

TEAMSTERS LOCAL 399
—SISTERS—

TEAMSTERS LOCAL 399
—BROTHERS—

A STRONG PAST BUILDS A BRIGHT FUTURE

GREETINGS SISTERS & BROTHERS

I hope you all had a great Holiday Season! As we begin the New Year, I'd like to touch on the accomplishments and gains we made in 2018 for our Membership. The entire staff of Local 399 worked diligently along with our partners in the Entertainment Union Coalition to extend our Tax Incentive program for another five years. We are currently beginning year four of our first incentive, giving us a total of seven more years of tax incentives! That's great news for every one of our Members as we were almost at full employment for the entire year.

This year we have been on an organizing drive to organize more of the vendors in our industry. We are proud of our new Members at Quixote Grip & Lighting in Pacoima. We successfully negotiated and ratified the Quixote agreement with a first-ever, three-year contract. We're also currently in negotiations to cover Drivers at PRG. We also filed a petition at the NLRB to cover DOT Administrators at Universal Studios and Warner Brothers. Both groups unanimously voted to have 399 represent them. The Companies' have appealed the decision to the Board in Washington D.C., and we'll be bargaining with both Studios while we await the NLRB decision. We have also undertaken a campaign to cover the Drivers of Catering support vehicles and have other targets that we'll be focusing on in 2019.

All of our major contracts were negotiated in 2018 except for the Commercial Contract, which expires on January 22, 2022. In total, we successfully negotiated over 18 contracts for our Members this year! Most importantly, Local 399 did it all without taking any roll-backs or take-aways to our contracts. 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 but we held strong. None of these negotiations were easy. They rarely are. So we are proud to say that every agreement that we negotiated included gains in wages, working conditions, pension and health improvements. Every contract was overwhelmingly ratified by the Membership, ensuring stability and certainty for all of our Members.

We also chose to ratify our "Black Book" and Location Manager Agreements with an online ratification process for the very first time. By doing so, we increased voter turnout significantly for both ratifications. We were also able to update our Members' personal information to better communicate with all of our Members going forward. We have improved voter participation and will continue to work diligently to improve voter participation going forward.

In December, we concluded negotiations for our Casting Director Agreement. 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! (Please refer to the article on our Casting Negotiations in this Newsreel for more information).

We had a major mid-term election in November of 2018. We interviewed every major and minor candidate for office in California and achieved many gains for working families. What were the media and political parties talking about? Voter participation. We all had

an opportunity in this election cycle to vote for candidates who will fight for organized labor and, thanks to all of you who took the time to vote in this important election cycle, we won! We couldn't have made these gains without your participation. The strength and power of this Local comes from each and every one of you.

We also got the news of the Supreme Court's decision on Janus, affecting every public sector worker in this country. In spite of that decision, Union membership in California and across the country has remained intact, with fewer Members choosing to opt out of Membership. This could also happen to the private sector, so we must continue to be vigilant.

We are honoring Leo T. Reed with an article in this Newsreel to celebrate Leo's 80th birthday and his rich history in the labor movement as the

head of Local 399 for 25 years, the longest serving Secretary-Treasurer in the history of 399. Congratulations to Leo on the occasion of his birthday. We wish him and his family a very healthy and prosperous New Year!

Scholarship applications are now open for the James R. Hoffa Scholarship Fund and will be open shortly for the Leo T. Reed Scholarship Fund and the JC42 Scholarship fund. If you have kids going off to college or trade school, make sure to check them out.

We hosted many events for our Members this year, including our 4th Annual Car Show, which was well attended and a retiree reunion in Las Vegas. Thanks to all of you who attended these events. We will also continue to put on classes for our Members - Classes that support our Drivers, Location Managers and Casting Directors, including a Coordinator Class that we hope to put on in late spring.

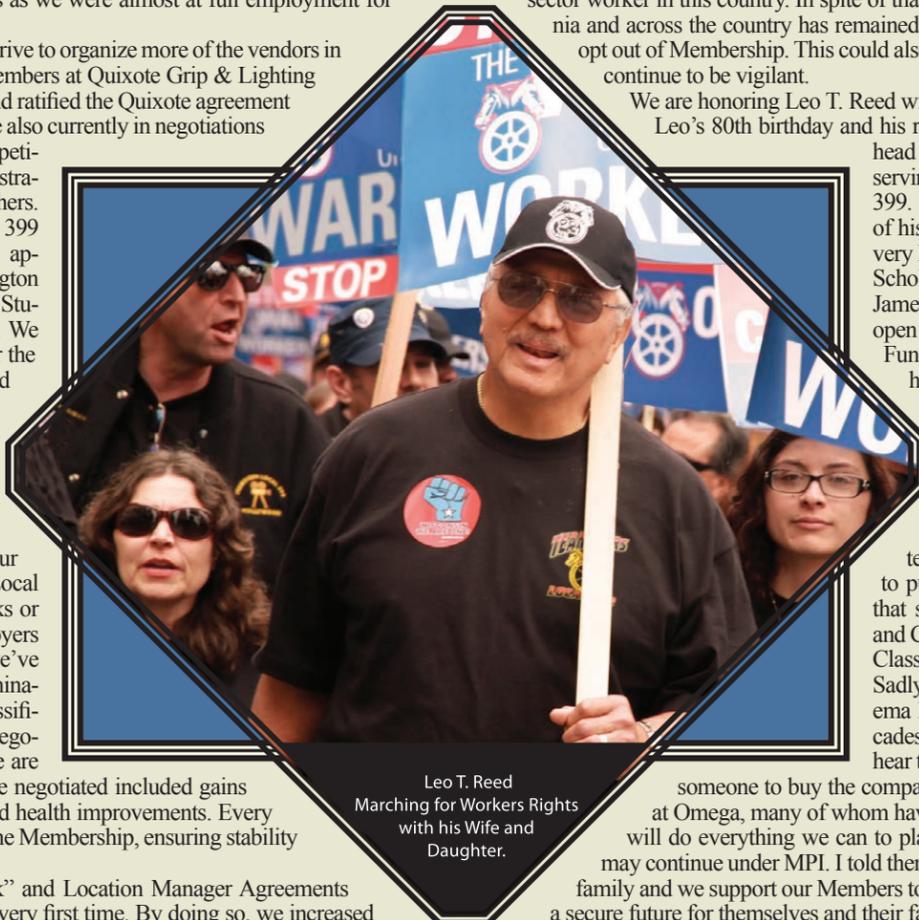
Sadly, we also received news that Omega Cinema Props may be closing its' doors after decades serving our industry. We are saddened to hear the news but are hopeful Omega may find

someone to buy the company. We have approximately 32 Members at Omega, many of whom have worked there for 30 years or more. We will do everything we can to place those Members in other jobs so they may continue under MPI. I told them what I tell all of our Members: We are a family and we support our Members to the best of our ability in order to provide a secure future for themselves and their families.

We have much more work to do in 2019! We'll be rolling out our 399 Mobile App at the January Membership meeting. We're also researching a software solution in order to digitize our grievances, contracts and historical documents in order to better assist future administrations in easily looking up grievance and arbitration awards, and our contract history.

**On behalf of the staff of Local 399,
I'd like to wish you all a very prosperous New Year!**

FRATERNALLY, STEVE DAYAN
TEAMSTERS LOCAL 399 SECRETARY-TREASURER



Leo T. Reed
Marching for Workers Rights
with his Wife and
Daughter.

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OMEGA/CINEMA PROPS: END OF AN ERA OR EVOLVING COMPANY?

Omega/Cinema Props' future is in limbo. The 200,000 square foot property has been sold. As the Company tries to find a buyer to pass the torch of such a respectable and unique Company in the Entertainment Industry, we caught up with current owner Barry Pritchard as well as Local 399 Omega Shop Steward Art Barcenas to learn more about what's next for our Members that currently work for Omega, as well as how the Union can continue to support our Local 399 Sisters & Brothers that are currently working for the Company.

If you work in the Entertainment Industry, specifically as a Set Dresser, Set Decorator or Buyer, you probably know the name Omega/Cinema Props well. The only Teamster prop houses in Los Angeles, Omega/Cinema Props has been providing excellent customer service since it's origin back in 1968.

E. Jay Krause, a prominent television and stage Production Designer, founded Omega Studio Rentals in 1968 and in 1982 he had grown the business to acquire the inventory of Cinema Props creating what we know today as Omega/Cinema Props. Jay's vision of putting together a small well-staffed prop house specializing in European antiques, fine paintings, lamps, drapery, linens, etc. continued to grow for the next 23 years while he was running the business. Jay would continue to purchase smaller prop houses as a means to grow the inventory of Omega/Cinema Props to continually meet the needs of the booming Motion Picture Industry. He also included an in-house drapery department to allow for customization and special orders.

Jay's son-in-law Barry Pritchard, who has worked for Omega since 1994, would eventually take over the family business. Barry, a former Fire Captain of 25 years for the city of Santa Monica, has been with Omega/Cinema Props through a myriad of changes due to new technologies and the evolution of the Entertainment Industry. Outside of the constant changes to the demand of new styles and decor represented within film and television, under Barry's management, Omega/Cinema Props would also have to develop easier methods for renting and viewing their stock. Barry ultimately introduced online ordering that would also change the way they displayed products, managed orders, monitored stock, tracked goods and

"The reputation is there. The customer trust is there. The history & legacy is there."

communicated with customers. The one aspect that has been constant for Omega/Cinema Props over the years however, is their reputation for stellar customer service. Local 399 Members that work at Omega/Cinema Props have truly had a lasting impression on the Entertainment Industry for their hard work, knowledge of both Omega's stock as well as furniture pieces from various eras' and of course, their commitment to assisting customers to the best of their ability.

"I'm hoping that the Company can sell. The reputation is there. The customer trust is there. The history and legacy is there. We just need a buyer to embrace the vision and build Omega/Cinema Props into the prop house of the future, keeping up with an evolving industry." Said current owner Barry Pritchard.

Art Barcenas, current Local 399 Omega Shop Steward,

described the work of Local 399 Members at Omega, "We have Warehousemen, Assistant Foreman, Foreman and we have Sales, and that's where I am. We deal with the clients, create the orders, manage the orders and the minute a client confirms the order we have different processes for people to pull, prepare, and place at the dock to be loaded. That's the excellent service we provide as a Company. Which no other Prop House provides, from what I hear."

Art has been with Omega/Cinema Props for 30 years, starting at the Company when he was 19 years old. Since Art's time at Omega, he has seen the property grow as new stock was acquired. "When I first got here, we only had Omega & CP2. Then the company purchased 1st Street and that became CP3 for us. It was all patio stuff. Before that they opened another prop house called CP4. That's where we moved the office operations to from the 1990's into the 2000s until they got rid of it. That's how the Company got big over the years, and the personnel got bigger too. But then the business faded. Filming started moving out of California. There was a huge drop off." Prop Houses like Omega took a huge hit due to runaway



Some of our hard working Members at Omega Cinema/Props

production. Though Barry noted that the Company in some cases will rent and ship products across the country or even to Canada, it is typically only the very experienced and well-regarded Production Designers or Set decorators that could get approval for such a feat. With filming leaving the state at a rapid rate, prop houses also had to compete against changes to retail and how easily it had become to acquire goods and products.

Barry worked hard to keep the business growing throughout some of the uncertain years. Local 399 Members and their hard work and customer service ensured Omega/Cinema Props could keep their doors open with Customers preferring to work with the staff at Omega.

Barry, having had a long career as a Fire Captain as well as owning Omega, is now ready for retirement. "I will miss it. It's bittersweet. I hope to say that I will be visiting the next generation of Omega, not see it go," said Barry. "My boss is a great man, but he wants to retire." Art commented about Barry. "I think he wants to enjoy some of his life. Spend time with his family and call it a day. It's his time."

As Barry transitions to retirement, he has been meeting with potential buyers that would take Omega/Cinema Props to the next level and groom it for the future. "It's time for the next generation to make the company work in a new reality."

However the uncertainty as to whether or not they will find a buyer before Omega/Cinema Props needs to move out of it's current location has been cause for concern for our Local 399 Members working there.

"I see people come in and out with our assistant General Manager Allen. He shows them around. We don't know much of what is going on and nothing is set in stone right now. There are a lot of uncertainties, a lot of questions being asked. I've been getting bombarded because I am the Shop Steward and I keep telling them that I know as much as the Union knows." Said Art.

Outside of Art working with management regarding contract issues and/or workplace issues the uncertainty of the future for our Members at Omega has changed the dynamic of his day-to-day Shop Steward responsibilities. Art jokes, "Well I have just been getting cursed at since the minute I became Shop Steward. "Omega is clos-

ing' great thanks, Art."

"The tough part is I've had to hear from a lot of people. I have to tell them I know as much as you know. Waiting for information from Barry. Just have to wait it out and pray. A lot of people are scared because of the uncertainty and I completely understand."

When asked about words of wisdom and advice he has given to the Members at Omega, Art said, "Hold your head high. Hopefully we will be okay. Don't panic just

"Hold your head high. Hopefully we will be okay. Don't panic just yet. Just pray things will work out"

yet. Just pray things will work out. Obviously, I talked to Steve (Dayan) and he said he is trying to find other companies where he can help place us if need be. Or maybe send a couple people at least. A lot of people are scared. I try to be as positive as possible."

Secretary-Treasurer Steve Dayan and Business Agent Ernie Barraza have been in communication with Barry and Art and are working to find avenues of support for Local 399 Members should Omega not find a buyer. Steve and Ernie also visited Omega/Cinema Props the week before Christmas to hand out Holiday gift cards that the 399 Executive Board approved as well as answer any and all questions from the Members about their future. "We are going to do everything we can to support our Brothers

& Sisters at Omega/Cinema Props," said Secretary-Treasurer Steve Dayan. "The uncertainty of the future of the Company makes it difficult. However, we are trying to provide our Members with every possible option and idea for moving forward whether in the Entertainment Industry or another Unionized Teamster represented industry." Assured Steve Dayan. "It's a tough time for them right now. All we can do is see what happens and provide options when the time comes. We want them to know that they are part of our family and the Union has their backs." The relationships this group has forged with their customers over the years within the Entertainment Industry is one that will not be forgotten. Their reputation is one of hard work, diligence and commitment to excellence.

Art continued, "there are a lot of connections that some of us have in the Industry. There are a lot of clients that have even asked us if we want to work elsewhere. Regardless, I am a Teamster and for now I am sticking with my Union, but we will also be open to new opportunities if need be."

As our Sisters and Brothers at Omega look to figure out the next steps over the next several months, Local 399 asks for the support from the General Membership to assist our Omega Sisters & Brothers should they make any transitions into the Industry through a different craft. As more information becomes available, the Local will be sharing ways Local 399 Members can support their Brothers and Sisters at Omega. If you are a current Member at Omega/Cinema Props and have any questions regarding the current situation, your contract, health benefits, options for work, etc. please do not hesitate to reach out to your Business Agent Ernie Barraza: ebarraza@ht399.org.

As Omega embarks on a new era, we will always support our Members that have contributed to the success and positive reputation of Omega/Cinema Props throughout the Industry. We are proud of our Members both past and present that helped build this Company to what it is today.



CASTING PROFESSIONALS RATIFY 3-YEAR AGREEMENT!

The final Local 399 contract negotiation of the year with the AMPTP was for our Casting Director Agreement. Similar to other negotiations this past year with the AMPTP, the Casting Negotiations got pushed back to later in the year and a Contract Extension was filed to ensure there was enough time to address all of the issues brought forth by our Members working under this agreement. In order to best understand the issues surrounding this contract cycle, the Local put out two surveys to the Membership which were then reviewed by our Casting Steering Committee, Secretary-Treasurer Steve Dayan and Business Agent and Vice-President Ed Duffy.

The Casting Directors Agreement is a unique contract in which Local 399 negotiates with our Sisters and Brothers from Teamsters Local 817 in New York. Secretary-Treasurer Steve Dayan worked closely with President of Local 817 Tommy O'Donnell to ensure that both Locals and their respective Members' issues were addressed throughout these negotiations.

After four days of negotiations, our Casting Directors and Casting Associates were able to make significant gains to their agreement. A major issue for our Casting Directors was the issue of "stretching" of pay that can happen within Episodic series-when the production schedule runs weeks longer than initially anticipated. The AMPTP agreed to include a newly drafted Sideletter to help address this issue moving forward.

The issues surrounding our Casting Associates mostly had to do with their hourly rates and the guarantee of their 60-hour work-week. As Shop Steward and Executive Board Trustee Gary Zuckerbrod pointed out at our October General Membership Meeting, our Casting Associates are one of the lowest paid groups in our Industry. Though they

have experienced significant hourly increases over the years, they are still behind compared to crafts that have been represented by Local 399 for a longer period of time. In this round, however, Local 399 and 817 were able to secure a 20% increase in the first year with a 3% increase in the second and third years. This will bring our Associates up to \$19.00 an hour in the final year of the Agreement. There were also increases to the Associate's IAP contributions secured in this round of negotiations.

In order to follow the same pattern as Local 817, who held their Ratification meeting in New York on January 9th, we voted this contract at a Ratification Meeting on January 9th as well, at Pickwick Gardens. After a lengthy meeting to help our Members understand the gains made in this contract cycle as well as how certain issues should be handled moving forward, the Membership voted and overwhelmingly ratified their contract in both New York and California.

We are very proud of each and everyone of our Casting Steering Committee Members from both Teamsters Local 399 and Teamsters Local 817. Without their support, insight and guidance on their pressing issues, we would not have been able to secure a fair and important agreement with the AMPTP. This group proved to work together well to get the best possible deal for all. Their fight extended outside of their own personal issues and truly captured the essence of issues that have plagued all of our hard-working Casting Professionals." - Secretary-Treasurer Steve Dayan

As we look to the next 3 years we want to congratulate our Casting Professionals for their recent Contract Ratification and we look forward to developing a curriculum of education classes that will help to educate this group on their contract and how best to negotiate their own deals.



Some of our Local 399 and Local 817 Casting Steering Committee Members after our final day of negotiations.

LOCAL 399 CONTRACT UPDATES

As 2018 comes to a close, we want to take a moment to congratulate our Local 399 Members that stood strong over the course of this past year to secure gains throughout various contract negotiations. By using their collective voices and sharing concerns and unique ideas regarding how to tackle difficult issues, many of our Members begin the New Year with a new contract in place that accounts for higher wages and better working conditions. Outside of some of our major contracts that we have highlighted throughout the year, we close 2018 with a few more wins for our Local 399 Members working at: Triscenic, Scenic, Western, Universal City Walk and Herc. "I'd like to thank all of the Local 399 negotiating committees during negotiations. We simply couldn't get our jobs done without their support and hard work". Steve Dayan, Secretary Treasurer.

TRISCENIC, SCENIC & WESTERN

Our hardworking Members working at Triscenic, Scenic and Western have each overwhelmingly ratified their 3 1/2 Year agreements. After a tough fight, the newly ratified agreements' effective dates are February 1, 2018 through July 31st, 2021. These unique groups of Drivers and Mechanics are the ones responsible for moving set pieces to location as well as for the safe and secure storage of sets until they are to be used again. Triscenic, Scenic and Western also have warehousemen and highly-skilled mechanics covered under their agreements, as this contract is negotiated in conjunction with our IA Local 80 Brothers and Sisters.

We are proud of Local 399 Business Agent Ernie Barraza for working closely with our Members under these agreements to help identify the most urgent issues, in order to secure gains that positively impact our Members and their families. **If you are working under the Triscenic, Scenic or Western Agreements and have any questions about any of the newly ratified contracts, please email EBarraza@ht399.org.**

UNIVERSAL CITY WALK / HILLTOP

Earlier this year we highlighted the unique work of our Local 399 Members that work at Universal City Walk. They are highly skilled professionals that take care of issues pertaining to: lighting, power, painting, fire equipment, running water through City Walk and the parking structure, helping to change decorations for the seasons, keeping the facility running smoothly and more. This small and talented crew is the backbone of Universal City Walk and they ensure it both looks and operates at its best.

Embarking on negotiations back in early October, this group had a lot of issues to address surrounding wages, classifications, pension contributions, holiday pay and scheduling as well as general language cleanup from the previous agreement. This group stood strong and was able to secure a deal that in the end, was unanimously ratified by the Members working under the agreement.

Business Agent/ Organizer Ernie Barraza ensured that all issues were addressed in negotiations and Secretary-Treasurer Steve Dayan fought hard to make certain these Members voices were heard across the table during those negotiations. In the end, our Members at Citywalk can be proud of their fight and their new agreement that will take them through to October 31st, 2023!

HERC

Herc is the only Teamster-represented heavy equipment rental company in Los Angeles. Our Local 399 Members that work for Herc were able to secure a new 3-year Term Agreement taking them through August 31st, 2021. Supporting our Members that work for Herc doesn't stop at fighting for them across the table. We must also advocate for them as Union Members and support a Union Company that benefits every Member receiving Motion Picture Benefits through MPI. When our Members rent from Herc, they are directly impacting our Motion Picture Pension and Health Benefits. Outside of covering our Herc Members, those benefits extend to a majority of our Local 399 Membership. **As we celebrate the successful contract ratification for this hard-working group, we ask that our Members continue to Rent Union and Support Union companies whenever they are able.**

2018 COLA CALIFORNIA ON LOCATION AWARDS

CONGRATULATIONS TO ALL OUR LOCATION PROFESSIONALS THAT WERE RECOGNIZED FOR THEIR ACCOMPLISHMENTS WHILE FILMING THROUGHOUT CALIFORNIA IN 2018

The 24th Annual California On Location Awards took place at the Beverly Hilton again this year on December 16th. Each year, the COLA's bring together Location Professionals, Public Employees, Production Companies and guests to celebrate and honor those that are committed to excellence while filming throughout California. We are proud of each and every one of our Local 399 Location Professionals whose accomplishments and hard work were recognized at this year's event.

The nominations and awards given to the winning Location Professionals and Public Employees weren't the only thing to be celebrated at this year's event. The California Film Commission and the Film Liaisons in California Statewide organized the event this year as a time to reflect on the great impact of our California TV and Film Tax Incentive. We heard from Mayor Garcetti, Majority Leader of the California State Assembly and representative of the 57th Assembly District Ian Calderon, and Executive Director of the California Film Commission, Amy Lemisch, all of whom touted the accomplishments of the recently extended and expanded program. Outside of highlighting how busy this year has been for filming in California, Majority Leader, and co-author of the extended California TV & Film Tax Incentive bill, Ian Calderon summarized it best while talking about the success of this program. "It's because of the jobs. The high paying, Union jobs, that this program creates. That this industry creates. It's to continue to bring jobs home. Jobs that we lost. And to grow jobs here in the State. That's why we extended the program and grew it to what it is today." Ian Calderon played a major role in championing our California TV & Film Tax Incentive bill. Understanding the impact on Union Members' lives, small businesses and the California economy as a whole.

The COLA Awards are a great place to share stories from the year and celebrate the extension of the program. As we look forward to 2019, California Film Commission Executive Director Amy Lemisch assured the crowd with this prediction: "I have a prediction for 2019. That we will continue our trend, with even more TV series returning to California and more features choosing to stay home." The success of the program has been apparent with our Membership - at full employment - multiple times throughout the year. This means our Members are working, making a good living, supporting their families and having the ability to choose to work close to home and near their loved ones. The creativity, talent and work ethic that our Members display is impressive and continues to remind us why California is the number one place to film.



Secretary-Treasurer Steve Dayan and Vice President Ed Duffy awarding the Assistant Location Manager of the Year Award for Television to Kimberly Lynn for her work on "Bosch".



▲ Executive Director of the CA Film Commission, Amy Lemisch, sharing the impact of the CA TV & Film Tax Incentive at the COLA Awards.

COLA AWARDS RECIPIENTS:

LOCATION MANAGER OF THE YEAR - STUDIO FEATURE FILM

Ilt Jones - "Captain Marvel" - Marvel Studios

LOCATION TEAM OF THE YEAR - STUDIO FEATURE FILM

Location Team for "Captain Marvel" - Marvel Studios

Ilt Jones - Supervising Location Manager
Erce Cantu - Key Asst. Location Manager
Lee David Lee - Key Asst. Location Manager
Peter Gluck - Key Asst. Location Manager
Jennifer Kennedy - Key Asst. Location Manager
Michael Louis - Key Asst. Location Manager
Donny Martino - Key Asst. Location Manager
Zach Quemore - Key Asst. Location Manager
Sonia Villerias - Asst. Location Manager
Todd Campbell - Asst. Location Manager

LOCATION MANAGER OF THE YEAR - INDEPENDENT FEATURE FILM

Boyd Wilson "Bird Box" - Netflix



▶ Majority Leader, Ian Calderon and co-author of the extended California TV & Film Tax Incentive bill.

2018 COLA



Location Manager Ilt Jones and his Location team on "Captain Marvel" accepting their COLA Award.

LOCATION TEAM OF THE YEAR - INDEPENDENT FEATURE FILM

Location Team for "Bird Box" - Netflix

Boyd Wilson - Location Manager
Leann Emmert - Location Manager
Joe Bettencourt - Key Asst. Location Manager
Phillip Jordan Brooks - Key Asst. Location Mgr.
Jun C. Lin - Key Asst. Location Manager
Jacob M. Torres - Key Asst. Location Manager
Peter Gluck - Location Scout
Justin Harrold - Location Scout
Ted Kim - Location Scout
Vernon Smith - Asst. Location Manager

LOCATION MANAGER OF THE YEAR - ONE HOUR TELEVISION

Gregory Alpert - "Sharp Objects" - HBO

LOCATION TEAM OF THE YEAR - ONE HOUR TELEVISION

Location Team for "9-1-1" - 20th Century Fox Television

Heather Haase - Location Manager
Courtney Ochoa - Key Asst. Location Manager (coordinator)
Spencer Coates - Key Asst. Location Manager
Matt Hickman - Key Asst. Location Manager
Jon Hollis - Key Asst. Location Manager
Brooke Kivowitz - Key Asst. Location Manager
Conrad Maslen - Key Asst. Location Manager (Scout)
Lara Massengill - Key Asst. Location Manager
Perri Pearson - Key Asst. Location Manager
Jen Smith - Key Asst. Location Manager
John West - Key Asst. Location Manager
Don Winklebauer - Key Asst. Location Manager (Scout)
Chester Wong - Key Asst. Location Manager
Michael Borushek - Asst. Location Manager
Brittany Klaus - Asst. Location Manager

LOCATION MANAGER OF THE YEAR - HALF HOUR TELEVISION

Jennifer "JJ" Levine - "The Mayor" - Disney/ABC Television Group



Location Manager Heather Haase and her Location Team on "9-1-1" accepting their COLA Award.

LOCATION TEAM OF THE YEAR - HALF HOUR TELEVISION

Location Team for "Camping" - HBO

Nancy Haecker - Location Manager
Clay Dodder - Key Asst. Location Manager
Stevie Nelson - Key Asst. Location Manager
Kyle "Snappy" Oliver - Key Asst. Location Manager
Billy Fox - Assistant Location Manager
Spencer Higgs - Assistant Location Manager

LOCATION MANAGER OF THE YEAR - COMMERCIALS

Michael Levy - "Nike Choose Go!"

LOCATION TEAM OF THE YEAR - COMMERCIALS

Location Team for "ATT FirstNet"

John Cefalu - Location Manager
Frank Yoshikane - Location Manager
Keith Nakata - Location Scout

LOCATION MANAGER OF THE YEAR - REALITY TELEVISION

Michael Dennis - "Sheriffs: El Dorado County"

LOCATION TEAM OF THE YEAR - REALITY TELEVISION

Location Team for "Sheriffs: El Dorado County"

Michael Dennis - Location Manager
Skyler Brown - Location Assistant
Christian Naranjo - Location Assistant
Daniel Norman - Location Assistant
Justin Taylor - Location Assistant
Roger Perillo - Location Scout Assistant

LOCATION MANAGER OF THE YEAR - PRINT ADVERTISING CAMPAIGNS

Brenda Ferrell - "Calvin Klein"

PUBLIC EMPLOYEE - FEDERAL

John Blanco - Federal Aviation Administration

PUBLIC EMPLOYEE - STATE

Dena Bellman - California State Parks

PUBLIC EMPLOYEE - COUNTY

Gary Smith - Los Angeles Co., Chief Executives Office

PUBLIC EMPLOYEE - CITY

Mark White - City of Los Angeles, Dept. of Public Works

TEAMSTERS LOCAL 399 - ASST. LOCATION MANAGER OF THE YEAR - TELEVISION

Kimberly Lynn - "Bosch" Amazon Prime Video

TEAMSTERS LOCAL 399 - ASST. LOCATION MANAGER OF THE YEAR - FEATURE FILMS

Lee David Lee - "Captain Marvel" Marvel Studios



Local 399 Location Assistant, Lee David Lee, accepting his COLA Award for his work on "Captain Marvel"

SPOTLIGHT

*Leo T. Reed,
Secretary-Treasurer Emeritus*

Leo T. Reed was the longest serving Secretary-Treasurer at Teamsters Local 399. Over his 25 years of leadership the Local grew from near bankruptcy, into the gold standard it is today. Leo recently celebrated his 80th birthday at the beginning of the New Year. In honor of his legacy and great contribution to Local 399, we sat down with Leo to learn more about his fascinating past, share about his distinguished accomplishments and highlight his dedicated service to the Membership of Teamsters Local 399.

By: Matthew Klekner

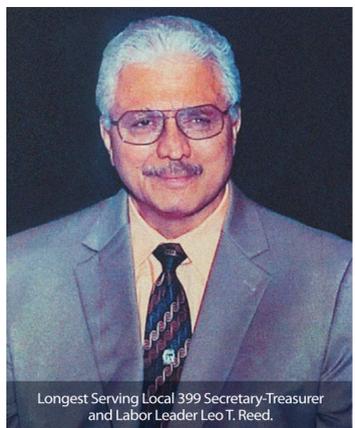
The year is 2004 and the location is the Sportsmen's Lodge on Ventura Blvd. It's been a popular Hollywood destination since the 1920's, but on this day it's a rallying point for a standing army of Teamsters as they prepare to go on strike. Their rallying cries can be heard from a distance. "We've got 1,700 Local 399 Members and 300 IA-TSE Members there," says Leo T. Reed. There are so many people you can't see the back of the room." The reason for the meeting was that in 2004, the IA-TSE agreed to take a 23 percent cut in pay on episodic television. "That's six to seven hundred bucks a week," says Leo. "It was provided in the Memorandum of Agreement, that if the IA agreed to it, the Teamsters would too. So, we were gearing up to strike. First, I call a 'Come to Jesus' meeting in Vegas. I summon all the Motion Picture Teamster Union leaders from across the country." I said, "You know, I've helped all of you guys, all through the years, as the Director of the Motion Picture Division of the Teamsters, now I need your help. What happens to me, will happen to you and your Locals next. They want us to take a 23 percent cut in pay and I'm not doing it. We're striking."

"Frank Perkins from Local 657, San Antonio, gets up and says, 'Leo has helped us, and 399 has helped us. I make a motion that if 399 goes on strike, God forbid if they do, then we all support 399 one hundred percent. The vote was unanimous, this included our Canadian Brothers."

So with his house in order, Leo goes to see the General President, Jim Hoffa, the next day. "Hoffa seemed irritated because he already made a commitment for us to go along with the IA. 'Don't worry about it Leo,' he said. 'Do you really want to extend your picket lines, for example, from here to Local 17 in Denver Colorado?'"

Leo responds, "The whole nation. I had a meeting yesterday and I've got proof. 100 percent."

Hoffa looks at his counsel



Longest Serving Local 399 Secretary-Treasurer and Labor Leader Leo T. Reed.

and says, "Write the memorandum. We are going to back a resolution. We're going to back 399."

Back at the Sportsmen's Lodge, there are only three speakers: the two Vice Presidents and Leo T. Reed. As they wait their turn, Leo gets a phone call from Nick Counter, the chief negotiator for the AMPTP. "I said, Nick what's going on? We're ready to rock and roll man. From sea to shining sea."

Nick says, "Leo, wait a minute, the deal's off. The 23 percent reduction is taken off the table."

Leo replies, "It doesn't end there. I want 3%, 3% and 3%

compounded wage increases. I want 10% on the pension and full maintenance of benefits."

Counter responds, "Well you know, I've got bosses to answer to, also, Leo? What are you giving me?"

Leo ends the conversation with, "I'm giving you Labor Peace."

Counter calls back ten minutes later. "You've got a deal."

So Leo hangs up and turns to the IBT Vice Presidents, Jim Santangelo and Randy Cammack, "Change of speech. The speech about going on strike is over. We need a feel-good-speech."

When Leo finally addresses the crowd at the Sportsman's Lodge he says, "I'm from the Old School, so I said, 'The first person I want to thank is General President Hoffa. Without his help we wouldn't be successful. There will be no strike. We've got a contract!'"

And the crowd erupts in cheers!

A RISING TIDE LIFTS ALL BOATS

"The threat of a strike is more dangerous than the strike itself, but you must have clout. You cannot bluff them, because they know. They'll find out," says Leo. "We got our butts kicked when the Studios locked us out in 1988 (under Earl Bush), every Local Union worker did our work. They did shows in San Diego, New York, Hawaii everywhere. Even 'The Pink Cadillac', a Clint Eastwood show, shooting in Reno Nevada, was working while 399 was locked out of the studios."

"We were losing out everywhere. And I saw that, because the movie industry is a traveling circus, they can take their movies out of town and you'll be stuck striking a half empty studio. A strike can be very ineffective if 399 strikes by themselves. We needed the whole country behind us."

When Leo became the Director of the Motion Picture Theatrical Trade Division in 1994, he made a point to help out all the other Teamster Locals, in all other parts of the country. He went to Florida and anywhere else he was needed, and he helped those Locals establish area standards, almost doubling their pay overnight.

"There was a Local in the deep south, where all these guys were working for about \$14-\$15 bucks an hour. I went down there to talk to the producers. I said 'This contract is null and void.' And I re-wrote the contract."

Leo's new friend in the south said, "Leo, I don't know how to thank you."

"I said, 'we're all friends. We help each other. But tell your Members that you, the Union, did it because I



October 2011. The remaining AFL champs, Leo at the far left.



October 2011. The late Bud Adams, owner of the Tennessee Titans an former Houston Oilers celebrating the 50th Anniversary of the 1961 AFL champs.

have a plane to catch. One day I'm going to need your help. Good luck Brother. I'll see you." And I did that all over the place."

"Some people from 399 say, 'How come you helped them out so much?' I told them because if I get their standard up closer to ours, we wouldn't lose as many jobs, running away to cheaper places. I was talking about the IA and everybody. This was before subsidies were initiated by the other states."

THE EARLY YEARS

Leo came from a little village called La'ie, on the North Shore of Oahu, Hawaii.

"I came from a strong Mormon community. It was great being raised in Hawaii because we had to work on the taro patches and banana fields on the weekends. We didn't know we were poor. I came from a rough family. Still, majority of them are very religious. For example, today my son is a Mormon Bishop at Brigham Young University Hawaii. I have a strong Mormon background. So there are two sides to the family."

"My grandfather had a big taro patch and all-day Saturday I would be working in it. We had banana fields and papaya fields too. We were working every Saturday, all day, and at the end of the day, before the sun went down, we would go down to the beach and swim and get all the mud off us and then take a shower at home and get ready for church the next day."

"My father was Scottish and Irish, his name was also Leo Reed. My dad raised 4 boys and 1 girl. But I was the oldest, so I was raised by my Samoan grandparents (This is an old tradition amongst Samoans). They hardly spoke in English; I didn't even know my name was Leo Reed until my first day at school because everyone called me Sony until the first grade. To this day my family and close friends still call me Sony."

"My high school, Kahuku High School class had 53 seniors (19 boys), and I was fortunate enough to get a football scholarship to Colorado State University - room, board, tuition, fees - the works. I was lucky. I wanted to get off the island and the entire community saw me off because in 1958, going to Colorado was like going to Mars today. It was a long distance. We used to call it the mainland or America, 'You going to America?' Although, we were all US Citizens by birth, Hawaii was still a territory by the United States."

"They all sent me off. Back then everyone had to travel in coat and tie. It was a prop jet and it took 9 hours to get to California and then 4 or 5 hours to Stapleton Airport in Denver, Colorado. And the coaches met me at the airport. I was a young kid, 6'4" 250lbs. I was big for those days."

"It was culture shock for me to go to a big school like Colorado State University from a small community. And people couldn't understand me because I spoke pigeon, like real pigeon. But I could write, so they told me to write instead."

"Going to Colorado State University, academically, I had no problems, because I went to high school and was taught by a bunch of Jewish teachers that had

escaped the Hitler regime. They were in Hawaii in the 30's and when I went to school in the 50's they were already close to retirement. I had the best teachers in the world."

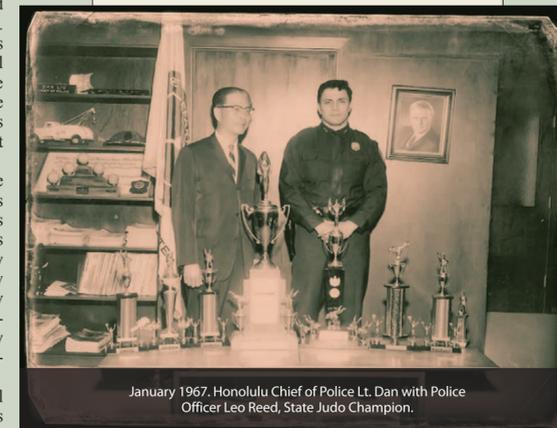
GOING PRO

Today there is a healthy Samoan/Polynesian population in the NFL but that wasn't always the case. Leo represented the first wave of Polynesians to play the game professionally.

In 1961 Leo played for the Houston Oilers, and later traded to the Denver Broncos. Leo played for three years at Colorado State, so the Broncos were a natural landing spot for Leo.

While playing football during the 60's, Leo was exposed to the racism of the time as he traveled the south. Occasionally, he was forced to stay in segregated hotels and was treated as an outsider. He welcomed the trade to the Broncos. "Even though I was from Hawaii, they treated me like a local in Colorado because of my collegiate ties to the state."

Leo was honored in November of 2011 by his for-



January 1967. Honolulu Chief of Police Lt. Dan with Police Officer Leo Reed, State Judo Champion.

mer AFL franchise, now called the Tennessee Titans, during their 50th anniversary celebration. They awarded him a trophy for being a part of the 1961 AFL championship-winning team.

"Unlike today's players, the linemen of the NFL didn't make millions of dollars a year. The average salary was around \$10,000 to \$12,000 a year. None of us were playing to become millionaires. We just loved the game."

THE ORIGINAL HAWAII 5-0

With the increasing ease of air travel, Honolulu in the 1960s was booming, a sort of Las Vegas of the Pacific. Don Ho was crooning on stage and the city was bustling with tourism. By some accounts it was becoming too popular, and crime was becoming a problem there too.

"Right after playing football, I left football for personal reasons, I joined the Honolulu Police Force and I walked the beat for just a few weeks. Because of my

size and because I was good at Judo, they assigned me to the Metro Squad, a special task force. I guess you can call the Metro Squad the original Hawaii 5-0. I was the state Judo Champion for 8 years when I was a cop and after."

"Everybody on the Metro squad was a black belt in judo," says Leo. "There is a picture of me and the chief of Police in front of all the Judo Trophy's. It's in the police museum today."

"The Metro Division was given the worst of the worst to deal with. They were the squad that took care of all the problems and worked the beat when bad guys were bad to the bone and the cops did what they had to, in order to maintain the peace. The division was later disbanded for being too good at their jobs."

Leo joined the Labor Movement in 1973 as a Supervisory Business Agent for the Hawaii Government Employees Association, the largest public employee Union in Hawaii. In 1975, longtime Hawaii Labor leader, Art Rutledge asked Reed to come work for the Hawaii Teamsters, Local 996. "In Hawaii, the Business Agents organized all the people in the area and they negotiated the contract against the lawyers and the company owner. You sink or swim. And you got to study hard because you can get very embarrassed in arbitration, if you know what I mean."

HOLLYWOOD (1980-1985)

In 1980, Reed was recruited to the mainland, and he joined Local 399 in Hollywood. He became a Driver in Local 399 and soon became a Business Agent, putting his negotiating skills to work. From 1981 to 1983, he worked under Pete Diskin, the Secretary-Treasurer at that time.

"When I came to L.A., Pete's guys were fresh off the Trucks. They were Truck Drivers coming in to be Business Agents, and I knew that they needed help and I told Pete, 'Hey, are there any contracts you want me to negotiate?' And he says, 'Oh, we don't do that here. The lawyers do that.' So I say, 'Oh, well, how about arbitration?' and Pete says, 'Oh we don't do that, either.' 'So I say, 'Ok. How about Organizing?' And finally, Pete says, 'We do that.'"

"When Pete Diskin lost the Election (in 1983) I thought I was done. I thought I was going to go back to Hawaii. But the guy that won the election (Nate Parks) made a campaign promise that he was going to keep me if he won, because the Members said they would vote for Nate, only if he kept Leo. So Nate Parks calls me up, because the Members came to see him. It was January 2nd, 1983. They said, 'Where's Leo?'"

Leo still wasn't sure what he was going to do. So, Leo called up Joint Council 42 and spoke to a Rep. named Paul Blinko. Blinko said, "You don't work for Nate. You work for the Members, so keep your job and stay put."

But eventually the International ended up pushing out Parks. They got rid of him with one year left to go on his term, which threw the leadership of Local 399 into a tailspin and the General Executive Board mandated a trusteeship to oversee things.

"They had Members testify on how bad he was, things like that. It wasn't fair, but it's all in the minutes."

THE EARL BUSH YEARS (1986-1988)

"When Earl Bush came in as a Trustee, my name was popping up all over by the Members, so he decided to keep me. He was a Trustee, and the Members seemed to like him, so I was number two under him. I was like the acting President. He was a good guy the first year. I went with him everywhere he went and that's when Local 399 left trusteeship, after one year."

Earl Bush was not a Member of 399 so he needed the blessing of the IBT to run for Secretary-Treasurer. After his first year fulfilling the role of Trustee, Earl was given permission to run and he chose Leo as his right-hand man.

Leo recounts Earl saying, "Don't worry, I'll be the same guy as I was during the Trusteeship". So we got elected. On the night of the election, he won. He beat Jerry Knight decisively and I won the Presidency, but with over 350 more votes than him in my position. I didn't know he would try to get rid of me next."



2018 was a very busy year for Local 399. With countless productions filming throughout California, lobbying on behalf of our California TV & Film Tax Incentive, over 18 contract negotiations and ratification cycles, new organizing efforts and new Members, Member events like our; Golf Tournament, Car & Motorcycle Show and 399 Retiree Reunion, and the organizing that has happened throughout the Los Angeles Labor Movement in response to the devastating Janus decision -- It has truly been a monumental year.

The Local 399 Membership has shown great strength and growth this year, standing together and making great strides at work, in contract negotiations and throughout our Industry. In an attempt to remember and reflect on the successes of 2018, check out the Local 399 Year-In-Review recap highlighted below. Our Local 399 Members have a lot to celebrate and be proud of this past year. 399 Members have been a driving force in Hollywood and we will continue to be Teamster Strong in the New Year.

MAJOR HIGHLIGHTS:

MAJOR VICTORIES

● **California TV & Film Tax Incentive:** Local 399 and the Entertainment Union Coalition worked diligently to extend our Tax Incentive program for another five years. We are currently beginning year four of our first incentive, giving us a total of seven more years of tax incentives.

● **Midterm Elections:** The IBT, Teamsters Joint Council 42, California Federation of Labor, the Los Angeles Federation of Labor and other Unions, Guilds and working people around the Nation worked tirelessly leading up to our Midterm Elections to ensure Labor endorsed candidates will be the next generation of our elected leaders on a local and national level.

NEGOTIATIONS & RATIFICATIONS

All Contracts that were successfully negotiated and ratified throughout 2018:

- ABC TV Network Drivers
- Scenic Expressions
- Triscenic Production Services
- Western Studio Services
- Universal Studios, Inc.
- Universal Tours
- Black Book Agreement
- Classic Couriers
- Consolidated Scenic Services, Inc
- Film Transportation Services
- Green Set
- Greenco Studio Rentals, Inc
- King Kong Production Vehicle
- Location Manager Agreement
- Quixote Studios, LLC
- Reel Greens, Inc
- Herc Entertainment
- Casting Director Agreement
- Hilltop Services, Inc
- Quixote Grip & Lighting

Electronic Voting:

2018 was the first year Local 399 utilized an electronic voting method for our Members working under our Quixote Driver Contract, "Black Book" Agreement as well as our

Location Manager Agreement. The use of electronic voting increased voter turnout in a safe and secure manner and also helped the Local capture and update Member's contact information for future communication regarding important news and events.

TRAININGS & CLASSES

Local 399 prides itself on the ability to host classes for our Members in order to help assist Members grow in their careers, understand their contract, best utilize their benefits and more. We plan to continue these classes, as well as add more, in the New Year.

- Shop Steward Training
- New Member Orientation
- Pre-Retirement Seminars
- "Black Book" Class
- Veterans' Program
- DOT / CHP Class
- Location Professional Education Program
- Society of Financial Awareness Class

ORGANIZING & MOBILIZING

2018 helped set in motion some great organizing efforts. We plan to continue organizing throughout the New Year to help support hardworking members that drive the Entertainment Industry forward:

- Quixote Warehouse Workers
- DOT Admins at Universal Studios and Warner Bros. (Both groups unanimously voted to have 399 represent them. The Companies' have appealed the decision to the Board in Washington D.C., and we'll be bargaining with both Studios while we await the NLRB decision.)
- Catering Support Vehicles: Stay tuned for more ways to help this group in the New Year.
- Major Grievance Settlements
- 330 One-Off Contracts Signed
- Janus vs ASCFME decision ended with the Supreme Court voting in favor of Mark Janus. This devastating decision for public sector Unions caused a wave of Union mobilizing in order to protect and strengthen Unions for working people everywhere. We have seen

the Labor Movement in action this year despite this devastating decision.

- 115 Commercials Signed
- Time's Up Movement and the Mobilizing and Empowering of Women in the Motion Picture Industry: The Time's Up Movement has continued to grow throughout the Nation, and specifically in Hollywood. Local 399 has partnered with their efforts and will continue to support safe and harassment and discrimination free workplaces in our Industry and beyond.

EVENTS & SOLIDARITY

- Retiree Reunion in Las Vegas at the Golden Nugget
- Martin Luther King, Jr. Parade marching with our Brothers and Sisters from the Teamsters National Black Caucus and our Joint Council 42.
- 4th Annual Classic Car & Motorcycle Show was held at Woodley Park. We had one of our best turnouts yet last year and we look forward to growing this event next year for its 5th Anniversary.
- 27th Annual Ralph Clare Golf Tournament was held and this event has grown so big that we rented two Courses this past year. Details coming soon for the 2019 Tournament.
- Union Night at Dodgers Stadium
- Union Night at LA Galaxy Stadium

Thank you to each and every Local 399 Member for making 2018 such a successful year. We look forward to the challenges that lie ahead in 2019 and we are prepared to continue to fight for our Local 399 Membership.



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 have been some of the biggest accomplishments in the past year?

A There were so many! I'd have to say that extending the California Film & Television Tax Incentive another five years was a big win for our Members. And of course, bargaining most of our contracts successfully this year.

Q What do you feel have been the biggest challenge(s) in the past year?

A Contract Negotiations were the biggest challenge. Bargaining with the employers is never easy, and our Members have expectations that can be difficult to meet. We did the very best we could in each negotiation and I feel very good about all of the outcomes. I can honestly say that we didn't leave any money on the table in any of the contracts we bargained this year.

Q Why do you feel it is important to highlight the accomplishments of former Secretary-Treasurer Leo T. Reed in this Newsreel?

A We must never forget our past and where we came from. Honoring Members like Leo is important to me because I believe we should show respect for those who came before us. Also, many of our newer Members may not be aware of our history and that's important to me as well.

Q What is on the horizon for 2019 for the Local 399 Membership?

A We'll be rolling out our new Mobile App at the January meeting. The App will make it easier for Members to keep their information up-to-date and do other functions from their smart phones. We're also undertaking a project to digitize all of our records to make it easier for future administrations to look up important bargaining history and grievance and arbitration decisions before filing grievances that could potentially harm our Membership. We'll be having another Car Show in the summer as well as a Retiree event here in Los Angeles in the fall. Most importantly, we're going to have another busy year in the industry which will keep most of our Members working throughout the year!

Q What types of classes is the Local looking to host throughout 2019?

A We'll be rolling out our new Transportation Coordinator class this year as well as new classes for our Casting Director group. We will also continue our Location Manager classes in addition to our DOT-Hours of service classes, retirement seminars and financial planning. I am open to any suggestions that the Members might have to add additional classes.

Q Outside of the James R. Hoffa Scholarship, what other scholarships can the Membership expect to see throughout the New Year?

A All active scholarships can be found on our website at www.ht399.org under the "Members" Tab under "Scholarship Opportuni-

ties". Currently the only active scholarship is the James R. Hoffa Fund, however we will be posting details about the Leo T. Reed, Joint Council 42, Hispanic Caucus and Teamsters National Black Caucus scholarship opportunities as they become available later in the year. Please continue to check our website for new opportunities and make sure you are signed up to receive emails from the Local in order to be the first to know when new scholarships are posted.

Q What benefits do you see the Local 399 App being able to provide to the Membership?

A We are very excited to launch this new tool for our Local 399 Members. The App allows us to communicate with our various Classifications and Crafts more directly. It gives our Members a place to go to check important updates, events and information as it pertains to their craft on their own time. We will still be continuing all other forms of communication with our Members (email, texts, social media, print media, etc.) however, this is simply another way to keep our Members connected to the Local and its operations. One aspect we are excited about in regards to the App is its ability to grow with us. We are working with a company called Linked Union on the development aspect and as they continue to roll out new tools that help Labor Unions connect with their Members, we will be able to continually add new features and information. Have any idea about something to include in the new Local 399 App? Email amy@ht399.org.

Q Why are the dues going up in January 2019?

A Per our By-laws, our dues go up every year by the amount of our wage increases. As you already know, many Teamster 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 it helps put our dues structure into perspective. Dues will be \$294 a Quarter starting on January 1st, 2019. Should you have any questions about your dues, please call the Front Office at: 818-985-7374 or email office@ht399.org.



THE JAMES R. HOFFA SCHOLARSHIP MEMORIAL FUND



Application Now Open for 2019

The administrating firm for the James R. Hoffa Memorial Scholarship Fund, ISTS, has opened up the application system for the 2019 academic and vocational/training scholarships. Similar to last year, the application system is completely online and can be reached through the Fund's website: www.jrhmsf.org. The Fund will be awarding Academic scholarships to high school seniors who are planning to attend a four-year college or university and who are the sons, daughters or financial dependents of Teamster Members. The academic awards range from \$1,000 to \$10,000. The Fund is also accepting applications for Training and Vocational Program scholarships. These range from \$500 to \$2,000 and will be awarded to the sons, daughters or financial dependents of Teamster Members who plan to attend an accredited training or vocational non-baccalaureate program at a community college or other training institution. Programs must be related to a Teamster-represented industry, class or craft.

Exact application procedures are outlined in the application on our website, www.jrhmsf.org

The deadline for all applications is March 31, 2019.

If you have additional questions, please see the Fund website at www.jrhmsf.org and view the Frequently Asked Questions section or contact 855-670-ISTS (4787) or Email: contactus@applyISTS.com College Tuition Discount Network.

We wish all of the 2019 applicants the best of luck!

More 2019 Scholarship Opportunities can be found on our website at: www.ht399.org under the "Members" tab, "Scholarship Opportunities".

LEO T. REED - CELEBRATING A LEGACY

FROM THE ASHES

"When Earl got elected, he ostracized me. I wasn't involved in any of his important meetings. He made all the decisions, and most of his decisions were contrary to what I wanted. He was anti-Seniority. We just didn't get along and we ended up with a strike, a badly timed strike, as a result of his leadership. There was a Writer's strike for 10 months and then Earl called a Teamster strike right after that, because I assume, he wanted us to lose that strike." "Part of the strike issues were getting rid of Seniority at all the major studios, because all Seniority guys didn't like Earl, and I mean all of them. For example, Universal Studios had over 625 Seniority Drivers, Fox had over 200, Disney had 180. They made a very strong voting block, and they all didn't like Earl." The strike was poorly timed and poorly organized.

"They had, two International Vice Presidents at the ratification meeting, in October 1988. They said, 'The International is not going to back you (in this strike).' Earl did all of the talking and he said to the Local 399 Membership, 'You have got to fulfill this contract. If not, your strike will be futile. It would be a waste of time.' And sadly, the Members voted for the contract and after that, the Members wanted to hang him."

Earl felt the heat and he didn't show up to the next special meeting, leaving Leo to clean up his mess. They called a second special meeting and this time Earl showed up. It was in the old movie theater on Ventura, next to Laurel Canyon. It's still there. "The place was packed with people, some standing in the aisles. And Big John Tuell got up, all 6'5", 245 - 250 pounds, and says, 'You all know me. I'm Big John Tuell, EX-SENIORITY MAN at Universal. I lost my Seniority because of that person (pointing to Earl). All of you who want to get rid of him, please stand.' And everybody stood up, except for one Member. Earl was warned this would happen, so he had a tape recorder."

"I saw it and sensed it. So when Earl said, 'Leo, the mic is yours,' I was ready. I stood up and said, 'You guys can't do this. The man has one more year to go. But if you want me to run against him, I will run against him and we will win.'" The house came down in applause. "But not this way. We can't do this. This is illegal and what you're doing is wrong the man has a year to go on his term."

So, Leo made a motion to close the meeting. Then he went out to see all the boys and all the leaders of this coup. He said, "What the hell is wrong with you guys?" "We're sick and tired. We want his ass out of here!" they yelled. "You can't do that." Leo said, "He has a year to go, you do that, and we will be under Trusteeship again and all of you guys, including me, will get expelled, permanently, out of the Union. And that guy (Earl Bush) will probably be the next Trustee again. You can't do this, okay? I'll run against him next year."

Leo came to work Monday expecting to be fired. He was called into Earl's office on Tuesday. "I went in there and Earl said, 'I think we need a change. I think you would be good for the Local. I want to change positions. The Members seem to want you, but I want to keep my pay.'"

Leo didn't want to take the bait. "I'm going to wait, I want to run for re-election a year from now," Leo says. "But Earl challenged my fortitude and pissed me off. So, I said 'Okay. Let's change this.' Earl had the Secretary type up the paperwork. All we needed was the E-Board to sign the paperwork - which they did." When Leo went to work the next day, he ran into Earl, who said, "Good morning, Boss."

"I said, 'Yes, indeed, it is a good morning. A good morning to fire your sorry ass. Get out of my office.'" "Earl left and all hell broke loose. The International came to his rescue. They said International Vice President Mike Riley would investigate the case." They said, "What you did is illegal, you can't fire him. You owe him wages."

"I said we're checking the books right now and there seems to be some improprieties. To make a long story short, it was what we call a wash. He leaves, and we got to run our Local."

"At the time I officially took over Local 399, we were \$41 thousand dollars in the red. That's \$41 thousand a month. And I had to get rid of most of my Business Agents temporarily because they were the biggest cost. Our building was dilapidated. Where Steve Dayan's current office is, it was boarded up. Homeless people were staying in there. Part of the building was flooded out. I used to meet up with management at restaurants, to settle things over a cup of coffee because I was too embarrassed to bring them to our office." After 7 terms of changing leadership things were in a sad state of affairs. Arguably 399 had hit rock bottom, but at least the Local was being run by its own Members



Secretary-Treasurer Leo T. Reed and the time Organizer Steve Dayan marching for workers' rights.

again and had its own self-interests in mind. Leo, true to his Samoan heritage, a warrior who never backed down from a fight, rolled up his sleeves and sharpened his pencils and picket signs.

"So, I started an organizing drive. Cable first, Turner, TNT, Showtime. We went after the commercials, and there were 325 commercial companies I believe. We got them all. We organized all the low budget productions that were running amok all over Hollywood. I bought two pages in the Daily Variety and the Hollywood Reporter. It read, "To all non-union producers, our office hours are from 5 a.m. to 11 p.m. Come see us or we'll come see you," signed Leo Reed, Secre-



Leo T. Reed marching with Thom Davis from the IA and Labor Leader, activist and now Member of the State Senate Maria Elena Durazo.

tary-Treasurer of Teamsters Local 399," and then we started organizing strikers."

"It worked, and money started rolling in and more Members started joining. I think we had 2,800 members and we got up to over 4,000 members. Things were looking good and we were able to hire more people and fix up the building." "And, at the end of the day, our Black Book Agreement is still the best contract in the land."

A NEW ERA FOR NEW MEDIA

Outside of Leo's ability to lead the Members of Local 399 to success through his organizing efforts, he also helped protect the Membership from drastic changes to the "Black Book" Agreement as new technologies and formats for film and television were in their infancy. "When the AMPPT asked me about New Media, I said, 'I'll see you on the streets. You want New Media? I'll see all of you on the streets.' I got up and walked out, again." "Now, today, they (the IA) are working for peanuts un-

der some of the provisions of their New Media Agreement. But not, us."

"I've got to be honest, at the time, I thought Leo was making a mistake with New Media," says current Secretary-Treasurer Steve Dayan. "We talked about that and I said to Leo, 'Are you sure? This is the next wave.' And he said, 'No, I don't want my Members to work for less.'"

Without a New Media deal in place, Local 399 is able to negotiate one-off deals that often secure better wages and working conditions than their IA counterparts. Leo's refusal to sign onto a New Media deal when first introduced has proven to be better for the Local 399 Members to this day.

"I'm very grateful that I had the years I had under Leo, because I learned so much from him," says Dayan. "He had me represent our Drivers and learn the "Black Book" and he also had me become the Organizer for the Local. I didn't want to be an Organizer, but he said, 'You're doing a good job at this. I want you to do it,' and I'm grateful for the experience because whatever Leo asked me to do, I did. He was the boss."

When a lot of people started going to Atlanta and other states to work from Hollywood the IA went to the plans and said, "We'd like to cover these people under the Motion Picture Plan." The studios said, "All right. If you give up your residuals on those people, we will cover them."

When they said they were going to give up the residuals Leo said, "Screw you guys we're not doing that."

And as it turned out, the "Away Plan" didn't work as expected and the Studios stopped it. "When I talk about Leo's instincts, this is an example," Dayan says. "He knew. I don't know how - but he knew that was a bad idea and he wasn't willing to give up any residuals, even though it was only for a small group of people."

"Part of the problem I think, in Hollywood, is that the Labor Unions were only looking out for themselves. And they weren't looking out for the labor movement as a whole," says Dayan.

"That's it!" says Leo, who nods his head in agreement. "I read a book years ago in Hawaii, 'How to keep the Unions Away.'" Leo says. "I wanted to know how the enemy thought. And the author said, 'Every company that is organized by a Union deserves to be. Because they screw their employees. You don't want a Union? Then take care of your employees. Treat them fairly and pay them correctly. So, there will always be a need for Unions, because a lot of companies don't do that.'"

"But," Leo continues, "this isn't my problem now, I'm retired. I come from a different era," says Leo. "The Union is in good hands. I supported Steve. When I lost the election, in my farewell speech, I said:

"The Members have spoken. Steve won the election and I ask you to support Steve because what is important, more than Steve or Leo Reed, is the state of the Union. We've all got to back Steve up."

"He was very gracious," says Dayan. "I have to say, Leo was a real gentleman about the whole thing and I appreciated that. And the most important thing Leo taught me was to put the Members first. Take care of the Members. If you do that, you'll

be fine." "It's really great that I was fortunate enough to have a mentor because not everybody gets that opportunity. As Leo will tell you, there was a period of time where we had seven different Principal Officers. So, every term there was a different person. And that's when you lose ground because the inexperienced come in. They don't have the knowledge and skills, the history or experience so it is easy to make mistakes."

Leo adds, "I lived up to my word. If I said I'm going to do something, I did it. And then Management had to respect you. When you have adversaries, you get their respect, not only the Members but also Management. To me, that means a lot - but your word is more important than anything else. I was lucky to be here a long time and I'm thankful for that."



EVENTS

Sunday, February 24th NEW MEMBER ORIENTATION

Time: 9AM
Location: Pickwick Gardens

Open to ALL Members. We encourage new Local 399 Members to attend to learn more about your Union, how to get and stay connected, the history of our Local and the benefits available to you.

If you are interested in attending, please email office@ht399.org to register.

Sunday, March 31st DEADLINE TO APPLY FOR JAMES R. HOFFA SCHOLARSHIP

See article in this Newsreel to learn more about applying for this scholarship.

Friday, April 19th 28TH ANNUAL RALPH CLARE GOLF TOURNAMENT

Time: TBA
Location: Industry Hills Country Club
More details and registration will be announced soon!
Start thinking about who you want to join you on green!

Questions about the event? Email Office Manager Greg Karson: gkarson@ht399.org

Sunday, April 28th 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 welcome new full-time Business Agent Calvin McDowell.** He will be assisting Business Agent Joshua Staheli with Commercials and will be taking over other barns soon. Stay tuned.
- ★ **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.
- ★ **Dues are due the same 4 months every year – January, April, July & October.** Please make sure to pay your dues within these months to avoid late fees. The new dues amount is \$294 per Quarter.
- ★ **The Local 399 App is now available to download in the iTunes and Google Play store.** Please email appsupport@ht399.org should you have any issues downloading the new Local 399 App.
- ★ **There is always a Business Agent available over the weekend.** If you have any issues when the office is closed please contact: (818) 397-2131.

RETIREES

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

Norm Benson	Elizabeth Dominguez	Tim Stopper
Daniel Briggs	John Heninger	Carol Sonheim
Mark Davis	Dan Porteous	Shannon Westreicher
	Mike Reynolds	

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:

David C. Barraza	Peter Grandfield	Eric Petersen
Douglas Boes	Raymond Jordan	Richard Simpson
Kim Bonham	Robert Kush	Mel Wilson Jr.
	Jesse Pagliasotti	

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ht399.org