

TEAMSTERS LOCAL 399
— SISTERS —

TEAMSTERS LOCAL 399
— BROTHERS —

SKILL & EDUCATION BUILDS STRONG TEAMSTERS!

GREETINGS SISTERS & BROTHERS

As we head into Pilot season, I'd like to update you on what will be on our agenda this quarter. The Teamster 399 App is available to all of our Members in every craft using an iPhone or Android cellular phone. Simply download the App to your mobile device to get started. We'll also be looking for input from our Membership to give us suggestions on what we can add to the APP to make it a better platform. I'd like to thank Amy Gorton for her efforts to provide this valuable resource to our entire Membership.

This Newsreel's focus highlights the importance of trainings, classes and overall how to be your best on the job and as a Union Member. I'd like to thank Business Agent Chris Sell for working so hard to help our Drivers be better educated and informed about the safety and skills training that is available to you, free of charge. There are many new classes and optional CSATF safety classes that you can take to improve your skills and make you a more valuable asset on the productions you're working on. We will be working on a software solution in order to digitize our grievances, contracts and historical documents to better assist present and future administrations in easily looking up grievance and arbitration awards, and our contract history.

We have also been on an organizing drive to organize more of the vendors and others in our industry that we'll be focusing on in 2019. We are pleased to announce that the appeals that Universal Studios and Warner Brothers made to the NLRB in Washington D.C regarding organizing DOT Administrators, were denied. Both groups unanimously voted to have 399 represent them. The Companies now must bargain an agreement with Local 399 to cover these deserving individuals. This is a huge victory for Local 399 as we have been attempting to cover this classification for more than a decade.

I reported in the January Newsreel that Omega Cinema Props was going out of business when our current contract expired in March. We've had a contract with Omega for more than 30 years and the announcement that they would be closing their doors was a huge blow to our Members who've worked there for decades. I'm happy to report that we've extended our contract for six months on a month by month basis and more importantly, there is a potential buyer in the wings. I want to commit to our Omega Sisters and Brothers that we will do everything we can to support the purchase by a new company that will include a contract covering our hard-working Members. We will be rolling out our bi-annual online Membership survey shortly. The purpose of doing these surveys is for us to hear from you. I believe it's important to listen to you, get your feedback on what we're doing well, what we're not doing well and how we can provide even better services to you. I've always said that we work for you. Our

focus is to do everything we can to support our Members in every way we can. I ask you to take the time to take the survey, which will be available right from the new mobile App to make it as easy as possible for you to participate. The results will be published in the July Newsreel.

We are starting a Health column for our Membership. I'd like to thank Deb and Norm Compton for making the suggestion and contributing to our Membership by starting this column. Back pain is a big issue for a large number of our people. Norm Compton is a longtime Member and he and his wife have much experience in this field that may be useful to you.

I also want to encourage you to take advantage of MPI's Wellness program. There are many valuable classes available to you, free of charge. We have also included a statement addressing the 2018 MPI Funding Notice to help Members understand their Pension. It's time to apply for the many Scholarships opportunities available to the children of active Members. Scholarship applications are now open for the Leo T. Reed Scholarship Fund, the JC42 Scholarship fund as well as others. If you have kids going off to college or trade school, make sure to check them out.

We will be hosting many events for our Members this year, including our Ralph Clare Golf Tournament (which took place on April 19th) the 5th Annual Classic Car and Motorcycle Show this summer at Woodley Park, as well as a Retiree Reunion in Los Angeles in the Fall. Thanks to all of you for attending and supporting these events. We

will also continue to put on classes for our Members - classes that support our Drivers, Location Managers and Casting Directors, including an upcoming Coordinator Class.

We are featuring articles in this Newsreel about longtime Teamster Member Tony Steere as well as an article on the upcoming feature film "Top Gun." I'm so proud to know Tony as he is a true Teamster. Tony not only attends every Membership Meeting (and sits in the front row to boot) he truly embodies all that a 399 Member should be. "Top Gun" is an epic production which the crew feels will be the best movie ever made about flying. I hope you take the time to read these articles!

On behalf of the staff of Local 399, I'd like to thank our Membership for their support!

FRATERNALLY, STEVE DAYAN
 TEAMSTERS LOCAL 399 SECRETARY-TREASURER



IBT General President James R. Hoffa & our Local 399 Executive Board at our January Quarterly Membership Meeting!

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LEONARDO DICAPRIO'S 'AKIRA' SHOOTS IN CALIFORNIA, \$18.5 MILLION TAX CREDIT ALLOCATED

WRITTEN BY: DAVE MCNARY PUBLISHED BY VARIETY ON APRIL 2ND

“Akira,” produced by Leonardo DiCaprio for Warner Bros., will shoot in California and receive an \$18.5 million tax credit, the California Film Commission has announced.

“Akira” was by far the biggest of the 18 tax credit allocations unveiled Tuesday under the state’s Film & TV Tax Credit Program 2.0, which include eight independent projects. The movies will generate an estimated \$408 million in qualified expenditures (below-the-line wages and payments to in-state vendors) and employ 2,575 crew, 812 cast, and 29,000 extras/stand-ins over a combined 740 shoot days in California.

“Akira,” based on a manga series written and illustrated by Katsuhiro Otama and set in a post-apocalyptic 2060 Tokyo, will generate an estimated \$92 million in qualified spending. This figure includes \$43 million in wages to 200 below-the-line crew members and more than 5,000 extras/stand-ins. The project is scheduled to film entirely in California over the course of 71 filming days.

“We are thrilled with the opportunity to shoot ‘Akira’ in California,” said Ravi Mehta, Warner Bros. Pictures’ executive VP of physical production and finance. “The availability of top-notch crew members, plus the wide variety of loca-



ture films under its expanded Program 2.0 — which includes projects with budgets of at least \$75 million.

“Big-budget film projects bring big employment and big spending, and we’re able to bring them home to California more cost-effectively than other locales that don’t have all that we have to offer,” said California Film Commission executive director Amy Lemisch. “‘Akira’ is just the latest in a growing list of big-budget film projects that have found California offers the best value despite the availability of more aggressive financial incentives in other states and nations.”

Ten of the 18 projects plan to shoot outside the Los Angeles 30-mile zone including Tucker Tooley Productions’

ables indie and studio projects to remain in California and tap our unmatched talent and infrastructure,” Lemisch added. “The filmmakers represent diverse projects that will shoot in locations across the state — from Napa Valley and Lake Tahoe to San Diego County.”

The commission reported on Nov. 2 that California’s expanded production tax incentive program has resulted in nearly \$6 billion in in-state spending over the past three years, generated from \$815 million in tax credits. California’s credit covers up to 25% of in-state production costs, which is not as lucrative as other locations, but is aimed at putting the brakes on runaway production and luring projects to the Golden State.

In July, California Gov. Jerry Brown signed an extension of California’s production tax credit program for five years beyond its 2020 expiration with \$1.6 billion in credits. The program was more than tripled in size in 2014 to \$330 million annually to compete effectively with incentives in New York and Georgia. The program is overseen by the state’s film commission, which selects the TV and movie projects to qualify partly based on the number of jobs created.

Feature films covered under the program include Disney’s “Captain Marvel,” Paramount’s “Transformers” spinoff “Bumblebee” and Warner Bros. “Space Jam 2,” starring LeBron James and Bugs Bunny. Earlier this year, Showtime’s “Penny Dreadful: City of Angels” became the 16th television series to relocate to California and has been allocated \$24.7 million in tax credits. Other relocated series include “Good Girls,” “You,” “Sneaky Pete,” “Legion,” “Ballers” and “Veep.”

| CALIFORNIA FILM & TV TAXCREDIT PROGRAM 2.0 | | | |
|--|-----------------------------------|---------------------------------|---------------------------|
| PROGRAM YEAR 4 - ALLOCATION #6 CONDITIONALLY APPROVED PROJECTS | | | |
| | Production Title | Company Name | Production Type - Feature |
| 1 | Akira | Warner Bros. Pictures | Non-Indie |
| 2 | Can I Be Honest | Good Films Collective Inc. | Indie |
| 3 | Captain Infinity | Jayhawk Holdings, LLC | Indie |
| 4 | Covers | Focus Features Productions LLC | Non-Indie |
| 5 | Cry, Baby | Cry Baby Productions LLC | Non-Indie |
| 6 | Dancing Stallion | Centurion Project Inc. | Indie |
| 7 | Double Take | Paramount Pictures Corporation | Non-Indie |
| 8 | Everything Everywhere All At Once | Hotdog Hands LLC | Non-Indie |
| 9 | Flying Horse | Tucker Tooley Productions, LLC | Non-Indie |
| 10 | King Richard | Star Thrower Entertainment, LLC | Indie |
| 11 | Map of Tiny Perfect Things | Newsb 101 Productions, Inc. | Non-Indie |
| 12 | Psycho Killer | Pariah | Indie |
| 13 | Revenge | Solutions Media LLC | Indie |
| 14 | Sky is Everywhere, The | Post Its LLC | Non-Indie |
| 15 | Stand Up | Endeavor Content, LLC | Indie |
| 16 | Stillwater | New Line Productions, Inc. | Non-Indie |
| 17 | Two Days | Paramount Pictures Corporation | Non-Indie |
| 18 | Untitled Wonderland Project | Wonderland Sound and Vision | Indie |

tion choices and predictable weather are second to none.”

DiCaprio is producing “Akira” with Jennifer Davisson through their Appian Way company with Taika Waititi (“Thor: Ragnarok”) attached to direct. In order to receive the tax credit, producers must begin production within 180 days.

With the addition of “Akira,” California has attracted a total of 13 big-budget fea-

“Flying Horse” with 50 filming days in Sacramento. It’s receiving a \$4.4 million tax credit. A teen drama based on Jandy Nelson’s novel “The Sky is Everywhere” has been set for a \$1.7 million credit with 40 filming days in Santa Cruz, San Francisco, Marin, and Alameda counties.

“This latest round of tax credits demonstrates how Program 2.0 en-

FEATURED ON TEAMSTER.ORG ON JANUARY 27TH



Local 399 Executive Board with IBT General President Hoffa and Local 399 Members at General Membership Meeting.

HOFFA SPEAKS TO MOVIE TEAMSTERS

Teamsters General President Jim Hoffa joined more than 400 members of Local 399 in Hollywood, California for their First Quarterly Membership Meeting on January 27th. Local 399 represents more than 4,800 members in the Motion Picture Industry.

“The leadership here at Local 399 has negotiated a number of great agreements in the past year. From the “Black Book” agreement for our Drivers to the new agreements for our Location Managers and Casting Directors - these agreements are outstanding,” Hoffa told attendees. “And Local 399 has always been at the cutting edge of organizing new areas of production. It’s amazing to see all of the new work that the streaming industry has brought to our members. From Netflix to Amazon Prime, HBO and Showtime, there is plenty of work to keep our Members busy.” Hoffa swore in new Local 399 members at the meeting and also congratulated the local on helping the industry restore California’s state film tax

credits for \$3.3 billion through 2025, which will secure more work for Teamster Members.

“It’s an honor to have General President Hoffa with us today. As you can see by the turnout,” said Steve Dayan, Secretary-Treasurer of Teamsters Local 399.

Hoffa was joined at the meeting by Tommy O’Donnell, Director of the Teamsters Motion Picture Division and President of Local 817 in New York, and Randy Cammack, President of Joint Council 42.

Teamsters Local 399 would like to thank General President Hoffa as well our Joint Council President Randy Cammack, and Motion Picture Director and President of Local 817, Tommy O’Donnell. It was such an honor to have you all in attendance. Thanks to each of you for your inspiring words to our Membership.



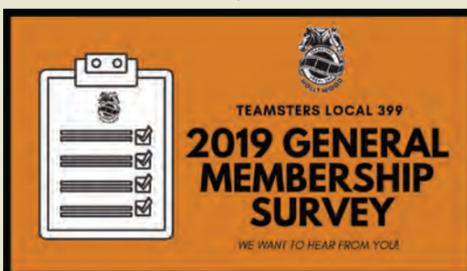
IBT General President Hoffa swearing in New Teamsters Local 399 Members at the 1st General Membership Meeting of the year.



IBT General President Hoffa with Local 399 Shop Stewards, JC 42 and President of Local 817 Tommy O’Donnell.

2019 GENERAL MEMBERSHIP SURVEY WE WANT TO HEAR FROM YOU!

Secretary-Treasurer Steve Dayan and the Local 399 Administration wants to hear from you! If you recall back in 2017, we rolled out a General Membership Survey to hear from our Members regarding what this Administration is doing well, and where we can improve upon to better represent you. One of the findings from the 2017 Survey is actually what drove our decision to develop the new Local 399 App. We feel it is of utmost importance to continually check in with the Membership in order to gauge areas that need more attention, listen to new ideas from our Members, and try to better understand where the Membership would like more support and guidance in the pursuit of their careers. We look forward to reviewing your feedback and we will do our



best to implement and address your ideas and concerns.

Download the Teamsters Local 399 App to get the survey link right on your phone or head to www.ht399.org to learn more.

You will only be able to take this survey once, so please be mindful of your responses.

This is your Union, and we work for you!

The survey will be live until June. You have plenty of time to complete this survey and we hope each and every Member will take the time to share your thoughts and ideas. We will be highlighting the results in our July 2019 Newsreel.

This is a simple way to get involved in your Union and we hope that you will take this opportunity to let your voice be heard.

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

TOP GUN

MAVERICK

RANDY PETERS AND MIKE FANTASIA ENLIST FOR THE SEQUEL

By: Matthew Klekner

Bust out the aviator glasses and dust off the bomber jacket. Pump up your volleyball and head to the beach and, by all means, get that lovin' feeling back. It's hard to believe it's been 33 years since Tom Cruise played Maverick in the original 'Top Gun' but, here we are, eagerly awaiting the next one.

The original 'Top Gun' was based on a real flight school called the U.S. Navy Fighter Weapons School. Formerly based at Miramar Naval Air Station in San Diego, the school was founded in the late 1960s to focus on aerial-combat training. Because of base realignments and closures, TOPGUN relocated to Fallon, Nevada in 1996 and was renamed the United States Navy Strike Fighter Tactics Instructor Program (SFTI program).

like the first one and manages to stay mostly contained on Naval bases and aircraft carriers. While the role of the fighter pilot is changing, the goal, more than anything else, of 'Top Gun: Maverick' is to re-create the experience of that first movie, which gave audiences a front seat ride into the world of naval aviation and what it's like to be in a fighter jet.

"This is as epic as the first movie was," says Location Manager Mike Fantasia. "But this is E-P-I-C with capital letters."

"Tom (Cruise) said on our first day of filming up at Naval Air Station Lemoore that he wanted to make the best aviation movie in history and he's holding us to it," he says. "And we're going to do that. We are filming incredible aerial footage and people aren't going to believe some of the flying scenes, they will think that they are CGI, but they are real planes flying through the mountains in Washington and it's just incredible."

"Tom Cruise is a pilot and this is one of his signature films, so he's giving it 150 Percent," says Transportation Coordinator Randy Peters. "All of the actors took flying lessons. They tried Cessnas, then moved up to doing aerobatics.

pilot, Cruise has flown his P-51 Mustang out to Fort Worth to check out Lockheed's F-35 production line.

The iconic F-14 Tomcat that was featured in the original movie has long since been retired by the Navy. There are no flyable Tomcats anywhere in the world outside of Iran but that's not to say the recognizable co-star doesn't make an appearance. The F-14 used in the film is actually a museum piece that was given a face lift for the silver screen. It has been residing in the Gillespie Field Annex at the San Diego Air & Space Museum for years.

That is until Randy and his team busted it out of the retirement home for one last tour of duty.

"It took a 21-foot-wide-load trailer and eight CHP officers to do it," says Peters. "I had to hire a company to do it because there are just some things we can't do."

"I've been a pilot for 30-40 years now and I found a company that took airplanes apart. We put it on a truck, put it back together and took it to Lake Tahoe. We shot it up there like it was an F-14 at the airport and then took it back apart, brought it back down to San Di-



Location Manager Mike Fantasia scouting in Kern River in August 2018 for 'Top Gun: Maverick'.

The original movie still holds up well, but the Navy and its flight training programs are all very different now than they were in 1986. As the Navy has adapted to modern technology and air combat training, so too will 'Top Gun: Maverick'.

Although the plot is mostly under wraps, it's been reported that Lieutenant Pete "Maverick" Mitchell will now be a flight instructor and the film will explore the new world of drone technology, fifth-generation fighters (the next generation of jets) and the end of the era of aerial dog-fighting. It will still be a competition film

They flew in the back seats of F-18's, just so they could act like a real-pilot. It's pretty crazy how far they are taking this."

"We have a dozen actor/pilots but they're not always all working," adds Fantasia. "Most of the time we've got five or six them with us. Some are more prominent actors with more prominent roles. Some have just a few days of work. Others have been working with us for weeks and weeks and weeks."

Cruise went through extensive training for the film. Known for doing his own stunts, he will do some of his own flying in certain aircrafts. As a

ego, took it apart again and then put it on an aircraft carrier. Now it's waiting to go back to the San Diego Museum in Gillespie."

"The star of this movie are all the airplanes but it's all about F18's now," he adds.

"I'm an aerial coordinator on the side, I've flown in a lot of movies. I was Goose in the original 'Top Gun', I ejected from the F-14, but it was a mock up."

"I have a Twin-engine Beechcraft that I've had for quite a few years (since 1993)."

The sequel looks like it will have some great callbacks to the original 'Top Gun', including



"Top Gun: Maverick" Transportation Crew

a recreation of one iconic moment when Tom Cruise is riding a motorcycle with Kelly McGillis. This time around, he has Jennifer Connelly along for the ride.

As the Transportation Coordinator on the original 'Top Gun', Peters remembers the bike fondly.

"On the original (1984 Kawasaki Ninja 900/GPZ900R) I swapped the colors out. If it was black, I painted it red, where it was red, I painted it black. We knocked them over. Dragged them through the parking lot behind a stake-bed. You know Tony (Scott) and I did that (ourselves). But now it's much more Art Department focused and directed."

As for the Ninjas in the new movie, "We got a bike guy, he's in the Union now, Justin Kell. He did all the bikes, so between him and Kawasaki, they put two together. It's not the original but it's pretty close. And then we got some new bikes that he's riding."

"We also had an Aston Martin DB that's worth millions of dollars and we've flown it over here three times for all these reshoots. It's from a private owner in England. It's won Le Mans and it still races," says Peters.

Working with the Navy wasn't new to Mike Fantasia. He had also worked with them about six years ago, when he worked on 'Godzilla' in Hawaii.

"The process hasn't changed much at all with them since then," says Fantasia. "But on this movie, we're working much more centrally with the Navy because so much of the movie is on military and naval air stations and aircraft carriers."

The movie utilizes five naval air stations as locations, Naval Air Station Whidbey Island (Oak Harbor, WA), Naval Air Station North Island (San Diego, CA), Naval Air Station Lemoore (Fresno, CA), Naval Air Weapons Station China Lake (Ridgecrest, CA) and Naval Air Station Fallon (Nevada).

As far as aircraft carriers go, the crew shot flight deck operations on the Norfolk-based aircraft carrier USS Abraham Lincoln and they utilized the USS Theodore Roosevelt both while it was underway and docked in San Diego at NAS North Island. Their shooting schedule would revolve around when the carriers were in port. With things like aircraft carriers you might have a schedule for deployment, but as the military knows all too well, unpredictable things can happen.

For instance, when the shooting crew was aboard the Teddy Roosevelt, they were preparing to ship out for a week of filming at sea. But just as they set off, there was a problem with the propulsion system. So, Teddy sat at the dock for five days while parts were flown in from Bremerton Washington to fix it.

"Well the company was supposed to be down, but we were able to bob and weave with the Navy and within six or seven hours we were filming on the carrier at dock," says Fantasia. "We moved

scenes. We changed the schedule. We changed the locations of our work to different places on the ship and we filmed on the carrier while they were fixing it. And then they went out to sea."

"So, you've got to be flexible when you're working with the Navy especially if it involves ships or planes because airplanes break, ships break, they are delicate instruments, as massive and deadly as they are, they're still very delicate and so if there's a breakdown you have to be ready."

"You've got to be organized and you've got to be flexible especially on movies like this. You can't get upset when there's a change because there's constant changes. If you're not organized, then you can't keep track of stuff, and things fall by the wayside. And that's never good," says Fantasia.

The military also helped with housing as needed. Up at Fallon (Reno), for instance, there are not many accommodations near the base. So, the crew had to find shelter on the base. When the crew traveled to Whidbey Island, half the crew stayed on the base and the other half stayed in hotels. While at Lemoore in the Central Valley, the crew was able to find accommodations at an Indian Casino ten miles from the base.

You can't get upset when there's a change because there's constant changes on movies like this.

"They're pretty accommodating, but each base has its own protocol," says Peters. There have been a few issues, but you've got to be on your best behavior when you're on the base. Everyone has to have a DOD clearance. There's been a few problems there where guys who didn't even know they were red flagged couldn't get on the base."

But in spite of all of the hoops they have to jump through, including script approvals, the Navy has been incredibly helpful and easy to work with.

"They've given us incredible help as far as the resources they provided for us," says Fantasia. Between jets, maintainers, ships, facilities, they've been so fantastic. It's been a great experience overall. We've got a movie family and they've got a Navy family and we are sort of melding the two on this movie," says Fantasia.

Randy Peters is a veteran of the 'Transformers' movies (he has driven Optimus Prime in all five films) and he says the footprint on this one is just as big as 'Transformers', but without all the extra

special effects trailers. There are probably more Cast trailers and Camera Trucks but a little lighter on Electric, since they are not lighting big sets. There are just as many Grip trucks, a bunch of Props and Wardrobe is all flight suits.

Right now, they are all in Second Unit mode, riding a wave of reshoots. That might sound small, but Peters is carrying 40 guys and Location is down to nine (from 11). And it doesn't look like they are going to slow down any time soon, as the company has just made a move from Oak Harbor, just past Seattle and is preparing to move to NAS North Island and NAS Fallon again in the next two months.

"We're taking everything, cast trailers and 40 footers. It's a downsized unit but it was still 15 or so pieces that went up there. And I picked up about eight guys from the Seattle local, mostly Maxi Drivers. So, we put eight guys to work up there and took 15 with us."

When coordinating a long haul like this between state lines, there's a lot of rules and regulations that need to be adhered to. And even if you know the rules, that doesn't always mean the Producer's do.

"I just wish that more Producers were more aware of all these regulations. When we make these company moves, they have to have their 10 hours off before they go on that long trip," says Peters.

"Say they are leaving tomorrow. They have got to have 10 hours off tonight and then when they get there, they get another 10 hours off to get turned around."

"So, you sit down and explain it to people, and it goes in one ear and out the other. 'But why can't we be there in a day?' 'I want to shoot tomorrow.' No man, you can't!"

When you're on the back end of a movie and faced with an uncertain number of reshoots, you would think that the excitement would start to go away but it seems everyone is as stoked as when it started.

"Like day one, you bet," says Fantasia. "Because the things that we're reshooting or the things that we're adding to our production schedule, there's a good reason for it. If we're reshooting, it's because what we shot the first time wasn't exactly perfect or that the script has evolved. In some cases, some things that we shot needed to be reshot because it's not relevant anymore." "It's been a very positive work environment. Every single day I'm happy to go to work. I've been anxious to go to work every day because it's challenging. It's interesting. I'm sort of an 'Aviation Buff' so to work on a movie like this is fantastic," says Fantasia.

"This is Tom's movie you, know? This launched him 35 years ago. He is Maverick and he wants to make the best movie about jets, ever, and

CONTINUED ON PAGE 11

SPOTLIGHT

*Tony Steere,
Local 399 Driver*

The most important and most powerful resource in every Union is its Members. They are not only the source of our collective power; they are the building blocks of our Union, ensuring the strength of our Local over the course of the past, present and future. With this Member Spotlight we caught up with 45-year Teamsters Local 399 Driver, Tony Steere. Well respected within the Industry, Tony has made a vibrant career for himself. His years of experience, love for his profession, and his respect for his fellow Union Sisters and Brothers is something to be highlighted for new and seasoned Teamster Members.

Recruiting Tony for an article about himself wasn't easy. Tony's humility, coupled with his extensive experience working as a Driver, made him the perfect candidate. With 45 years under his belt as a Member of Local 399 and another 8-9 years working as a Driver in freight with Local 208 and Local 420, Tony is not only a Driver by trade but also a Union man through and through.

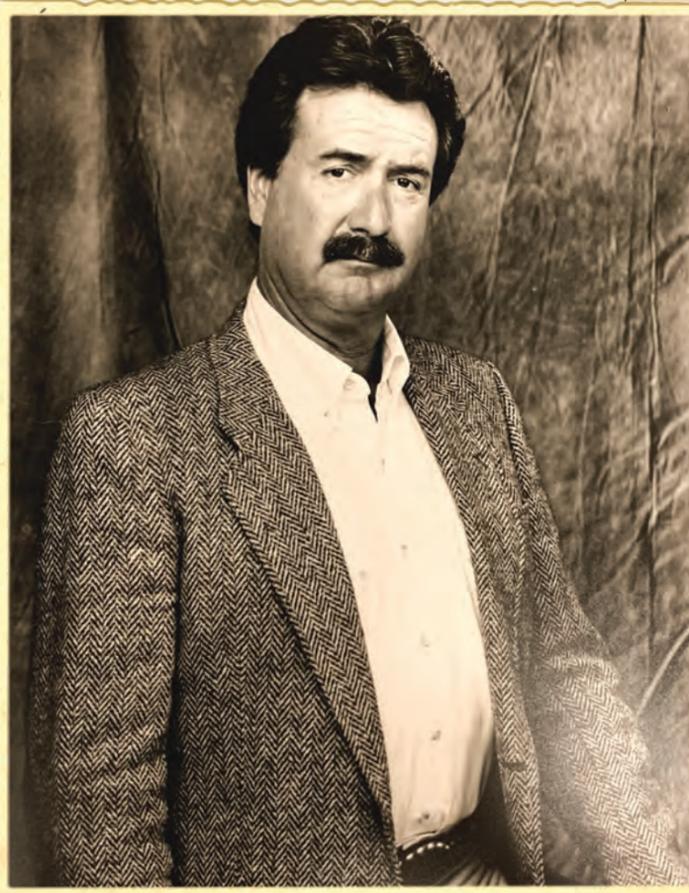
When asked how he made the shift from over the road driving in freight to the Entertainment Industry, Tony replied, "I made the jump into the Entertainment Industry because I had a rather poor driving record at the time, and I was released from a company in Sun Valley in which I was driving pneumatic tanks. They released me and said come back in a year when my record was good."

Anyone that knows Tony today would be hard pressed to believe anything but a stellar driving record from Mr. Steere. His impressive career in the Industry, and reputation for being an extremely thorough Driver when it comes to safety and the responsibility of the equipment in his care, would have just about anyone shocked to hear that was his start. Nonetheless, when taking a break from freight he contacted an old friend of his that was in Local 399 at the time to look for work. "I knew a fellow who was in Local 399, he was much older than I was, and for years he told me to come over and I kept refusing because I enjoyed what I was doing." Tony continued, "However, when I was out of work, I felt like I should go see him and so I met a Local 399 Business Agent at the time, and he asked me to tell him a bit about myself and my experience. The conversation ended with the Business Agent telling me to go home and wait for a call that night about a job for the next day. And I did. That very next day I went to work at 20th Century Fox."

Tony, just like many of the Local 399 Members at that time, suffered through Permits and being a Group 3, working back in freight here and there during the slow or hiatus seasons. It wasn't too long after however, that Tony started to work more consistently, and he was able to join Local 399 in 1969 where he worked on Television shows pretty steadily.

Back when Tony started with Local 399, the Studios still had Lot Seniority. Outside of becoming a Member of Local 399, Tony still needed to get 30 days at a specific Studio to join their Seniority roster.

"I was with 20th Century Fox and it took them a long time to hire me because they would



Tony Steere's headshot for his Driving stunt work back in the day.

keep me for 29 days and then they would lay me off. You had to work 30 days to be hired at that specific lot. I went through that about 7 or 8 times until finally someone called in sick, so I called in and they had to hire me. I think it was harder to get your days at that time because there wasn't the work there is now. Regardless of skill level, it was the old guard that kept the jobs. Back in the day we had maybe half the number of Members we have now." Tony explained.

20th Century Fox ended up being a great place to work for Tony. He was able to work consistently on "M.A.S.H." and "Room 222". Also, outside of constant work, it was work that allowed him to expand his skillset on a variety of equipment -anything from construction equipment, to a skip loader, to a dump truck, to a water truck.

"I was blessed with a lot of experience over the years as a Driver. It was a big learning curve for me. It was on the job training. I had several jobs at the same time that were not all just in closed trucks. I had tankers, flat racks, wide loads, livestock, So I got a variety of stuff. The flat beds especially."

Not only did Tony invest his time in learning a variety of equipment, he also excitedly shared

some of his work getting to be a stunt driver on a few productions over the years.

"Periodically I did stunt work because I could drive a truck and I had a Guild Card since 1980. I would get hired on occasion to drive a semi-truck doing stunt driving."

When asked if there were any notable productions that were his particular favorites to do stunt work on, Tony paused, and with a big smile replied, "They were all my favorite! Are you kidding? I did some stunts on "Dallas" and I did a couple stunt jobs on "Clear and Present Danger" and "Patriot Games". I can't even remember some of the other TV shows. They were a day or two at the most. I could never earn a living out of it, but it was fun when I could do it."

Tony spent a good portion of his career over the years as a Captain and eventually in 1978 he made the transition to Transportation Coordinator when "Dallas" started up again. What started as a Captain position on the show under Coordinator Jim Russell soon grew into the position of Coordinator when Jim left the show after they had returned to Los Angeles.

"Dallas" was the longest TV show I worked on. I stayed there 9 years. At the end of my time on "Dallas" they were doing 30-33 episodes a year. We went to Texas for approximately 50-52 days, maybe 55 shooting days. There was not much prep involved, it was all practical locations."

After his time on "Dallas", Tony moved on to work on Stephen Cannell productions where he spent a couple of seasons while also working a lot at Warner Brothers.

"Every hiatus I was fortunate enough to get a picture somewhere and just go. I worked with many different Coordinators. A lot of the old timers knew me. I was always assigned a semi-truck and away we went. I did a lot of traveling nationwide. There are only 4 states I haven't worked in - Alaska, Montana, Wisconsin and North Dakota. I loved every minute of traveling for work. Coming out of the freight business I was accustomed to the long hauls. Travel was one of the benefits for me and was one of the most attractive things that drew me to this business. Going somewhere you have never been with new faces, new environments and simply being able to take the truck somewhere you have never been, out there by yourself. I always enjoyed it."

When asked if there were any favorite or especially challenging productions he worked on over the years, Tony immediately brought up

his time working on "Clear and Present Danger". It was shot down in Mexico and the scale of the production, coupled with having to get all of the equipment over the border and back, made it a complicated yet rewarding experience for Tony.

"There were challenges with going out of the country because it required us to take everything we brought in, back out. On "Clear and Present Danger" we wrecked about 10 suburbans and we had to take every one of those wrecks out of the country when we left. We were swapping parts, engines, doors and transmissions on all those cars so none of the numbers matched when we were at the border, making it a struggle to get them back across. And, of course, they all had bullet holes through them. In transit from Mexico City to the border the Federal police would stop these auto carriers and query them as to why they were destroyed. It was difficult to explain to them and a couple times in my limited Spanish I would show them the explosion on the inside of the door to show how it was caused so they had a better understanding. They were still very inquisitive about where we were and what we were doing." Tony laughed.

When asked about his all-time favorite production to have worked on, Tony emphasized with full confidence that the finest and best picture, that was also the most fun to work on, was "Seabiscuit" with Coordinator Tommy Tanchaoren. Tony described it as not only having a great and hardworking crew, but that they also had a great time together and travelled all over the country.

Tony's longstanding career in the Industry has allowed him to not only see a lot of this country, but it has also allowed him to see a lot of advancement in equipment over the years. Sometimes it was out of the necessity to get the job done, and other times to help protect everyone working on or around the equipment. As productions and crews grew bigger, the Industry needed to evolve to support the work with better equipment tailored to the complexities and intricacies of the Industry.

"People started making trucks for the industry. One of the very first was Creative Mobile Industries. Creative Mobile Studios'; Ronnie Baker, Marty Rosenthal and Gene Levy, some of the first to build this stuff custom. This was the early 1970's. They were building and improving every year. Everyone that had tractors and trailers were customizing them to accommodate grip, electric, camera, property effects, etc. The equipment did improve but only through the innovation and the risk that all these people took by spending the money to build it. It was a risk, but most of them did pretty well. Once one started doing it, others wanted to get in on the revenue and there was plenty of room for everyone. New equipment piecemealed out slowly and it even pushed the Majors to start building other equipment. They weren't the innovators. The Studios had to follow suite due to the demand that was put on them. But it didn't happen overnight, it was a long process."

Tony further explained that when he started his career it wouldn't be unusual to see grip, electric, property and effects all sharing production vans to haul their gear together. Nowadays, each department has their own truck to accommodate for the larger loads. It was something many departments

over the years began to demand and was eventually achieved, making the entire workflow more efficient.

"In the mid 70's there were few lift gates on trailers and the trailers that had them were old and poorly maintained and were built with fairly early technology. There weren't stake beds around, we just had a lot of pickup trucks. The stake beds that were there at the time were ill equipped. It was much more difficult to load and unload equipment. The stake beds started to come into effect out of necessity and they began to be equipped with much better and fancier lift gates. Soon after it blossomed into what we see today." With Tony seeing such vast changes over the

" In the mid 70's there were few lift gates on trailers and the trailers that had them were old and poorly maintained. "

years in terms of technology, it helped him to develop his own commitment to safety protocols when dealing with unfit equipment. As a Driver, he continually stressed that the responsibility is on you should something go wrong, and it's important to be mindful and carefully check the equipment you are given to operate.

"You have to be careful about the equipment you're provided because it can be inferior. I've had many occasions that I had to demand better equipment. I have even had times that I went to pick up equipment and had to spend my own money and get reimbursed because you don't dare go down a highway without legal equipment. If something falls off and injures someone on the road, it's all on you. You have to be assertive at times to make sure you have the right equipment, something I have always been a stickler about."

When asked if there was any other advice surrounding safety and equipment, Tony continued, "Don't do anything illegal. Make sure you know the rules and understand what is required. That's why the classes are so good. Anything that's a safety rule or has been a requirement for the dos

and don'ts, I highlight them all. Safety gear is there for your protection and if you're not learning it, there's a tremendous amount of liability if you do something illegal when operating a machine. It has caused deaths in the past. There are a lot of ways to find out if you are doing something incorrectly. People are sometimes afraid to throw a monkey wrench into things. But when it comes to safety, you are the only operator around."

When it comes to new Local 399 Members, Tony had a lot of advice and knowledge to share. He also highlighted that over the years he has seen a shift in some of the culture of the Industry and the Union. When Tony began his career in the Industry, he didn't feel that there was as much support from some of the older more experienced Members when he started. Nowadays however, he feels that people are more willing to help one another, share tips and assist when someone is struggling.

"There there are lots of men and women coming into this Union and this business that are very bright and very good workers and it's encouraging. If you don't know something, ask someone. Most of the Members now in my generation are willing to help people. It wasn't always true when I got in, but today that's not the case. There's a better sense and consciousness that the working staff is helping one another. Treat the newer Members with the same respect as the older Members. They are there doing the same job. I can't let myself watch anyone struggle. I'm always here to offer assistance if I can."

To sum up most of Tony's work-related advice to new Members it would simply be:

- 1. Present Yourself in a Professional Manner**
- 2. Know Your Craft – if you don't know something, be open to learn**
- 3. Know Your Contract**
- 4. Don't Turn Down Work**
- 5. Get Involved in your Union**

"I would take a couple calls a day and even sometimes work on the weekends on "X-Files" just for straight time. It was extra dough that I could use and also just to keep working for the pension hours. You are getting those hours on straight time or overtime. It all helps your career."

As Tony continued to offer his advice to

CONTINUED ON PAGE 15



Local 399 Member Tony Steere attending our 1st General Membership Meeting of the year.

STAY CONNECTED WITH YOUR UNION ON YOUR TIME!

NEW TEAMSTERS LOCAL 399 APP NOW AVAILABLE FOR IOS & ANDROID USERS

After more than a year of development, we are excited to release the new Teamsters Local 399 App for our Local 399 Members. In 2017, we conducted a General Membership Survey asking Local 399 Members what we could do to improve upon our communication and support to the Membership. Many Members suggested looking into building an APP to help centralize important news, events, information, resources, etc. We took that suggestion and partnered with Linked Union — a company specializing in the development of APPs for the Labor world. This tool gives you Union related resources right at your fingertips! We look forward to continuing to build the platform to address the needs of our Members and add new tools as they become available. This APP not only gives you general news and information, but it also targets Members based on your classification so that resources and information

pertaining to your line-of-work can reach you easily. If you were in attendance at the January General Membership Meeting, you may have seen a glimpse of the new APP's functionality. The best way to learn what this APP holds is to click around. We are always looking for new ideas for content and tools that can be of service to our Membership. We see this APP as a tool that helps our Members stay connected with YOUR Union on YOUR time. This APP will not replace other channels of communication; however, it will serve as a great tool to stay connected and informed. If you have any ideas or information to include or questions about the app and its functionality, please don't hesitate to reach out to: Amy@ht399.org Should you run into any issues downloading this new tool, please email: appsupport@ht399.org



TAKE A LOOK AT JUST SOME OF THE HIGHLIGHTED FEATURES BELOW!



CONTACT YOUR UNION:

Easily contact your Business Agent or your Shop Steward, file a workplace violation and more!



MEMBER RESOURCES:

Easily log into your Call Board profile, pay your dues, locate your contract, update your contact information, find unique benefits for Union Members, and more all from the Local 399 App!



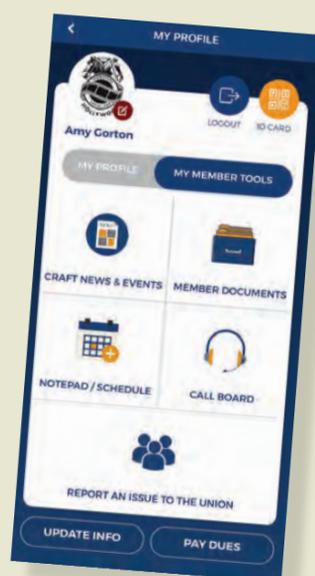
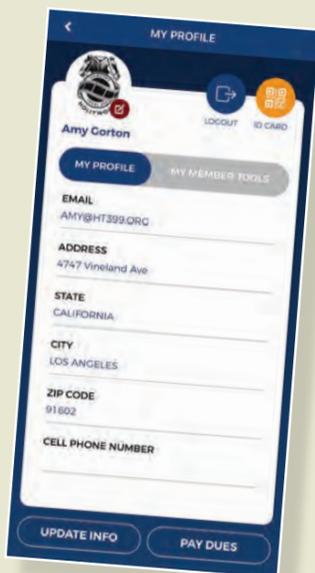
NEWS & EVENTS:

Keep up-to-date with General Membership and Craft Specific News & Events. The App allows Local 399 to share important information that pertains to your line of work as well as general updates for the entire Membership.



NOTIFICATIONS DIRECTLY ON YOUR PHONE:

We know our Members are busy. The Local 399 App allows you to keep tabs with your Union on your own time. We look forward to continuing to grow this tool to better suit our Members' needs.



NEED HELP DOWNLOADING THE NEW TEAMSTERS LOCAL 399 APP? CHECK OUT THIS STEP-BY-STEP GUIDE.

1. Locate the App in Google Play or the App Store under: Teamster 399.
2. Download the App.
3. Upon Launching the App make sure to 'REGISTER' first before simply trying to login.
4. Carefully input your registration details. Upon submitting your registration information, you will receive an email confirmation with a verification code to enter. (This verification code will timeout after a minute, so locate and input the verification code quickly.)
5. Carefully input your contact information. The information you submit will be shared with the Front Office and Call Board to update if necessary.
6. Issues with Login, incorrect classification, suggestions, etc. Email: Appsupport@ht399.org
7. Stay logged in or simply use the 'LOGIN' button the next time you launch the app should you choose to logout.

App is now available for:



(Local 399 App is not configured for Tablet or iPad use.)

Teamsters

LOCAL 399 & BASIC CRAFTS

present the *5th Annual*

CLASSIC CAR & MOTORCYCLE SHOW

SATURDAY

JULY 20

NOON TO 5PM

at **WOODLEY PARK**

6001 Woodley Ave. Van Nuys, CA 91406

FREE TO ATTEND

classic cars!

motorcycles!

food trucks!

live music!

family fun!

**HEAD TO WWW.HT399.ORG
FOR DETAILS**



We are excited to announce the date of our 5th Annual Classic Car & Motorcycle Show! This year we will be back at Woodley Park on July 20th from Noon – 5pm. We are excited to host this event again with our Basic Crafts Sisters & Brothers. We hope to make this event even bigger and better to celebrate 5 years of putting on this special event with the help of our Members! We will be sharing more details and registration information as we get closer on our website at: www.ht399.org.

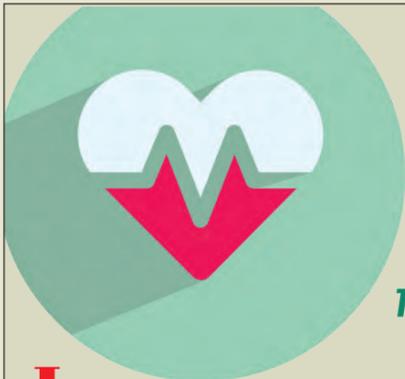
Sign up to receive emails from Teamsters Local 399 at www.ht399.org or follow us on: Facebook, Twitter or Instagram to be the first to know when registration is live to receive updates about the event.

Please email Local 399 Director of Communications, Amy Gorton, amy@ht399.org for all:

• QUESTIONS / SUGGESTIONS!
• BOOTH SPACE!

• SPONSORSHIP OPPORTUNITIES!
• WAYS TO GET INVOLVED!

We hope to see you and your family on July 20th! Stay tuned for more details.



GET YOUR **Health** In Gear

TEAMSTERS LOCAL 399 MEMBER NORMAN COMPTON AND HIS WIFE DEBBIE COMPTON

Local 399 Member Norman Compton approached Secretary-Treasurer Steve Dayan with an idea for a new segment that focuses on Local 399 Members health, specifically helping Members recover from the physical demands of what can be an unforgiving Industry. Teamsters Local 399 believes it would be extremely helpful to provide our Members, who have a diverse list of job descriptions, with some tips that can prevent, control or even repair damage that working as a 399 Teamster can bring.

For the next year in our Teamster Newsreel we will be sharing Norm and his Wife's knowledge that they have accumulated through their years of education and hands-on experience as certified medical exercise specialists.

"By using the technique of "Stacking" you will see why posture is a very powerful and effective pain manager and natural healer. Then, we will give simple exercise suggestions that, if applied, will make a difference to all Members.

In addition, Steve Dayan says a room can be made available for us the month after the Newsreel is released. Deb and I would love to offer interactive classes for those of you wanting to develop or fine tune a program based on your personal assessment. We will teach you to do the self-assessments of your posture and identify the culprit not allowing you to develop efficient body mechanics or movements. This leads to weak and tight spots, as well as, chronic inflammation and pain. These assessments allow us the ability to devise a plan to get your bones back in their correct pockets where they belong." – Local 399 Member Norman Compton.

LOCAL TEAMSTER OFFERS HELP RECOVERING FROM THE PHYSICAL DEMANDS OF AN UNFORGIVING INDUSTRY

INTRODUCING CERTIFIED MEDICAL EXERCISE SPECIALISTS DEBBIE AND NORMAN COMPTON

THIS IS OUR STORY

My wife of forty years, Debbie, and I are certified Medical Exercise Specialists. Deb has been working with people with special needs and workers like us, for twenty-eight years. Clients with such serious needs as spina-bifida, Parkinson's Disease, and joint replacements have all shown remarkable improvements in their quality of life using her techniques and guidance.

I've been in the movie industry for thirty-five years and a 399 Teamster for 25 of those years. I understand the issues that plague our bodies as Drivers from the long hours and short turn-arounds to the going up and down truck steps just to sit on a seat that has lost its spring years before. Then of course, the hard bouncing our



insides endure while driving that truck on the freeway!

When Deb and I first met in Hawaii in 1976 we had no idea that our first date, a jog around Kapiolani Park, would lead to a combined 80 years we now share in the health and fitness world. We've lived through every fitness trend from Jack LaLanne to Joe Weider to the over the top "Biggest Loser" TV series.

Deb got her first certification as a personal trainer with ACE-American Council of Exercise when we first moved here from Hawaii in 1990. She is now a certified Medical Exercise Specialist and an ACE certified Health Coach.

I began my career as a stuntman on "Magnum PI" in the early eighties, then in 2001, at the age of forty-seven became Dwayne "The Rock" Johnson's first stunt double on his breakout movie "The Scorpion King." Every project as a stuntman was almost always followed by some kind of rehab, as a matter of fact, this happened so many times Deb started calling me her science project.

I got certified as a personal trainer in 2000, and now, I am also a certified Functional Exercise specialist. We are authors of a book entitled "Stacking- Your Skeletal Blueprint for Posture." (available on Amazon) We've also been published and quoted as the "go-to" experts in our field as "posture mechanics" for publications such as Woman's World, ACE Magazine, to The Beach Reporter, covering the South Bay.

We aspire to help our Teamster family to begin communicating with their bodies to help prevent imbalances and injuries caused from repetitive work movements and positions, then give you the tools needed to reverse the damage they have caused.

Let's start here for our first challenge: WHERE THE RUBBER MEETS THE ROAD...The FEET

Deb and I often talk about the importance of the feet and how no one ever gives them their

due. Yet, if you think about it, in almost every physical endeavor, in every competitive sport, which body part touches the ground most often? The Feet. Everything else is a distant second!

The foot has 26 bones and around 100 muscles, tendons and ligaments that are the stabilizers against gravity, the foundation that gives guidance and support to the whole muscular system above it. So, when the condition of the feet is left to chance, the knees will suffer because they

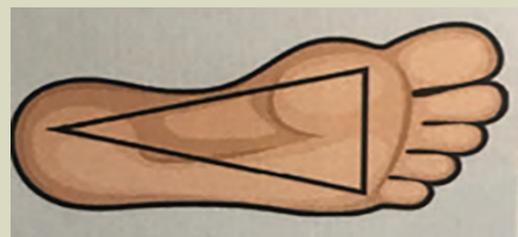
are not capable of being the stabilizing joint that the body above it, is counting on.

Because of the importance of their job, the feet cannot be ignored. Have you ever gone to a gym and seen anyone doing just feet exercises? Never. The feet must be strong and flexible, for as long as you plan to use them, period. If a house was damaged by an earthquake and the foundation was compromised, you wouldn't start repairs on the roof without fixing the foundation first, would you?

FINDING THE TRIANGLE

Having an imagination is a must in this step. You can do this seated or standing, whichever is easier to feel the bottoms of your feet. Take your shoes off, place your feet about six inches apart, flat on the floor and toes pointing forward. For this to work your feet must match. They cannot be pointed in different directions. Envision a triangle on the bottom of each foot.

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TOP GUN

CONTINUED FROM PAGE 5

he's got a lot of ideas. And when Tom comes to us with an idea, a change or whatever, there's a good reason behind it, a valid reason, and it does nothing but make the movie better," says Fantasia.



Location Manager Mike Fantasia working on "Top Gun: Maverick".

Production seems to have the resources to be able to do that. Every time you extend a shoot it costs additional resources, but they have provided their departments with what they need to do their jobs.

"Production has been fantastic, they've never said 'No' to anything that was necessary. The Producers have given us the money to do things the right way," says Fantasia.

The crew adopted the run and gun approach of the US Navy and it takes a certain type of crew to fall in line and get it done. Changes on the fly are not always easy, especially when complex logistics are already in place.

"I've worked in harsh environments on many, many, movies. Once you do that a few times you know what to anticipate," says Fantasia. "So, we were ready for the things that were thrown at us. We were ready for the wind. We were ready for the snow. We were ready for the rain. There weren't any surprises and I think it's a testament to the team and their training and their past experience and not just their ability and willingness to work together to solve problems," says Fantasia.

"I try to be a supervisor that gives my folks clear marching orders," he adds. "Whenever I have clarity, I try to give them the freedom to do their jobs. I try not to be a nitpicker. My management style is basically you know what I expect. Now do your job. You don't have to check in every day. Call me if there's a problem. It's ok to mess up. If you mess up. Fine. Admit it. Cop to it and let's move on and fix the problem."

"I try to be fairly loose about things but at the same time I have very high standards," says Fantasia. As long as they're operating within those standards things go along okay. They all came through with finding great locations and went the extra mile to set up all these bases.

I've got to say, knock on wood, we've given Production everything they needed so far. There's always been a place to shoot. There's always been a good basecamp. There is always good logistics. They've done a great job." "If you don't know your business and your craft you might be able to B.S., or fabricate your way through as a Transportation Coordinator, but it's only going to last so long," says Peters.

"If you want to have a 40 or 45 year career you should know the business. You've got to understand what they want and you just can't throw money at it. It's got to be well orchestrated," he continues.

"And you're only as good as your guys. I know that with my reputation I get a little hot with them sometimes, but it's only because we

CONTINUED ON PAGE 13

2019 SCHOLARSHIPS AVAILABLE TO GRADUATING HIGH SCHOOL SENIORS!

Attention!
Local 399 Members with Graduating High School Seniors – don't miss

out on these great scholarship opportunities. Currently there are 4 scholarships available to apply for. Every little bit helps when it comes to paying for College, or any



form of secondary education. We encourage all Local 399 Members that have graduating High School Seniors to take advantage of applying for these scholarships. Please pay close attention to the details, deadlines and eligibility requirements highlighted for each scholarship opportunity.



LEO T. REED SCHOLARSHIP PROGRAM

Applicants must be graduating High School Seniors embarking on their first year of college in the fall. Teamsters Local 399 will be awarding scholarships to 10 selected graduating High School Seniors of active Teamster Members.

Deadline to Apply: May 31st, 2019



TEAMSTERS NATIONAL BLACK CAUCUS SOUTHERN CALIFORNIA CHAPTER SCHOLARSHIP AWARD

Applicants must be the child of an active Teamster Member, a U.S. citizen and live in the Southern California area. They also must be a Senior In High School or attending a College at the time of application and have a current minimum GPA of 2.50. This scholarship requires a brief essay and a personal statement to be included.

Deadline to Apply: Must be Postmarked by May 10th and arrive no later than May 17th, 2019.



JOINT COUNCIL 42 SCHOLARSHIP PROGRAM

Applicants must be the child of an active Teamsters Union Member from a Local Union affiliated with Joint Council 42, who are graduating from High School in 2019.

Deadline to Apply: May 17th, 2019



TEAMSTERS NATIONAL HISPANIC CAUCUS

Applicants must be a Daughter or Son of an active Teamster Member whose dues are current with his/her Local Union and are attending or have been accepted by an accredited University, College or Trade School.

Deadline to Apply: June 28th, 2019

The applications for each of the above scholarships can be found at www.ht399.org under the Members tab > Scholarship Opportunities. You can also find these applications in our Local 399 App under the Member Resources on the Main Menu page. Please make sure to read each application carefully. Each application has different requirements that must be met. Please pay close attention to the details of each Scholarship and its deadline. If you have any questions about any of these scholarships, please contact:

office@ht399.org OR CALL **818-985-7374**

We wish all of the applicants the best of luck!

A STRONG TEAMSTER IS AN EDUCATED AND SKILLED TEAMSTER!



Recent Teamsters Local 399 DOT/Hours of Service Class hosted by the CHP.

Local 399 takes great pride in the classes and trainings that are hosted to help our Local 399 Members educate themselves and grow in their skillsets. In order to succeed in this industry, it is important to stay competitive by expanding your knowledge and experience within your line-of-work. There are many great opportunities for Local 399 Members to capitalize on and we want to highlight them to help Members navigate the various courses available to them. There are essentially 3 different types of classes that are offered to Local 399 Members - specifically Drivers working under the 'Black Book', Commercial Agreement or working at Universal Studios Tours. Other classes and trainings exist for Local 399 Members of other classifications however information below focuses on our Local 399 Drivers.

LOCAL 399 HOSTED & DEVELOPED CLASSES

- "BLACK BOOK" CLASS
- DOT / HOURS OF SERVICE CLASS
- SHOP STEWARD TRAINING
- NEW MEMBER ORIENTATION
- PRE-RETIREMENT CLASS
- SOCIETY OF FINANCIAL AWARENESS CLASS
- LOCATION PROFESSIONALS WORKSHOPS
(Email eduffy@ht399.org for the full 2019 schedule)
- COMING SOON: COORDINATOR / CAPTAIN CLASS
- COMING SOON: CASTING PROFESSIONAL WORKSHOPS
(If interested in being involved in the curriculum development, please email eduffy@ht399.org)

2019/2020 LOCAL 399 PROVIDED TRAINING VIA CONTRACT SERVICES

Local 399 has worked to ensure there are training classes made available to our Members that will not only keep them safe but also help them grow in their skills to be able to perform a wide variety of jobs. Take a look at the courses currently available below.

In order to request to take any of these classes you must first complete the Local Provided Trainings – Skills Training Application form. This form can be found within the Local 399 App under My Member Tools > Member Documents > CSATF or you can simply email Business Agent Chris Sell: csell@ht399.org for a copy.

- 400 – 55 BOBCAT BULLDOZER
- 400 – 56 ROUGH TERRAIN FORKLIFT
- 400 – 58 WATER TRUCK TRAINING
- 400 – 59 COMMERCIAL DRIVERS REFRESHER TRAINING
- 400 – 40 PASSENGER ENDORSEMENT

CSATF FREE HANDS-ON TRAINING

Contract Services offers a wide range of FREE Hand-on Skills Training Classes. We encourage our Members to utilize all of the resources available to you. If interested in taking any of these classes, email: info.skillstraining@csatf.org or Call: 818-847-0040 (ext. 2266).

VEHICLE INSPECTION:

Walks you through the required Pre-Trip, On-the-Road Safety and Post-Trip Inspections so that you can get on the road quickly and safely.

COUPLING & UNCOUPLING:

You'll get to practice coupling and uncoupling 5th wheels, hitches and Pintle hooks. Learn to work with safety devices such as chains, cables, locking mechanisms, and trailer lights and braking systems.

PERMITTING:

Which permit(s) do you need? An Oversize/Overweight permit? A Trip Permit? What about a Fuel Permit? Or a Mileage Permit? This course will go over why and when you need certain permits and where to get them.

WEIGHT DISTRIBUTION:

Get the facts on how to analyze and calculate axle weight distributions and overall cargo loads (e.g. crew cabs, stake beds, 10 tons, etc.) Learn ways to stay compliant with weight laws and federal safety standards.

LOAD SECURING:

Covers all your pre-trip and en route cargo responsibilities the necessary number of direct and indirect tie-downs and their respective restraining capacities. Learn to secure your cargo properly and efficiently to ensure your load is delivered to the destination.

AIR BRAKE OPERATION:

Covers air brake systems, inspections, and general practices and procedures. Learn about the dangers of contaminated air supply, low air pressure readings, and disconnected air lines. Get the skills to test and detect air pressure levels and defects that may cause system failure and air pressure loss.

TOP GUN

CONTINUED FROM PAGE 11

want to do it right, you know? I just feel if anybody's out there working with us, making the kind of money they make, they should put 100 percent in. So, you get a little agitated, a little frustrated let's say, at Drivers who just want to phone it in."

"And that's why I chose these guys. You know you make one mistake and that's all they (Producers) remember. They don't remember the 50 good things you did, they just remember the one bad thing and that stays with you."

"It used to be just me and a Captain and that's all you needed. It was a lot of work, physically a lot of work, but now it's mentally a lot of work too."

The crew is scheduled for about two more months of work and will (hopefully) finish on the 15th of June. In all likelihood, there will be some additional photography sometime this summer or fall once they get an edit together and do some test screenings.

"They extended it a year to do more and get the flying right and the editing done right. So, I'm assuming, that they really think this is going to be spectacular. I'm hoping it's a good one," says Peters.

"When this is over, I will take a long vacation," says Fantasia. "I'm going to tear my house apart and do some renovations. It's constantly delayed because I keep getting these fantastic jobs and after this one, I'll probably take six or seven months off and just try to deal with all my home renovations and take a trip to Montana, to sit on my porch, and look at the deer come out of the woods."

And as the crew of 'Top Gun: Maverick' continues on their quest to deliver the greatest aviation movie ever put to screen, we all wish them fair winds, following seas and a smooth finish to their epic journey.

'TOP GUN: MAVERICK' TRANSPORTATION CREW:

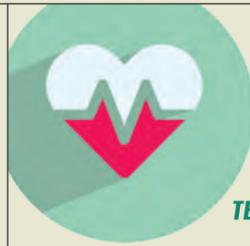
RANDY PETERS
Transportation Coordinator

Justin Kell - Motorcycle Mechanic
John Willoth - Captain
Doug Weaver - Captain
Ryan Neville-Alfieri - Co-Captain
Kevin Loding - Co-Captain
Marci Johnson - Dispatcher
Mitchell Peters - Picture Car Mechanic
Luis Salazar - Picture Car Mechanic
Scott Philbrick - Picture Car Hauler
Beth Johnson - Driver
Jennifer DuClos - Driver
Cesar Solis - Driver
Terry Curtis - Driver
Mike Riportella - Driver
Josh Harris - Driver
John Lybrand - Driver

'TOP GUN: MAVERICK' LOCATION TEAM:

MIKE FANTASIA
Supervising Location Manager

Lori Balton - Location Scout
Ted Alvarez - Key Assistant Location Manager
George Alvarez - Key Asst Location Manager
Kirsten Cornay - Key Asst Location Manager
Pete Costelli - Key Asst Location Manager
Michael Louis - Key Asst Location Manager
Donny Martino, Jr. - Key Asst Location Manager
Morgan Patterson - Key Asst Location Manager
Michael Louis - Key Asst Location Manager
Nancy Wong - Key Asst Location Manager
Mike Reft - Ass Location Manager
Adam Turk - Asst Location



GET YOUR Health In Gear

TEAMSTERS LOCAL 399 MEMBER NORMAN COMPTON AND HIS WIFE DEBBIE COMPTON

CONTINUED FROM PAGE 10

Now distribute all the weight evenly to all six points of the two triangles. When the feet and knees are matching, pointed in the same direction, and the weight of our body is distributed evenly at the six points of the triangle, only then, will the bones above have a chance to settle into their pockets correctly. When this happens all the ligaments and tendons will be at their most comfortable position bringing you relief from pain.

LET'S STRETCH THESE PUPPY'S

This Foot Stretch that can be done at home, the gym or anywhere:



STEP 1

From a seated position put your feet up on a chair or an ottoman with your heels hanging off the end. Working one foot at a time.

STEP 2

Point your toes like a ballerina from the ankle downward. Feel the squeeze in your arch and at the top of the foot.



STEP 3

Now, pull your toes back toward your body from the toe-joint line (balls of your feet) while maintaining your pointed position everywhere else.

STEP 4

Now, flex your entire foot back towards your body while keeping your toes in the raised position described in step 3.



STEP 5

Keep your ankle flexed but allow the toes to relax. You can perform these five valuable steps anytime, anywhere as often as you can.

"The strength, flexibility and mechanics of the feet will allow you to retrain the mechanics of the knee.

Remember,
BAD FEET = BAD KNEES.

THE ONE LEGGED STANCE FOR THE KNEES

(This is another exercise you can do anywhere, work, at home or even standing in line at the grocery store.)

How to find balance while standing on one foot. First, find your triangle, then put pressure on all three points of the triangle on the foot you choose. While lifting the opposite leg slightly off the ground maintain level hips if you have to, rest your hands on something stable like the side of a Stake bed or back of a chair. Make sure your knee

is pointing in the same direction as the foot below it. Now hold for 10 seconds. This gives you time to check what's happening with everything involved from the bottom of the feet to the top of your head.

It may be hard to believe but performing these



THE ONE LEGGED STANCE FOR THE KNEES



simple exercises regularly can provide relief from the pain caused by our demanding jobs. Remember, if your feet are only as flexible as your shoes, you have shoes for feet.

We give guidance to those looking for a realistic approach at getting your body prepared to accept the load it carries throughout your day.

We also want to encourage any Teamster who might be thinking about retiring soon, to start getting your bodies ready for retirement so that you spend less time at the doctors and more time enjoying your hard-earned break.

We'll teach you how.

**REMEMBER WE NEED TO-
KEEP IT STRONG - KEEP IT MOBILE
KEEP IT TILL WE'RE DONE**

Norman and Debbie Compton
Stackinggurus.com

Catch the next "Get Your Health in Gear" Segment by Norman and Debbie Compton in our July 2019 Newsreel.

Q & A

WITH **STEVE DAYAN**

SECRETARY - TREASURER



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

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

A I would definitely say getting our 399 App out and available to our Members. We worked very hard on this project and I hope our Members find it useful. I was also honored to have General President Hoffa at our January Membership Meeting. I believe it was the first time in the history of Local 399 that we had a General President attend a Membership Meeting. It's important to have a good relationship with the IBT as well as JC42, and I'm happy to say, we do!

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

A We have settled many grievances in the past quarter that will be discussed at the General Membership Meeting and there are more in the works. With more production, there are more violations of our Contracts. Keeping up with 140 productions which are currently shooting as well as signing more productions, going to Sacramento to meet with elected officials, participating at the Joint Council and IBT levels, working with the L.A. County and State Federations of Labor as well as all of the other industry Guilds and Unions is only a small fraction of what goes on here on a daily basis.

Q *Why are we doing another General Membership Survey to the Membership?*

A I'm committed to do everything I can to listen and implement any improvements our Members suggest. It's important to all of us here at Local 399 to support our Members not only in the workplace but also in their personal lives. From our continuing education curriculum to our scholarship program, classes and events, we want to support you in every way we can.

Q *Why do you feel the new Health section in the Newsreel is important?*

A Health & Safety are top priorities for us. I'd like to thank Norm and Deb Compton for volunteering to help our Members to help them have a better quality of life. If there are topics you'd like us to cover, please email office@ht399.org

Q *Why is it a priority this year to tackle the digitizing of files and the implementation of new database systems?*

A The major studios all track every grievance, arbitration and contract negotiation. They keep all of that information to use against us in future proceedings. It is simply unwise for us not to do the same. By digitizing all of our records, we can preserve the information and allow our B.A.'s and staff access to those records in a searchable database. I firmly believe it will also help future Administrations understand the history, past practice, grievance and arbitration decisions from past administrations.

Q *How do you see the Local 399 App growing to address the needs of our Membership?*

A The App is a great resource for our Members. Since most of us spend more time at work than at home, having access to all of the services we provide on your mobile phone is a necessity today. We look forward to getting your feedback from the Membership survey to add more tools.

Q *Why do you feel it is important for Members to take the Skills Training classes offered to them?*

A Every time I finished a show, I'd always reflect back on what went well, what didn't and what I could do to better myself in my craft. That's the purpose of our classes. We want our Members to always be on the cutting edge and help them to be the most proficient and professional in whatever craft they work in. You only learn from those that you were taught by-but what if there's a more efficient way of doing the job? We are the best of the best. I want to keep it that way.

Q *Why are we looking into increasing the Leo T. Reed Scholarship amount to graduating High School Seniors?*

A We will be discussing the possibility of increasing the scholarship program at the April Membership Meeting. We are now on a firm financial footing and I want to support the children of our Members even more than we have in the past. Our children are the best investment we can make for the future. I'm also open to discussing any other ideas our Members may have to improve our services to you.

Q *What organizing efforts are you most excited about in the next Quarter?*

A We are constantly organizing at 399. We have added many companies and vendors to the fold and will continue to do so. I won't name specific companies but we hope to announce more victories like the inclusion of DOT Administrators at WB and Universal.



THERE'S NOTHING WRONG WITH ASKING FOR HELP

Your well-being is what matters most. If you are experiencing an emergency or you think you may harm yourself, please call 911. The first step to suicide prevention is awareness. Learn the warning signs, how to talk with someone who may be at risk, where to get help, and how to cope if you're a suicide survivor.



The Optum Health and Mental Wellness Services available to our Members through MPIPHP is there to assist Members in times of desperate need. Please utilize the Crisis Hotline available to you: 1-800-273-8255. There is hope. Powerful health resources, and personalized support services. Live and Work Well is here to help you and those you care about find the balance, support and care you need to live the healthiest life possible.

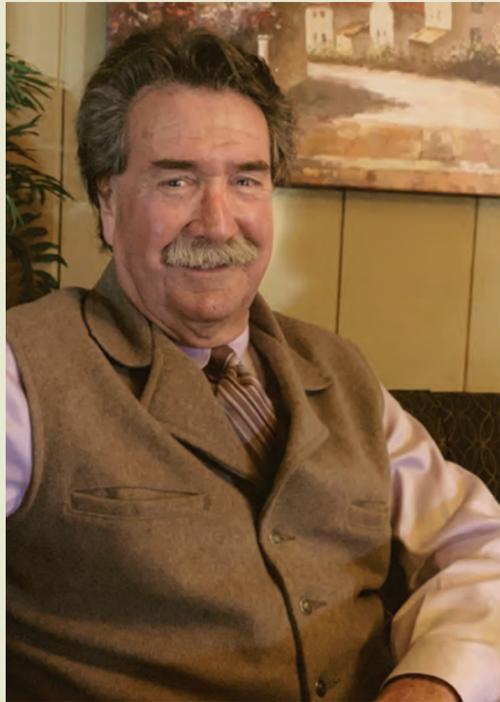
**Crisis Hotline:
1-800-273-8255**

**Learn more about
the Mental Health
and Wellness
resources available
to you at:**

www.liveandworkwell.com.

CONTINUED FROM PAGE 7

new and longtime Local 399 Members, he switched gears a bit to focus more on the importance of the Union, especially in this Industry. Tony, having been with the Local through different administrations, contract cycles and industry



45-Year Teamsters Local 399 Member Tony Steere.

fighters, has seen the importance of what it means to not only be part of a Union but being an active participant.

"Be active in the Union. Find out what's going on. If you have questions, ask, and take the time to know your contract. People have no clue what a task it is to sit across the table from the major studios to negotiate a contract. What Leo T. Reed did for all those years and now with Steve Dayan and his leadership; it is something that I never forget. What we have today with our wages, pension, health, welfare, medical, dental all that, I never forget that all those items have to be negotiated and fought for. And if you're not there at the meetings supporting your leadership, I personally think it's offensive."

Tony, quite notably, sits near the front row of every Union meeting. His support for his Union Brothers and Sisters as well as those that have led this Local to the success we enjoy today does not go unnoticed by such a committed Local 399 Member. His passion for being part of this organization stems from his true belief that we are stronger together.

"If we don't support our Union it will be easier to break us. I hope years from now we are 6,000-7000 strong. If you don't have unity, and a goal, then it is easier to break up. New Members have to be told that it's the unity and support that will keep us strong. They can try to break up anything they want regardless of how many people

are in it, but with unity, dedication and support, it won't happen."

Tony's advice to Members stems from his passion for his career and the success he has experienced over his many years in the Industry. He has never taken the benefits, opportunities and hard work for granted.

"I had no idea I would make a career out of this. I was just hoping for a steady job. What moved me forward when I started was the need for a paycheck. It kept me going. More than that, I have always been fortunate to have the incentive to go a bit further on the job and try to offer advice for any experience I had. I like what I am doing, otherwise, I don't think I would still be here. I am 71 years old, I don't need to be here I just like it. I want to know I am doing the best I can."

Tony mentioned his respect for Local 399 Coordinator Greg Van Dyke, currently one of our longest active Local 399 Members, as someone he has always looked up to and tried to mirror his career off of.

"One of the oldest guys still working is Greg Van Dyke, a skilled Coordinator. He does Criminal Minds. He started in 1963 or 1964. Greg is one of my inspirations. I saw the longevity of his career, his work ethic and enthusiasm and I knew I wanted to be like him. I'm always inspired by people ready to work hard. I worked on many shows with him. He is 76 and he is still Coordinating and still a fire cracker."

When concluding our time speaking with Tony, we asked what he was currently working on. He mentioned he will most likely be going back to work on "Lethal Weapon" in June, a show he has been on for the past three seasons, and currently he is working on a Feature Film with expert Coordinator Roger Bojarski. When asked if Tony would still consider taking a job that would get him back out on the open road, he simply smiled and replied, "In a heartbeat, I would take any job traveling around this great Nation."



ADDRESSING THE RECENT 2018 MPI FUNDING NOTICE

BY: SECRETARY-TREASURER STEVE DAYAN

The Motion Picture Pension Plan mailed its 2018 Annual Funding Notice to Plan Participants, so you all should have received it by now. If you have not received this in the mail you can view a digital copy at: www.mpiphp.org.

This notice is required by law and contains quite a bit of information, which is somewhat confusing about the health of the Pension Plan. We wanted to inform you all that the Pension Plan is and remains in the "Green Zone," and is neither endangered nor in critical status.

The funding level was anticipated by the Directors of the Motion Picture Pension Plan in both the 2015 and 2018 negotiations. Based on the information received by the Plans auditor, both sides of the table during negotiations agreed to a 10% pension increase to all active plan participants. This increase is to be paid off over 15 years, much like a 15-year mortgage, so the parties had to anticipate funding into the future. The 10% increase is the main driver of the current reduction in the funding percentage.

MPI will pay down the balance over the next 14 years, with the help of increased hours and contribution rates that were negotiated into the 2018 contracts and beyond.

This will increase the funded percentages over time. It is anticipated that in 2026, the Pension Plan will be 80% funded, and in 2032, it will be 100% funded. The Basic Crafts and the IATSE unanimously felt that the 10% increase to the pension was worth the short-term funding reduction for a long-term gain.

The percentage you received in the mail contemplates what money would be available to pay benefits to vested and non-vested participants in the event that ALL funding ceased immediately and NOT another dollar of benefits or residuals were contributed into the Plan. That is not the case, because as you all may know, employment and contributions remain at record levels. The annual funding notice does NOT take into account the funding structure of the MPI Pension Plan.

The Pension Plan requires a minimum fund-

ing amount each year, which is met with both hours of contributions and residuals. Hours flow into the Pension Plan for every hour worked or guaranteed. Residuals flow into the Pension until the funding requirement for the year is achieved. For example: in 2018, MPI received over 100 million hours contributed into the Pension Plan, and the residuals that went into the Plan were in excess of \$450 million. In other words, the Plan is very healthy, and is not in trouble. In the future, if it is necessary, the bargaining parties can increase the funding levels. The funding percentage announcement is misleading and unfortunate.

This information was discussed in detail at our General Membership Meetings over the past year. At the October 2018 meeting, MPIPHP was in attendance and spoke to the fact that the funding percentage was going to decline. If you have any questions or concerns regarding this information, please contact the Union Hall and ask to speak to me or your Business Agent: 818-985-7374.

EVENTS

Friday, May 17th 2019

JOINT COUNCIL 42 SCHOLARSHIP

Deadline to Apply

Check out the Article on PAGE 11 to learn more about this scholarship.
Application can be found at: www.ht399.org.

Friday, May 31st, 2019

LEOT. REED SCHOLARSHIP

Deadline to Apply

Check out the Article on PAGE 11 to learn more about this scholarship.
Application can be found at: www.ht399.org.

Saturday, June 22nd

SHOP STEWARD TRAINING

Time: 9AM

Location: Pickwick Gardens

This class will provide a great overview of the roles and responsibilities of a Shop Steward and provide valuable training for supporting the Membership. Space is limited for this Class.

RSVP online at www.ht399.org or email office@ht399.org with questions.

Saturday, July 13th

"BLACK BOOK" CLASS

Time: 9AM

Location: Pickwick Gardens

This class is structured to help New and Seasoned Members understand your contract! This class will solely focus on our "Black Book" Agreement.

RSVP online at www.ht399.org or email office@ht399.org with questions.

Saturday, July 20th

5TH ANNUAL CLASSIC CAR & MOTORCYCLE SHOW WITH THE BASIC CRAFTS

Time: Noon – 5PM

Location: Woodley Park
6001 Woodley Avenue
Van Nuys, CA 91406

We're back at Woodley Park for another family-fun afternoon celebrating 5 YEARS of our Local 399 Classic Car & Motorcycle Show! We hope you and your family will join us!

Details on PAGE 9 in this Newsreel.
Head to www.ht399.org for full event details.

More information coming soon!

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

- ★ **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.
- ★ **The Optum Health and Mental Wellness Services** available to our Members through MPIPHP is there are to assist Members in times of desperate need. Please utilize the Crisis Hotline available to you: 1-800-273-8255. Learn more about the Mental Health and Wellness resources available to you at: www.liveandworkwell.com.
- ★ **Check out photos from our 28th Annual Ralph Clare Golf Tournament on our Local 399 website** and Facebook page! Thank you to all who attended the Tournament and a big thank you to Office Manager Greg Karson for organizing such a fun event!

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.

David Blair
Al Boone
Andy Boyd
Jim Boysen
Burt Campbell
Sal Carrubba
Mary Catando
Richard Firkins
Jim Halty
Joe Knott

Harry Knowlton
Francisco Loera
Robert Lovett
JDon Mancini
Ed Massarella
Oscar Melendez
Roxanne Merrick
David Monroe
Gladys Nary
Carter Nichols
Rex Peterson

Rodger Pryor
Art De Los Santos
Gene Schwartz
Steve Share
Gary Shartsis
John Shelde
Don Stuart
Jim Sullivan
Bradley Thompson
Curtis Wilmot

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:

John Arnold
Billy Arter
Rory Byrne
Glenn Carter
David Cohen
Jim Combs
Vashti Desire
Roxanne Djelmane
Walter Freitas

David Gordon
George Gowing
Chris Gualtiere
Terry Gusto
Steve Hunter
Vicki Johnson
James Jones II
Dale Latimer
Rocco Mann

Bradley McFadden
Robert Morales
Kathy Osborn
John Quittner
James Reynolds
Benito Romo
Larry Ropa
John Rose
Antwan Sargent

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CONNECT WITH US

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

ht399.org