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. 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 ICED2 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 of 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!

LEO T. REED
MARRIED TO WORKERS‘ RIGHTS
with his Wife and Daughters
The current owner of Omega, Art Dayan, has been with the company for 26 years. During this time, he has seen the company grow from a small business to a large, well-established company. Art has worked in various positions within the company, including as a warehouse worker and a union representative. He is currently the union steward and works closely with the union to ensure that the workers' rights are protected.

Art is passionate about the work he does and the company he works for. He believes in the importance of quality customer service and is committed to providing the best possible service to each and every customer. He is also dedicated to the company's success and is always looking for ways to improve the company's processes and procedures.

As a union steward, Art is a voice for the workers and a champion of their rights. He is always ready to step up and fight for what is right, and he is not afraid to stand up to management when necessary. He is a respected and trusted member of the union and is highly regarded by his colleagues.

Art is also a valued member of the community. He is active in many local organizations and is a strong supporter of the arts. He is a proud member of the Los Angeles chapter of the American Federation of Musicians and is a member of the board of directors for the Los Angeles chapter of the American Federation of Musicians.

In conclusion, Art Dayan is a dedicated and passionate employee of Omega who is committed to providing the best possible service to each and every customer. He is a valued member of the union and the community, and he is a role model for other workers in the industry.
WHILE FILMING THROUGHOUT CALIFORNIA IN 2018 THEIR ACCOMPLISHMENTS PROFESSIONALS THAT ALL OUR LOCATION DISPLAY IS IMPRESSIVE AND CONTINUES TO REMIND US WHY CALIFORNIA IS THE NUMBER ONE PLACE TO FILM. 

The nominations and awards given to the winning Location Professionals and Public Employees were 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 at 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 representatives 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 many great things have been happening 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 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...” 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.
Leo T. Reed, 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 service to the Membership of Teamsters Local 399.

By: Matthew Klekner

October 1961. The day the Teamsters Local 399 formally adopted the constitution that celebrated the beginning of the 61 AFL-AFL CIO alliance.

Leo T. Reed, Secretary-Treasurer Emeritus.

Leo Reed wrote the contract.

Leo Reed was taught by a bunch of Jewish teachers that had told me to write instead.

It was culture shock for me to go to a big school like Oregon State.

I was from Hawaii, they treated me like a local in Mississippi.

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 very great being raised in Hawaii because we had to work on the taro patches and bananas fields on the weekends. We didn't know we were poor. Our family was very close-knit. Most of my family were very religious. For example, today my son is a Mormon Bishop at Brigham Young University (BYU) Hawaii I have a strong Mormon background. So there are two sides to the family.

My grandfather had a big taro patch and all year round I would be working on 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 relax and eat all the meals on the beach and then take a shower at home and get ready for church the next day.

He was a great football player. He was all-state. He was Leo Reed, Med. My dad raised 4 boys and I get that. But I am not as tall as my Mormon grandparents (This is still an uphill battle for me). They hardly spoke in English. I didn't even know my name was Leo Reed. My mom called me Son until the first grade. My father didn't call me Son or Leo. He called me Son until the first grade. So this was my family and close friends still call me Son.

My high school, Kahuku High School class had 13 members (10 boys) and I was fortunate enough to get a football scholarship to Colorado State University – room, board, tuition - the works - I was lucky. I wanted to get off the island and the entire community said me off because in 1958, going to Colorado was like going to the moon. It was a long distance. We used to call it the mainland or America, “You going to America?”

I was still a territory by the United States.

I was 5’10”, 170 lbs. I had trained hard for seven years to get off the island and be a competitive territory and not worse. I was a very good football player.

I was a very good football player. I was from Hawaii, I knew nothing about the outside world. I was from a very close-knit family and I knew all the people at school because everyone called me Son until I was 10.

The Los Angeles Rams were the most famous team in football.

I didn’t know my name was Leo Reed. My mom called me Son until the first grade. My father didn’t call me Son or Leo. He called me Son until the first grade. So this was my family and close friends still call me Son.
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, the Los Angeles Federation of Labor Joint Council 42, California Federation of Labor, the Los Angeles Labor Movement in response to the devastating Janus decision — it has truly been a monumental year.

- The IBT, Teamsters National Black Caucus and our Teamsters Local 399 have partnered with their efforts and will continue to support safe and harassment and discrimination free workplaces in our industry and beyond.

NEGLIGENCE & RATIFICATIONS

All Contracts that were successfully negotiated and ratified throughout 2018:

- ABC TV Network Drivers
- Scenic Expressions
- Tricentric 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
- Real Greens, Inc
- Heri 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 Company have appealed the decision to the Board in Washington D.C., and we’ll be bargaining with both Studios while we wait the NLRB decision.)
- Catering Support Vehicles: Stay tuned for more ways to help this group in the New Year
- Major Grievance Settlements
- 336 One-Off Contracts Signed
- Janus vs AFSCME decision ended with the Supreme Court voting in favor of Mark Janus. This devastating decision for public sector Unions caused a wave of Unions 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.

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.
**James R. Hoffa Scholarship Memorial Fund**

**SECRETARY-TREASURER**

James R. Hoffa Scholarship Memorial Fund

**With Steve Dayan**

**Secretary-Treasurer**

**Application Now Open for 2019**

The administering 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.

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

The Local 399 App will be the one stop shop to check important updates, events and information as it pertains to their craft or on their own time. We will be able to communicate with the Members through 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 or on their own time. We will still be able to communicate in other forms if 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 our Union. We are working with a company called Linked Union on the development aspect and as the technology continues to develop and as we are able to roll out new tools that help Labor Unions connect with their Members, we will be able to add new features and information. Have any idea about something to include in the new Local 399 App? Email amy@ht399.org.

**Why are the dues going up in January 2019?**

We’re rolling out our new Mobile App at the January meeting. The App will make it easier for Members to keep in touch with our Local by providing a convenient system to communicate 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 as we are excited about in regards to the App’s ability to grow our Union. We are working with a company called Linked Union on the development aspect and as the technology continues to develop and as we are able to roll out new tools that help Labor Unions connect with their Members, we will be able to add new features and information. Have any idea about something to include in the new Local 399 App? Email amy@ht399.org.

**The deadline for all applications is March 31, 2019.**

If you have additional questions, please see the Fund website at www.jrhmsf.org or call 818-855-7374 or email office@jrhmsf.org.

**About the application process – are there any tips you can share?**

There are several tips to keep in mind when completing the application:

- Be sure to read all instructions carefully and answer each question thoroughly.
- Provide clear and concise answers to the questions.
- Use proper grammar and punctuation.
- Submit your application as soon as possible to avoid any late fees.
- Check spelling and grammar before submitting your application.

**The Strike was poorly timed and poorly organized.**

The strike was poorly timed and poorly organized. There was a lot of confusion and mixed messages among the Members. The strike also hurt the Business because the inexperienced came in. They didn’t have the knowledge and skills, the history or experience to back management up. The Members seemed to want you, but I don’t think they had the knowledge or training to back it up. You had to keep an eye on them because they didn’t have the background to understand the issues.

**What do you feel some of the biggest accomplishments in the past year were?**

There were many accomplishments in the past year. I would have to say that extending the California Film & Television union was the most significant. Another key accomplishment was increasing our Members. And of course, bagging most of our contracts successfully this year.

**What do you feel the biggest challenge(s) is in the past year?**

Contract Negotiations were the biggest challenge. Bagging new business is essential to the survival of our Members. And of course, bagging most of our contracts successfully this year.

**What do you feel are some of the biggest accomplishments in the past year?**

Some of the biggest accomplishments in the past year were extending the California Film & Television union, increasing our Members, bagging most of our contracts successfully, and increasing our Members.

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**EVENTS**

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| 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.

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**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.

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<tr>
<td>Norm Benson</td>
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<td>Tim Stopper</td>
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<td>Carol Sonheim</td>
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<td>Shannon Westreicher</td>
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**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
- Douglas Boes
- Kim Bonham
- Peter Grandfield
- Raymond Jordan
- Robert Kush
- Jesse Pagliasotti
- Eric Petersen
- Richard Simpson
- Mel Wilson Jr.

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