A STRONG TEAMSTER IS AN EDUCATED AND SKILLED TEAMSTER!

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 Gorjian 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 We will be working on a software solution in order to digitize our grievances, contracts and historical documents to better assist present and future administrations in easily looking up grievance and arbitration awards, and our contract history.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 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 long-time 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 is 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 J-CU 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 18th) 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 Members Tony Stere and Mike Fantasia Enlist for Sequel. We also got the news of the Supreme Court’s decision on Janus, affecting every public administration in easily looking up grievance and arbitration awards, and our contract history.

…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
“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 locations 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 feature 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’ “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 demonstrate how Program 2.0 enables indie and studio projects to remain in California and attract 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 wages to 200 below-the-line vendors over the past three years, generated from $185 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: The Last Knight” and Warner Bros. “Space Jam 2,” starring LeBron James and Bugs Bunny. Earlier this year, Showtime’s “Penny Dreadful: City of Angels” became the 18th 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,” “Bullers” and “Veep.”
there. The customer trust is there. The history and legacy
of more than 4,800 members in the Motion Picture Industry.
“The leadership here at Local 399 has negotiated a number of great agree-
ments 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 produc-
tion. 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 congrat-
ulated 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.
“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.

2019 GENERAL MEMBERSHIP SURVEY
WE WANT TO HEAR FROM YOU!
S
cretary-Treasurer Steve Dayan and the Local 399 Adminis-
tration 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 repre-
sent 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
highlight 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.
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-F-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 go away but it seems everyone is as stoked as they could act like a real-pilot. It’s pretty crazy.”

“Tom Cruise is a pilot and this is his signatures 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. The process hasn’t changed much at all with the military because so much of the movie is on military aircraft carriers. ‘Top Gun: Maverick’ is set at the time it started. There will be some changes on movies like this. There will be a few issues, but you’ve got to be on your toes, so if there’s a breakdown you have to be ready."

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 actors/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 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 screens. 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 bust 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-

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
WHILE FILMING THROUGH ALL OUR LOCATION film will explore the new world of drone tech been reported that Lieutenant Pete “Maverick” Although the plot is mostly under wraps, it’s The success of the program has been apparent with Navy and its flight training programs are all trend, with even more TV series returning to Cali- Film Commission Executive Director Amy Lemisch been for filming in California, Majority Leader, and Director of the California Film Commission, Amy Lemisch, all of whom touted the accomplishments pact of our California TV and Film Tax Incentive. We event. The California Film Commission and the The nominations and awards given to the win- 1996 and was renamed the United States Navy honor those that are committed to excellence while together Location Professionals, Public Employees, taking back. It’s hard to believe it’s all means, get that lovin’ feel- Others have been working with us for weeks says Transportation Coordinator Randy Peters. “The sequel looks like it will have some great for quite a few years (since 1993).” The company to do it because there are just some CHP officers to do it, “says Peters. “I had to hire a duty. “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. Every- one has to have a DOD clearance. There’ve 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 re- sources they provided for us,” says Fantasia. Be- tween jets, maintaining ships, facilities, they’ve been so fantastic. It’s been a great experience overall. We’ve got a movie family and we’ve got a naval 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, rid- ing a wave of reshoots. That might sound small, but Peters is carrying 40 guys and Location Manager 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 be- tween state lines, there’s a lot of rules and reg- ulations 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 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 reshoot 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
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 Unionnore where he was high. 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 responsibili ty 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 connected 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 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 was turned into the show under Coordinator Jim Russell soon grew into the position of Coordinator when Jim Russell was shot down. 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 environ ments, 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 Ray Bradbury’s “Dawn” where he had to drive a truck that had to drive itself on a straight line due to a road that was under construction.

So Leo hangs up and turns to the IBT Vice President, the two Vice Presidents and Leo T. Reed. As they wait their turn, Leo gets a phone call from Frank Perkins from Local 657, San Antonio, gets up and speaks: the two Vice Presidents and Leo T. Reed. 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.”

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he time working on “Clear and Present Dangers” 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 subarans and we had to take every one of those wrecks out of the country. 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 he made was also the most fun to work on, was “Seabiscuit” with Coordinator Tommy Tancharoen. 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. 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 tractor and trailers were customizing them to accommodate grip, electric, camera, property effects, etc. The equipment did improve but only though 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 pieced itself 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
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 pertinent 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.

APP IS NOW AVAILABLE FOR:

iOS

Android

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

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.
Teamsters

Local 399 & Basic Crafts
present the 5th Annual

Classic Car & Motorcycle Show
Saturday
July 20
Noon to 5 PM

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.
Local 399 Member Norman Compton approached Secretary-Treasurer Steve Dayan with an idea for a new segment to include in our Quarterly Publication 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 News-reel we will be sharing Norm and his Wife’s knowledge that they have accumulat-ed 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 heal-er. Then, we will give simple exercise sug-gestions that if applied, will make a differ-ence 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 pro-gram based on your personal assessment. We will teach you to do the self-assess-ment of your physical and identify what the culprit not allowing you to develop effi-cient body mechanics or movements. This leads to weak and tight spots, as well as, chronic inflammation and pain. These as-sessments 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 cer-tified Medical Exercise Specialists. Deb has been working with people with special needs and workers like us, for twenty-eight years. Cli-ents 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 fit-ness 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 certifica-tion 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 “Mag-num 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 break-out 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 pub-lished 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 be-gin 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 of-ten? The Feet. Everything else is a distant sec-ond.

The foot has 26 bones and around 100 mus-cles, tendons and liga-ments that are the sta-bilizers against gravity, the foundation that gives guidance and support to the whole muscular sys-tem 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 ex-ercises? 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 earth-quake 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 for-ward. For this to work your feet must match. They cannot be pointed in different directions. Envision a triangle on the bottom of each foot.

CONTINUED ON PAGE 13
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...
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 Selt: cselt@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

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**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 permits 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.
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 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-Affler - Co-Captain  
Kevin Lodging - Co-Captain  
Marc Johnson - Dispatcher

Mitchell Peters - Picture Car Mechanic  
Luis Salazar - Picture Car Mechanic  
Scott Philbrick - Picture Car Hauler  
Bith Johnson - Driver  
Jennifer DuClos - Driver  
Cesar Solis - Driver  
Terry Curtis - Driver  
Mike Riptonella - 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 Ass't Location Manager  
Kim Conroy - Key Ass’t Location Manager  
Pete Costelli - Key Ass’t Location Manager  
Michael Louis - Key Ass’t Location Manager  
Donny Martino, Jr. - Key Ass’t Location Manager  
Morgan Patterson - Key Ass’t Location Manager  
Michael Louis - Key Ass’t Location Manager  
Nancy Wong - Key Ass’t Location Manager  
Mike Reft - Ass’t Location Manager  
Adam Turk - Ass’t Location Manager

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**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 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  
Stackingguns.com

Catch the next “Get Your Health in Gear” segment by Norman and Debbie Compton in our July 2019 Newsreel.

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**FOR THE KNEES**

1. **STEP 1**

   a. Place your feet shoulder-width apart.
   b. Sit in a comfortable position with your back straight.
   c. Place your hands on your thighs for support.

2. **STEP 2**

   a. Lift one knee up to your chest.
   b. Hold this position for 30 seconds.
   c. Repeat with the other leg.

3. **STEP 3**

   a. Stand with your feet shoulder-width apart.
   b. Bend one knee and place your foot on the opposite thigh.
   c. Hold this position for 30 seconds.
   d. Repeat with the other leg.

4. **STEP 4**

   a. Lie on your back with your knees bent.
   b. Place one hand on your back and the other hand on your chest.
   c. Lift your hips off the ground and hold this position for 10 seconds.
   d. Repeat 5 times.

5. **STEP 5**

   a. Sit on a chair with your back straight.
   b. Lift one knee up to your chest and place your foot on the opposite thigh.
   c. Hold this position for 10 seconds.
   d. Repeat with the other leg.

6. **STEP 6**

   a. Stand with your feet shoulder-width apart.
   b. Cross one leg over the other.
   c. Place your hands on your hips for support.
   d. Squat down until your thighs are parallel to the ground.
   e. Hold this position for 10 seconds.
   f. Repeat with the other leg.

These exercises can be done anywhere, at any time. They are simple and effective in improving knee flexibility and strength. Make sure to maintain proper form and avoid over-exerting yourself. If you experience any pain or discomfort, stop immediately and consult a healthcare professional.
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 Hofia 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 doing 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 a new database system?
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 Administrators understand the history, past practices, 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.

Q: What do you feel has been the biggest accomplishment in the past Quarter?
A: Our Members have a lot to celebrate and be proud of this past year.

A YEAR IN REVIEW:

• Major Highlights:
  - California TV & Film Tax Incentive
  - Over 18 contract negotiations and ratification cycles
  - New organizing efforts and new Members
  - Member benefits
  - Local 399 prides itself on the ability to host
  - Local capture and update Member’s contact information
  - Safety and secure manner and also helped the
  - DOT Admins at Universal Studios and
  - Film Transportation Services
  - Universal Tours
  - ABC TV Network Drivers
  - Casting Director Agreement

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Why do you feel our B.A.’s and staff access to those records is important? I firmly believe it will also help future Administrators understand the history, past practices, grievance and arbitration decisions from past administrations.

You’re enjoying 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.

Crisis Hotline:
1-800-273-8255

Learn more about the Mental Health and Wellness resources available to you at:
CONTINUED FROM PAGE 7

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

tests, has seen the importance of what it means to not only be part of a Union but being an ac-
tive 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 nego-
tiated 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 organiza-
tion 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 any-
things 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 pas-
sion for his career and the success he has expe-
rienced 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 pay-
check. 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 just like I
do want to know I am doing the best I can.”

Tony mentioned his respect for Local 399 Coor-
dinator Greg Van Dyke, currently one of our lon-
gest active Local 399 Members, as someone he
has always looked up to and to admire his career off.

“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 ca-
cer, 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 Coordin-
ating 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 current-
ly he is working on a Feature Film with expert
Coordinator Roger Bojanski. 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 Par-
ticipants, 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 confus-
ing 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 Direc-
tors 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 fu-
ture. 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 2022, it will be
100% funded. The Basic Crafts and the IASeT
unanimously felt that the 10% increase to the
pension was worth the short-term funding re-
duction for a long-term gain.

The percentage you received in the mail con-
templates what money would be available to
pay benefits to vested and non-vested partici-
pants in the event that ALL funding ceased im-
mediately and NOT another dollar of benefits or
residuals were contributed into the Plan. That is
not the case, because as you all may know, em-
ployment 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
Plan 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 $540 million. In oth-
er words, the Plan is very healthy, and is not in
trouble. In the future, if necessary, funding
parties can increase the funding levels.

The funding percentage announcement is mis-
leading and unfortunate.

This information was discussed in detail at our
General Membership Meetings over the past
year. At the October 2018 meeting, MMPHP
was in attendance and spoke to the fact that the
funding percentage was going to decline
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.
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
LEO T. 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
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.

E E V E

Friday, May 17th 2019
NEW MEMBER ORIENTATION
Check out the Article on PAGE 11 to learn more
Time:
9AM
Open to ALL Members. We encourage new Lo
ocation:
Application can be found at: www.ht399.org.

Friday, May 31st, 2019
your Union, how to get and stay connected, the

Friday, May 31st, 2019
DEADLINE TO APPLY FOR JAMES R. HOFFA
SHOP STEWARD TRAINING
This class will provide a great overview of the roles and responsibilities of a Shop Steward. Manager Greg Karson: gkarson@ht399.org
Questions about the event? Email Office

Friday, April 19th
Class.
The Membership. Space is limited for this
email office@ht399.org with questions.
Time:

onced Members understand your contract!
This class is structured to help New and Sea
This class will solely focus on our “Black Book” Agreement. RSVP online at www.ht399.org or email office@ht399.org with questions.

Saturday, April 28th
GENERAL MEMBERSHIP MEETING
We encourage all Local 399 Brothers &

time: TBA
Location: Industry Hills Country Club

Sunday, March 31st

Sunday, April 28th
Remember to check your roster status with CSATE
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 appsup- ort@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 MIPHIP is there 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!

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 de-
oted 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.

T om Davis
Daniel Briggs
Vashti Desire
Jim Combs
Glenn Carter
Rory Byrne
Billy Arter
Mary Catando
David Blair
Al Boone
Andy Boyd
Jim Boysen
Burt Campbell
Sal Carrubba
Mary Catando
Richard Firkins
Jim Halty
Joe Knott
Harry Knowilton
Francisco Loera
Robert Lovett
JD Marion
Ed Massarella
Oscar Melendez
Rosanne Merrick
David Monroe
Gladys Nary
Carter Nichols
Rex Peterson
Rodger Pryor
Art De Los Santos
Gene Schwartz
Steve Share
Gary Shortis
John Shelede
Don Stuart
Jim Sullivan
Bradley Thompson
Curtis Wilmot

John Arnold
Billy Arter
Rory Byrne
Glenn Carter
David Cohen
Jim Combs
Vashli Desire
Roxanne Djeelmne
Walter Freitas
David Gordon
George Gowing
Chris Gualtieri
Terry Gusto
Steve Hunter
Vicki Johnson
James Jones II
Dale Latimer
Rocco Mann
Bradley McFadden
Robert Morales
Kathy Osborn
John Quitter
James Reynolds
Benito Rome
Larry Ropa
John Rose
Antwan Sargent

CONNECT WITH US
Never miss a dues payment, Membership gathering or important information again! Sign up for direct email updates at:
ht399.org


ht399.org

O B I T U A R I E S

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 the memory of these Members will not be forgotten:

Antwan Sargent

Shannon Westreicher
Carol Sonheim
Tim Stopper

Don Mancini
Robert Morales

Raymond Jordan
Eric Petersen

Nancy Simmons
Stephanie Traylor

Jim Sullivan
Bradley Thompson
Curtis Wilmot

John Arnold
Billy Arter
Rory Byrne
Glenn Carter
David Cohen
Jim Combs
Vashli Desire
Roxanne Djeelmne
Walter Freitas
David Gordon
George Gowing
Chris Gualtieri
Terry Gusto
Steve Hunter
Vicki Johnson
James Jones II
Dale Latimer
Rocco Mann
Bradley McFadden
Robert Morales
Kathy Osborn
John Quitter
James Reynolds
Benito Rome
Larry Ropa
John Rose
Antwan Sargent

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