 has im-with the Company to ensure our Members are afforded a workplace that gives them the best opportunities to succeed.



Ernie concluded, "It was admirable that these guys fought for so long. Through this process I was able to get to know these guys on a personal level. Get to know their families. Even during the toughest part of the process they were still willing to fight, and they were grateful for the support of the Teamsters."

Get to know some of our Teamsters Local 399 Drivers & Warehouse Workers that work at Cinelease:



CINELEASE DRIVERS

CARLOS SARAVIA
Cinelease Shop Steward: 2 years
Cinelease Driver
Teamsters Local 399 Member: 10 years



Cinelease Driver Shop Steward Carlos Saravia

"The Union has given me peace of mind. The company cannot fire us because of how we look, or by the things we say, it really gives you the liberty to say what you want as long as you are working hard and doing the right thing. I feel great being part of the Teamsters."

Thoughts on being a Shop Steward?

"My co-workers have always come to me as a source of information and guidance and that is why I decided to take on the role of Shop Steward. I have been at Cinelease for 16 years and my co-workers have always respected me because I always try to do everything the right way. I try to encourage everyone to follow the company and contract rules, and if I don't know something I will ask my Business Agent."

LOZARO PENA
Cinelease Driver
Teamsters Local 399 Member: 1.5 years

"I came from a non-Union job. With non-Union work, I was more exposed and there wasn't as much protection. You weren't able to say what you were thinking without retribution. Here, I can speak up and have the Union back me up. I think being part of the Union has brought us together."



(Left to Right) Cinelease Drivers Cale, Lozano & Robert.

CALE HOLT
Teamsters Local 399: 3 Months

"I have worked under Contracts before, however it wasn't a Union contract, just a one-on-one contract with an individual. In the end, having a Union and a Business Agent on my side means I don't have to worry about people walking all over me. I have the opportunity to go to the Union or a Union Representative and they will be able to help work out any problems."

NOE OROSCO
Cinelease Driver
Teamsters Local 399 Member: 9 years

"It's a great thing to have the Union at Cinelease. Before, we didn't have a chance to speak for ourselves, now we have more opportunities. It's definitely better being part of Teamsters Local 399 and now with the Warehouse Workers under a Union Contract we are working towards more camaraderie between the two groups."



Cinelease Drivers Noe & Walter

WALTER ROSALAS
Cinelease Driver
Teamsters Local 399 Member: 2 years

"I have been doing this type of work for 22 years working with a smaller Company. In the past couple of years I finally came to Cinelease and got into Local 399. It's better pay and better benefits. We also have support from our Business Agent Ernie and the rest of the guys. It's a Brotherhood. It's definitely different than just being at a mom & pop shop. There is an element of respect that comes from being part of the Teamsters that I didn't have before. People are actually glad to see a Cinelease Truck coming on set unlike when I would show up when I worked for a smaller, non-Union company. It's not just with 399 either, there is a respect that is felt from all of our Union Sisters and Brothers that work in the Industry."



CINELEASE WAREHOUSE WORKERS

APEO AFATI
Shop Steward Cinelease Warehouse
Teamsters Local 399 Member: 1 year
(11 Years working for Cinelease)



Cinelease Warehouse Shop Steward Apeo Afati with Jose Fernando Tolentino.

"Everything has changed now going from non-Union to Union. The Union is now supporting us to stop favoritism and stop us from being forced to do things outside of the job. Also benefits like health insurance has helped us a lot as well."

Thoughts on being a Shop Steward?

"I'm new to the role of Shop Steward, so I spend a lot of time reading my Contract and making sure everyone is treated fairly. For the first 11 years I was here, it was all about favoritism. It is great that we turned to the Union—now everything has changed in our lives. It's better for us now. Now we can move forward."

JOSE FERNANDO TOLENTINO
Cinelease Warehouse

"There are advantages when the employees are represented by a Union. Unions fight for our rights and the employers listen to them. Without representation, the employers do what is in their best interest, not always what is in the best interest of the workers. When there is representation, things like favoritism are eliminated. I consider the change to being part of Teamsters Local 399 to be very beneficial."

NICHOLAS SANCHEZ
15 Years with Cinelease

"It's a better place to work now with the 399 Contract in place. We are more organized and it's now enjoyable when you come to work. Your mental state is better in your workplace."

With each fight to organize and Unionize workplaces, specifically with our Union vendors, Teamsters Local 399 is proud to see a change for both the workers and the company through this process. We are proud to work with Cinelease and proud of our Members that help ensure the success of this Company. We encourage all of our Members when renting equipment-to rent from Companies like Cinelease, Herc, Quixote, SirReel, Lunchbox Transportation and more, because when you rent from Union companies you are investing in the livelihood and future of every Teamster Local 399 Member. **We have added a list of Union Companies to our Teamsters Local 399 website to serve as a reference and help assist our Members in identifying Union signatory rental companies that deserve the business of other Union Members. Check it out at www.ht399.org.**



Proud to have the Cinelease Warehouse Workers part of our Teamster Local 399 Family!

WOMEN RISING AT THE 2018 WOMEN'S CONFERENCE



Business Agent / Organizer Lindsay Dougherty speaking at the 2018 IBT Women's Conference as part of the Leadership Panel.

“Women are rising! We are marching, rallying, we're registering to vote. We are voting in record numbers and you know what else? We are running for office,” said International Brotherhood of Teamsters Political Director Christy Bailey. The 2018 IBT Women's Conference was held in Orlando, Florida this year on September 16th -18th. Over 1,300 Teamster Women joined together for the theme of this year's event: “Dream, Believe, Achieve”. This statement rang true throughout the conference as the guests heard from a multitude of speakers that highlighted the power of organizing, and the success that follows when women stand up and fight back - both in their workplace as well as on a local and national level. Outside of General Sessions, attendees were encouraged to attend 2 days of workshops that were both educational and inspirational. This year, the IBT increased the number of workshops that were



IBT Political Director Christy Bailey speaking on the importance of voting in our Midterm Elections.

available to guests of the event due to feedback they received after the 2017 Conference. IBT Local 700 President and Director of the Women's Conference, Becky Strzechowski, welcomed the Teamster women at the first General Session with a message of empowerment. “I'm looking forward to these next three days of dream, believe and achieve, together. And when I say together, I mean really together. This conference means so much to us all. And we may have our differences, but we when come here we are unified. We share the same similarities. We all want our Union to be strong and the best it can be,” she said. Despite the current state of our Nation and the constant attacks on working people and working families, the biggest takeaway from this year's conference was that Women are positioning themselves to fight for leadership roles within their Union, in their local communities and at the National level to address the

concerns and difficulties that many people, their families and their communities are facing. Diana Holland of the International Transport Workers' Federation in the UK gave a powerful speech as she discussed these same struggles of working families on a global level, “These are difficult and divisive times. You, like us, are facing the relentless race to the bottom. It's undermining everything we fought for and everything we've achieved. And it's threatening it. Existing workers are given impossible choices. Accept reduced terms, conditions and pay or lose your job. And younger workers are offered worse ones. And in times like these, we can feel so isolated, so powerless in the face of these huge global forces but let's not forget we've got our own huge global forces. When we organize together, we are so much stronger.” A reoccurring theme shared throughout the conference was the importance of Union Members getting out and voting in the 2018 Midterm Elections. IBT Political Director Christy Bailey highlighted the attacks on working families over the past year and explained how the same right-wing, anti-worker groups that worked tirelessly to ensure the Janus vs AFCSME decision was ruled in favor of Corporations. Yet the top 1%, are still rolling out more attacks against working people. “We're putting boots on the ground. We're making sure that we have Teamsters going from worksite to worksite talking to fellow Members about registering to vote and getting out to vote.” Bailey proclaimed. IBT General President Hoffa and IBT Secretary-Treasurer Ken Hall also echoed the message of getting out the vote and “Remembering in November” who has stood on the side of working people and who has not. “And so we have to become even more active. We have to make sure that when the Midterm Elections come around, that we're not just sitting on our tails saying ‘what's the point of voting?’ We can make a difference, you can make a difference. Go vote.” Said Hall. Teamsters Local 399 Business Agent and Organizer Lindsay Dougherty also spoke on the leadership panel during the final General Session and delivered a powerful message about the #MeToo and Time's Up Movements, the importance of diversity and inclusion within our Local Unions, and the empowerment of Women in leadership roles. By having powerful and influential women in the Entertainment Industry take a stand against sexual harassment and assault in their workplace, they've been able to

shed light on a problem that plagues every industry and helped to push forth the #MeToo Movement that was originally started by Activist Tarana Burke. “In response to the #MeToo Movement, an open letter that was written by the United Farmworkers of America expressing their solidarity and support, on January 1st over 300 women in the Film & Television Industry announced in an open letter to the women of the world that Time's Up. It is Time's up on the behavior and culture that makes women less safe at the workplace. Not just for women, but for people of color and the LGBTQ community. Time's up was formed to help move women forward into a new era. A world that addresses the systemic inequalities and injustices in the workplace that have kept underrepresented groups from reaching their full potential.” Business Agent Lindsay Dougherty. Lindsay continued to stress the importance of women committing to take on leadership positions within their Unions. Through identifying mentors, evaluating progress and harnessing skills and talents, women can step up into positions of power with confidence in their abilities and support from their current leadership structures. This movement is not simply a moment in time. The #MeToo and Time's Up Movement has garnered the attention of the world and has helped to strengthen the voice of all people against workplace assaults, harassment and violations of worker's rights. At a conference full of Teamster Women, it was an important message to share. The Labor Movement is about the empowerment of workers and elevates the rights of working people whether you are part of a Union or not. On the final day of the Conference Becky Strzechowski announced that next year's event would be taking place in Montreal, Canada. This event is treasured by Teamster Women as a time to connect, learn from one another and grow in the skills and abilities that help ensure that when Teamster Women Fight – They Win!



TNBC ANNUAL CONFERENCE: Building Pathways for the Next Generation

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

The Teamsters National Black Caucus, formed in 1971, has been working to develop leaders both inside and outside of Local Unions, as well as create visibility within the Communities they are part of. The TNBC has been empowering Teamsters of all different backgrounds and ethnicities to hold themselves to higher standards of achievement and excellence both on and off the job. It has also served as a means to help connect students to job opportunities and apprenticeship programs within the Union world to help carve out pathways of success and connect young adults with good Union jobs across a variety of Industries. The Teamsters National Black Caucus exists in a leadership structure that allows for National, Regional and Local oversight so that each chapter can address the needs of their communities and Local Unions as well as develop overarching guiding principles to keep this Caucus growing and supporting the needs on their communities on a National level. Each year the TNBC holds an Annual Conference to meet with TNBC Brothers and Sisters from around the Nation. The Conference includes Keynote Speakers, workshops and general sessions that allows time for learning, growing and connecting with one another. This year's Conference was held in Houston, Texas. The theme of the event was TNBC: Building Pathways for the Next Generation. Every 5-years the Regional and National Leadership positions of the TNBC are up for re-election and/or appointment of new Members into a variety of Leadership Roles. Teamsters Local 399 sent Members Philip Quansah, Local 399 Member Jesse Jackson and Local 399 Trustee, Shop Steward and part-time Business Agent Calvin McDowell to this year's conference. Philip Quansah described the differences from a typical TNBC Conference to what this year looked like with the inclusion of the nomination process and voting for the Regional Leadership positions. “The General Sessions were organized by Regions this year so that the different regions were able to vote on their Regional Leaders.” Both Calvin McDowell and Philip Quansah stepped up to run for Trustee positions on the Leadership Board for the TNBC Western Region. We are excited to announce they were both voted in to serve on the Leadership Board of the Western Region. We are proud to have two strong Local 399 Members elected to this position where they can share their talents and vision for a stronger, more engaged and active TNBC Regional presence.

Philip Quansah noted, “We have already started meeting and discussing some of our initial goals. One priority is to unite the Western Region. The Western Region stretches from San Diego to Alaska and all the way to Denver, Colorado. We want to bring these Local Chapters together and have



(Left to Right Local 399 Trustee, Shop Steward and Part-time Business Agent Calvin McDowell, Local 399 Member Jesse Jackson, Local 399 Member Philip Quansah at the TNBC Conference in Houston.

the Western Region TNBC serve as a means of support and guidance for Chapters that are just getting started and help to develop new Chapters throughout the region by way of outreach and advocacy of the TNBC mission and vision.” “Another goal we are looking to accomplish on the Western Region Leadership Board is to help influence the programming for the annual TNBC Conferences. This programming is decided on by the National Leadership Board in which our Union Brother, Southern California TNBC Chapter Chair and Secretary-Treasurer of Local 848, Eric Tate just got elected to. We want to see more engagement with the cities and the communities we find ourselves in for the Conference. It could be donating supplies to a local school or participating in a job

action taking place at a Local Union.” Explained Calvin McDowell. Calvin and Philip are both very engaged with the Southern California Chapter of the TNBC and hope to continue to grow the Chapter not only regionally, but also locally. Currently the Southern California TNBC chapter has about 200 active Members with about 40-50 Members being able to attend their monthly meetings. Philip continued, “It can be tough to keep a consistent presence at our TNBC monthly Meetings. It's a struggle of balance. For me, getting more involved in the TNBC Southern California Chapter has allowed for it to become woven into my schedule where it doesn't feel like a burden to get involved. Whenever you can engage or be part of something bigger than yourself, just do it.” When asked about Philip's personal goals for growing as a leader within Local 399 he said, “I would like to encourage more of our Local 399 Sisters & Brothers to get involved, attend the TNBC Conference or the monthly meetings. I would like to challenge more Local 399 Members to step up to leadership roles both within the Union and outside of it. It's a challenge because I know everyone is busy, however I am up for the challenge. Other people who invested time and educated Calvin and myself helped us grow and get more involved. I hope to do that for others.” Calvin elaborated, “One of the biggest things that being part of the TNBC has taught me is that it is of utmost importance to get involved in your Local Union and your community. We are lucky to be part of a Union. There is a distinct advantage we have compared to many in underserved or underrepresented communities. It is important to find ways to give back and remain civically active and engaged. It is something that I would encourage everyone to do. Find where your interest lies and seek out opportunities to give back, especially when you are in a position to help.” We want to again congratulate Philip Quansah and Calvin McDowell on their newly elected positions on the TNBC Western Region Board. We are beyond proud to see two strong and dedicated leaders within our Local share their talents and passion with the Western Region of the Teamsters National Black Caucus. **If you are interested in getting involved with the TNBC, please email: Calvin McDowell: cmc-dowell@ht399.org or Philip Quansah: Pe_quansah@yahoo.com to learn more.**

Q&A

WITH **STEVE DAYAN**

SECRETARY - TREASURER



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

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

A The biggest accomplishment has to be the successful negotiation and ratifications of the "Black Book" and Location Manager contracts. Many thanks to our Committees for their hard work and advice during the process! As I write this, we're also preparing for Casting Negotiations.

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

A We will have bargained 18 agreements for our Membership by years end! The biggest challenge has been preparing for, negotiating and ratifying 18 contracts! I do my best to meet our Members expectations throughout that process. While we never get everything we ask for, the majority of our Members who have reached out to me have told me they felt heard, appreciated and consulted with throughout this bargaining cycle. I'm thankful to those of you for your comments and input.

Q Why is it in the best interest for our Member to rent from Union Companies?

A By renting from Union signatory companies, you not only help yourself, but you help your Union Sisters and Brothers. You help yourselves because the vendors who contribute to MPI benefit all of those who receive MPI benefits. We all win when we can contribute to MPI. How do you help your Sisters & Brothers? By renting from a Union vendor, contributions are made into your Pension and Health Plans. Whenever possible, choose a Union vendor!

Q What are the benefits of events like the Car Show and the Retiree Reunion?

A These events bring us all together in a family friendly way. We get to know each other better and it brings us all together as the family that we are as Members of this great organization. Member involvement has been a priority of this Administration from the beginning. We've also created a series of classes for our varied classifications to help our Members understand their contract, our industry and improve their skill sets. I encourage you to participate. You never know where your next job will come from-it could come by simply attending an event.

Q How can our Members get the most up-to-date and accurate information from the Union?

A By signing up to receive text messages and email notifications from Local 399. One good example of signing up is that you'll receive a quarterly reminder to pay your dues. We will not abuse communications with our members and will be judicious in our use of our communications to you.

Q Why did you decide to utilize the electronic voting method for our "Black Book" and Location Manager Agreement? Do you see this being the new form of voting for the Local?

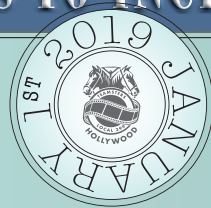
A I wanted to make voting as easy as possible for our Membership. I also felt we could increase voter participation, and in fact, we did. We increased turnout while providing a secure platform to vote on that is certified by the Department of Labor. We were also able to update Members email and cell phone numbers to be able to communicate directly with you. I also received a lot of good feedback from the Membership that the process was seamless. Our Members liked voting electronically. We are trying to make it easier in every way for our Members to participate in their Union.

Q Why are the dues going up in January 2018?

A Per our By-laws, our dues go up every year by the amount of our wage increases. As you already know, many Teamsters Locals outside of Hollywood charge 3% of their Members gross wages in dues. That would be far more costly to our Members. I want to be clear that I would never contemplate changing our structure, but I believe.



DUES TO INCREASE



DUES SET TO INCREASE TO \$294. PER QUARTER ON JAN. 1, 2019

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

On January 1, 2019 we will be increasing dues by \$3.00 per month, bringing the new quarterly total to \$294.

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

If you have any further questions please email office@ht399.org.

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

On Saturday, August 25th we hosted our 4th Annual Classic Car & Motorcycle Show

at Woodley Park in Van Nuys with our Union Sisters & Brothers and the Basic Crafts. As this event continues to grow, we are excited to see it truly becoming a special event for our Members, and by our Members. After this year's successful event, it is safe to say that Woodley Park will remain the home for this event in the foreseeable future. We hope to see this event continue to grow to include more of our Teamster Sisters and Brothers, as well as continuing to include our community.

We had over 100 Cars and 30 Motorcycles entered into this year's event. We also had iconic Picture Cars from the Fast and the Furious, a Batmobile, Transformers, Scooby Doo Mystery Machine, Gone in 60 Secs, and more Picture Cars! We were also able to feature the musical talents of our Members during the event. We would like to thank Local 399 Members Timothy Hillman of South Pasadena Transit Authority, D. Jennings of Spagwater and Brian Stegall of Ottis and the Elevators. We are already looking forward to the 5th year of this event, and we are looking to increase member involvement from our Membership to create a special afternoon for our Members, their families and friends. We are hoping to lock in a date for next year soon and will be sharing that information with the Membership as soon as it becomes available. If you are interested in getting involved in next year's Car & Motorcycle Show, please email: amy@ht399.org.

This event would not have been possible without the generous contribution of time, energy, and the talents of so many people. In no particular order, we would like to thank everyone that contributed to making the event such a success:



Thank You...

- **The Basic Crafts** (IBEW Local 40, Local 724, Local 78, Local 755) for partnering with us for the 3rd year in a row to host this event.
- **Teamsters Joint Council 42** and Donna Culwell for bringing out our Teamster JC 42 Truck.
- **Local 399 Member Woody Wood and his wife Donna Wood** for volunteering their time, expertise and equipment for a 4th year in a row!
- **Teamsters Local 399 Members Rock Choquette** for being our talented photographer for the day and Local 399 Member Christopher Mason for his dedicated event support to ensure the day ran smoothly.
- **Car Club Yakety Yaks** and Local 399 Member Flynn Stone for helping us park show cars for a 4th year in a row, as well as helping to judge the Classic Cars that entered the event!
- **Teamsters Horsemen** and Local 399 Member Terry Mack for helping to coordinate our Motorcycles and serve as a Judge for the day.
- **Local 80 Medic Lou Farah** for his time ensuring our guests were safe during the day and for bringing out an incredible Vintage Emergency Vehicle to showcase.
- **David Steinitz**, representing the Historical Society for the Los Angeles City Fire Department, showcasing an incredible Hummer Fire Truck.
- **Fire in Motion** for bringing out a Fire Truck and flying the American Flag high above our event.
- **Local 399 Member Johnny Agnew** and Funky Junk Farms for bringing out an awesome fleet of vintage trailers and a converted Greyhound Bus.
- **Picture Car Warehouse** for bringing out some amazing Picture Cars to show off. We also want to give a special shout-out to Al Kruger from Picture Car Warehouse for all his hard work organizing a team of great volunteers, helping to drive over a number of Picture Cars to the event, being one of our Judges and for his general support and event promotion!
- **The Mulholland Jr. Police Academy** for their hard work being our invaluable volunteers for the day.
- **Lunchbox Transportation** for providing our Members with an air-conditioned trailer for our folks to relax in.
- **Executive Outhouses** for providing us with luxury, air-conditioned restrooms for the day.
- **Warner Bros.** for letting us bring out the Tumbler Batmobile to the event and Local 399 Driver Steve Nazarian for ensuring its safety during the entirety of the event.
- **Local 399 Randy Peters and Randy Rousseau** of Eliminator - Self Service Fire Extinguisher for bringing out all of the Autobots for the day from Transformers as well as the Scooby Doo Mystery Machine.
- **Universal Studios & Vehicle Effects** for coordinating and showcasing Fast & the Furious Cars for the event.
- **Pacific Pups Animal Rescue** for hosting a Pet Adoption at our event!
- **Kustom Car King and Legend Gene Winfield** for being in attendance for the day and signing autographs for our car enthusiasts and guests.
- **We also want to thank all of our food trucks and vendors as well as the informational booths provided by:** Labor 411, LA Galaxy, Liuna Nurses, CHP, Rod Diamond, Karimian Law Group, Northridge Auto Wrecking and all of our partner Locals in this event.
- This event would not be possible without all of our Show Car & Motorcycle Participants & all of our guests of the event - we hope you, your family members, and friends will join us again next year!
- **Last, but certainly not least, we must thank and acknowledge Car Show Founder, Retired Business Agent, respected Teamster and Veteran, Jack Fisher.** Jack's commitment to our Local 399 Members and his enthusiasm for automobiles was the driving force behind the creation of this event 4 years ago. Thanks Captain Jack. Wishing you a happy and healthy retirement.

EVENTS

Tuesday, January 1st

DUES SET TO INCREASE TO \$294.
Per our By-Laws, Members dues are based on 8 times the average hourly rate per quarter plus an International assessment of an additional 1/2 hour. Per Article X of our International Constitution, Members of all locals are required to pay a minimum of 2-and-a-half times their hourly rate in the form of monthly dues payments. On January 1, 2019 we will be increasing dues by \$3.00 per month, bringing the new quarterly total to \$294.

Monday, January 21st

KINGDOM DAY PARADE
Time: 10AM
Where: Martin Luther King Jr Blvd
Theme of this year’s parade: Healthy Bodies – Healthy Minds – Healthy Nation
More details coming soon. If you are interested in marching please email: amy@ht399.org.

Sunday, January 20th

GENERAL MEMBERSHIP MEETING
Time: 8am
Location: Pickwick Gardens
We encourage all Local 399 Brothers & Sisters to attend the first 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.
- ★ **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

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.

- | | | |
|-------------------------|------------------|------------------|
| Tim Abbatoye | Ernie Lueras | Stephen Pate |
| Luis Delgado | Valorie Massalas | Joseph Prado |
| Nancy Dutton-Sells | Kevin McAteer | Larry Ring |
| Robert Enriquez | Mark McDermitt | Gavin Roberson |
| Barbara Gaddy-Edrington | Judy Metcalf | Vincent Ybiernas |

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:

- | | | |
|----------------|---------------------------|-----------------|
| Robert Blair | Richard Lewis | Barbara Reinert |
| John Boubel | Jimmy Moreno | Gene Schwartz |
| George Hrivnak | Ferenc Pleth | Anthony Zahn |
| Forrest Ingham | Shawn Jennings-Pontecorvo | |

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