The topic of this issue of our Newsletter is “Stronger Together.” Solidarity is the core principle of the Labor Movement, and without it we are lost. We need to support each other and help out a Brother or Sister if they are unclear what to do on the job or if they are struggling with an employment issue. We are family and in order to remain strong and continue to move ahead, we all need to stick together. As has been said time and again, together we bargain, divided we fall.

It is our intention to include DOT administrators in the “Black Book” during our next round of negotiations with the AMPTP. We’re also beginning negotiations for our Members this past quarter. In addition to the Location Manager classes that are regularly scheduled, we’ve held a Shop Steward Training, Hours of Service classes with the CHP, Bobcat, Forklift and two Walker training classes. We will also be hosting a Orientation class, a “Black Book” class and we will be rolling out our Coordinator/ Steward Training, Hours of Service class. As has been said time and again, together we bargain, divided we fall.

Our bi-annual survey results are outlined in this Newsreel. We had an increase of more than 300 Members participate in this year’s survey. I appreciate those of you who took the time to let us know what’s working and what isn’t working for you. I go through every comment to see what I can do to address Membership concerns. Also, in this Newsreel, is an article on how our California Film & Tax Credit program works. In it, we lay out how companies qualify for credits and what the next steps are for expanding and preserving the program. Some of our Members have asked why it seems to have slowed down during the second quarter of this year. Part of the slowdown has to do with the allocations that took place in the Tax Credit program during the summer. As a result, we really didn’t have much of a Pilot season this year. Many New Media productions are shooting fewer episodes and aren’t shooting the 22-episode season. We also have a great article on the qualified tax credit production of “Mayam MC.” The article highlights Transportation, Casting and Locations from the perspective of the Department Heads. I’m proud to announce our Leo T. Reed scholarship recipients for 2019. I hope you’ll take the time to read some of the comments these very deserving students wrote about their parents being Union Members and what belonging to the Teamsters has meant to them.

Lastly, I’d like to remind you to take the time to download the Teamster 399 Mobile App if you haven’t already. So far, approximately 1,000 Members are using the app.

On behalf of the staff of Local 399, I’d like to wish you all a very busy summer production season!
Let’s start with the basics, what is the California Film and TV Tax Credit program and why was it created?

This program was created because we were losing a lot of Feature and Television projects to other States that were offering incentives within the Motion Picture Industry that we were not offering at the time. The thought initially was that some projects would leave but most would stay simply because of our crew base and infrastructure. We soon realized that wasn’t the case. In 1990, Canada employed generous competitive tax incentives for the first time. This was the first step in challenging the booming Entertainment Industry in California and by 1998 Canada became a key player in the Film and Entertainment Industry. By 2002, aggressive Film and Television tax credits were introduced in Louisiana and New Mexico, and soon after that in Michigan, New York, and up to 40 other states offered similar competitive incentives.

By 2007/2008 Hollywood was starting to really feel the effects and the term “Runaway Production” was used to describe our fleeing Industry that was relocating to other States and Countries. By 2009 we had our worst year for on-location shooting days for Feature Films. This was also the year we would achieve our first-ever Tax Credit program in California. This first set of tax credits targeted Cable TV Series and Feature Films below $75 million and allocated $100 million in tax credits per year. This initial program did good work in saving some projects from relocating, however early into the program, we discovered that it wasn’t nearly enough to compete with the rich tax credits that were being offered in New York, Atlanta, Louisiana, New Mexico and Canada.

We spent a number of years after that initial allocation putting together our Entertainment Union Caucus (International Brother-ethood of Teamsters Local 399, California ATSE Council (CIC), Directors Guild of America (DGA), LULU Local 724, and SAG AffTAA), starting our FilmWorks Program and educating our Elected Officials that this program was not about supporting major corporations and giving tax breaks to the rich, it was about jobs; good, Union, middle-class jobs. By 2006 we were able to start making inroads to expand our tax credit program. After aggressive campaigni- ing, lobbying, and strategic actions, we were able to develop our California Film and TV Tax Credit Program 2.0. In 2014, the legisla- ture passed a bill that more than tripled the size of California’s film and television production incentive, from $100 million to $330 million annually. Aimed at retaining and attracting production jobs and eco- nomic activity across the state, the California Film and TV Tax Credit Program 2.0 also extended eligi- bility to include a range of project types (big budget Feature Films, TV Pilots and 1- hr. TV Series for any distribution outlet) that were excluded from the state’s first-generation tax credit program. Other key changes included replacing the prior lottery system with a “jobs ratio“ ranking system that selects proj- ects based on wages paid to below-the-line workers, qualified spending (for vendors, equipment, etc.) and other criteria. Program 2.0 also offered an addition- al five percent tax credit for projects that shoot outside the Los Angeles 30-mile zone or have qualified expenditures for visual effects or music scoring/track recording. The five-year program went into ef- fect on July 1, 2015 and is currently in its fourth fiscal year (2018/19). This past year we created the next tax credits that go into effect in 2020 that will extend the program another 5 years with important changes including career readiness paths and language sur- rounding diversity and inclusion.

Can you expand on how this program was actually created and what efforts were done this past year to grow the program past its initial 2020 end date?

The initial creation of this program was from the combined efforts of the Entertainment Union Coalition, the Major Studios, California Film Commission, Elected Officials in Sacramento and independent companies. In 2014 our primary author was Kevin De Leon, the Pro Tem of the California State Senate and Assemblymember Raul Bocanegra. The process of developing these incentives was something that happened very organically and all of us working to- gether. The initial idea of having the tax credits based on a “jobs ratio” ranking system developed first and then we needed to develop the formula to under- stand how this could be managed. We broke down the percentages by production types and developed differ- ent “buckets” to structure how the credits would be allocated. Throughout the 2014/2015 Tax Credit program set to run for 5 years, it was imperative to all parties involved to de- velop a plan for an extension of the program well be- fore the expiration date in July 2020. Working again with the Entertainment Union Coalition, the Californ- ia Film Commission, the Major Studios and legisla- tors we were able to examine the current Tax Credit Program and determine how we could continue to develop this program in order to extend it. In 2018 we had two different authors, one in the Assembly and one in the Senate. The bill originated in both places and we had our authors’ Majority Leader and Assemblyman Ian Calderon and California State Senator and Budget Director, Holly Mitchell, carry the bill. We all worked together to make sure the lan- guage was similar, ensuring both bills went through the committees in both places until they were com- bined into one bill. First it was voted on in the Senate, then it went to the Assembly and they both passed together. The last step was for the Governor to sign the bill, which at the time was Governor Jerry Brown. The first time we went through this process in 2014 we had to fight hard. We went to Sacramento and did a huge action at the State Capital to showcase just how big and far our Industry reaches and how many jobs the Motion Picture Industry creates and sup- ports in California. Throughout 2017-2018 the California Film and TV Tax Incentive extension was heavily fought for, mostly behind the scenes, for over a year with countless strategic meetings, trips to Sac- ramento, and the mobilizing of our collective Mem- berships. Encouraging Members to share their suc- cess stories is what afforded us the opportunity to see the Film & TV Tax Incentive extended prior to its expiration in 2020. Our California Film Commission has done an incredible job collecting data and high- lighting the success of the program since 2015 and that information was extremely beneficial to support the extension of the program past its original 2020 end date. The more our legislators understand and are aware of the impact of the program, the better off we are.

In addressing the way this program is structured and the formula that has been developed, can you explain how projects are selected and awarded Tax Credits under the current 2.0 Program?

Projects approved for the California tax credits are selected based on their “jobs ratio” score, which ranks each project by wages to below-the-line work-
Looking at the breakdown can you elaborate on how this actually works with the current productions we see awarded the tax credits and how this translates to the work our Members experience to help explain the fluctuations within the industry?

Through the first two years of our current tax credit program we’ve experienced, a large growth on the TV side because the tax credits kept a large number of Network, Cable TV and New Media projects here in California. Once a project is awarded the tax credits, they retain the credit for the life of the series. There are only so many tax credits available annually for Episodic TV and the credits are allocated 3 times per year. For the time being, we maxed out the number of projects that can actually be in the Tax Credit program on the TV side. Once a project is completed, gets cancelled or leaves the network, then the money goes back in the bucket and it will be available to be allotted for future projects.

For example, we had no tax credits this year for new Episodic Pilots because, two straight-to-series projects were awarded tax credits: “Why Women Kil” and “Star Trek”. Those two series and additional series used up the available tax credits. So, when the next allotment came up for pilots there were no new tax credits available. Though many of the hour drama pilots wanted to shoot here, they couldn’t get the credits, so many went elsewhere. One of the other issues is that these pilots are costing more and more money to produce. Where a pilot in the past would cost $2-$5 million to make, now it is closer to $6-$10 million. These companies are seeking out these tax credits in order to make these pilots less costly as now pilots have much higher budgets than ever before.

How can our Members get involved and what can they do to support the program and support the efforts to increase and expand it in the future?

A good way for our Members to continually support the program is to be diligent about reaching out to legislators reminding them that we need to keep bringing more jobs back to California and that we are still losing a lot of work. We need to keep our attention and focus on the fact that we have the best workforce in the nation and that this Tax Credit Program is about our jobs, our families and our future. Also, be on the lookout for another FilmWorks type of campaign that will be rolled out in the next few months and be sure to join it and send us pictures of yourself on the job. The best thing you can do is to continually tell your stories about the importance of this program to you and your family. We encourage our Members to stay connected with all of our channels of communication and look for ways to continually support the program.

We must continue to highlight the success of the program and highlight the hard work of our Members that drive the Entertainment Industry here in California forward. We have the best in the business and we look forward to seeing our ever-changing Industry grow, ensuring it is our Members who truly benefit. If you have any other specific questions for Steve Dayan or Ed Duffy, please email: office@31399.org.
The IBT is proud to endorse Teamster Privilege – a package that offers benefits and services for hardworking Teamster Members and their families. In addition to the benefits of a strong voice and representation on the job, you and yours can enjoy these benefits because of the strength of our Organization. As long as you are a Teamster Member, you are eligible for deals on products and services that are not available to the general public. The Teamster Privilege benefits extend above and beyond what is negotiated with your employer under your Teamster contract. Take a look at all the great programs below to support our Members and their families.

**TEAMSTER PRIVILEGE CREDIT CARD PROGRAM**

Features and benefits of the Teamster Privilege Credit Card:
- 14/7 based on customer service
- $0 Fraud Liability if card is lost or stolen
- Rebates and discounts
- Proudly displays Teamster logo on card
- Plus, after just three months of carrying the card, Teamsters may be eligible for hardship grants*
- Disability Grants of $1,600 – $2,700 help eligible cardholders who have lost significant income due to long-term illness or disability.
- Hospital grants of $1,200 aid eligible cardholders with large, unreimbursed hospital expenses.
- Job Loss Grants of $300 help eligible cardholders who have recently been laid off.
- Strike Grants of $300 to aid eligible cardholders in a union-sanctioned strike.
- All grants approved for eligible cardholders are paid by check – and you never have to pay them back.

For more information or to apply go online at teamstercardnow.com or call 1-800-420-5828. (Information about products and benefits are accurate as of April 22, 2017.) Credit approval required. Terms and conditions apply. The Teamster Privilege Credit Cards are issued by Capital One, N.A., pursuant to a license from Mastercard International Incorporated.

*Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance.

**AUTO, HOMEOWNERS AND RENTERS INSURANCE**

Introducing the Teamster Auto Insurance Program from MetLife Auto & Home®

As a Member of the IBT you now have access to valuable features and benefits, including special group discounts on auto and home insurance offered through MetLife Auto & Home – a leading provider of quality auto insurance coverage.

This new program offers money-saving discounts not available through many other insurance programs. For example:
- Teamster member discount of up to 15%
- Length of membership discount of up to 20%
- Extra savings with automatic payment options
- Multi-policy, multi-vehicle, good driver and anti-theft discounts
- Special discounts for RV, condo or boat insurance

The Teamster Privilege benefits extend above and beyond what is negotiated with your employer under your Teamster contract. Take a look at all the great programs below to support our Members and their families.

**LIFE AND ACCIDENT INSURANCE**

These Teamster Privilege insurance plans help to provide financial security for you and your family at affordable premiums.

**TEAMSTER SHIELD Accident Insurance**

Round-the-clock accident insurance protection at no cost to you. $10,000 of protection for you and your family. Benefits include:
- No cost coverage
- Optional coverage to protect your spouse and dependent children
- 5% cost of living benefit
- Premiuns waived during strikes and lockouts
- To enroll call 1-800-393-0868 or go to www.unioncare.com/IBT.

Who’s eligible? U.S. Teamster members, retirees and spouses ages 50 to 80. This program is not available to members living in Canada.

**TEAMSTER PRIVILEGE MORTGAGE**

Buying a home can be one of the most expensive and stressful purchases in your life. But finding your dream home doesn’t have to be a nightmare – thanks to Teamster Privilege Mortgage. This benefit makes buying, selling or refinancing a home easier and more affordable.

Mortgage counselors are available to help you, your children or even your parents find the right mortgage. This program features a unique assistance program that helps members who become unemployed make their mortgage payments.

Let the mortgage experts at Wells Fargo Home Mortgage help you with:
- Mortgage loans with competitive rates including FHA and VA loans
- In person or over-the-phone application
- Opportunity to earn a $500 First-Time Home Award
- Parents and children of Teamster members are also eligible for Teamster Privilege mortgages.
- Assistance to help you make mortgage payments if you are unemployed, disabled, locked out or on strike
- To speak with a mortgage counselor or to find a local Wells Fargo Branch office call 1-800-848-6466 or for more information go to www.teamster.org and click on Teamster Privilege Program.

Not all mortgage programs/products are available in all areas.

Who’s eligible? U.S. Teamster members, their

**PAGE 4**
spouses, their children and their parents. This program is not available to members living in Canada. Call 1-800-848-6466 to apply.

**AT&T WIRELESS SERVICES**

15% Discount on wireless services from AT&T As an IBEW member, you can save 15%* on your monthly individual or family wireless plan from AT&T, the nation’s only union wireless company. Union families save an average of $110 a year on monthly service. Plus, the $36 activation fee is waived for union members. The 15% discount is available for both new and current AT&T customers. In addition to saving money you’ll be supporting union workers and their families. AT&T Mobility is the only unionized wireless provider with 45,000 union-represented employees.

**How to save:**
- Visit UnionPlus.org/ATT. Find specials on AT&T cell phones and purchase wireless service online.
- Visit your local AT&T store. Just bring this coupon and union identification to your local AT&T store. Use Discount FAN 3508840. To find a location near you, visit UnionPlus.org/ATT. (Not available at authorized AT&T dealers or kiosks.)

*Credit approval and new two-year service agreement required. Additional lines for family plans, unlimited plans and Unity plans are not eligible. Other conditions and restrictions apply. Data Services – only the SGB data plan and shared minutes, and data plans for AT&T Mobile share plans are discounted.

**What’s eligible?** This offer is available only to Teamster members and retirees. Union identification is required. The program is currently for residents in the United States and not available in Guam or Canada.

**TEAMSTER PRIVILEGE EVERYDAY SAVINGS**

Teamster Privilege Everyday Savings offers members-only savings on everything from renting a car to sending a bouquet of flowers. Teamster members can save money by taking advantage of all of the Everyday Savings benefits!

- **Car & Truck Rental Discounts:** Rates and discounts are available at participating locations in the US and Canada. For reservations, call the numbers listed below and have your ID number ready. To check car rental pricing and reserve online, click here.
  - Hertz: 1-800-654-2200 (Reference Union ID #205666)
  - Avis: 1-800-698-5685 (Reference Union ID #B723700)
  - Budget: 1-800-455-2884 (Reference Union ID #AV16100)
  - Alamo: 1-800-462-5266 (Reference Union ID #A7015700)
  - Enterprise: 1-877-222-9711 (no ID)
  - National: 1-800-227-7368 (Reference Union ID #5029562)
  - Budget Truck: 1-800-561-1157 (Reference Union ID #56000127763) Not all rental locations have union representation. Members are encouraged to inquire about union affiliation at desired location.

- **Computer Discounts:** Save 10% to 30% on selected products purchased through Dell and HP. Free technical support included on select systems. Call 1-877-882-3355 (ID# PS16626766). For HP call 1-866-433-2018 (ID# EP144472).

- **Union-Made Checks:** To order call 1-888-864-6625 or visit www.UnionPlus.org/Checks.

**INTERSTATE MOVING DISCOUNTS**

Call North American Van Lines at 1-888-813-9595 or Allied Van Lines at 1-866-462-6814 or go to www.unionplus.org/moving.

**FLOWER DISCOUNTS**

To order call 1-888-567-7779.

**LEGAL SERVICES**

A nationwide network of attorneys at more than 2,000 law offices offers free and discounted services to members; for further details visit Union Plus Legal Aid Services. To search participating lawyers visit Union Plus Legal Service - Find a Lawyer.

**ENTERTAINMENT DISCOUNTS**

Teamster members and their families can save on a wide range of entertainment with Teamster Privilege Entertainment discounts. To order tickets or learn more call 1-800-565-3712 or visit www.UnionPlus.org/Entertainment (ID#744388769).

**CREDIT COUNSELING**

Use Union Plus to access the services of a professional credit counselor at no cost to you. $10,000 of workplace premiums.

**TEAMSTER PRIVILEGE CAR & TRUCK RENTAL DISCOUNTS:**

- **National:** 1-800-866-3712 (ID# MM1)
  - **Local:** Call 1-877-833-1745.

**Who’s eligible?** U.S. Teamster members and their families. Please see program details for availability in Canada.

The benefits of being a Teamster member extend well past your benefits on the job. Take some time to explore these great services and benefits for you and your family. We have also added this information in the new Local 399 App on the Main Menu under Member Resources.

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**LEO T. REED SCHOLARSHIP WINNERS!**

We are excited to announce the 2019 recipients of the Leo T. Reed Scholarship Award! First and foremost, we want to thank all of our applicants for their very thoughtful responses. The students that applied made the selection process very difficult. Local 399 would like to thank the Los Angeles County Federation of Labor for reviewing each application and thoughtfully selecting this year’s 10 recipients, which the Fed has done since the program’s inception. Local 399 chose the L.A. Federation of Labor to select the recipients to ensure fairness in the selection process. We are proud of each and every student that applied. We’re excited for their dedication to further their education after High School and we wish all of our applicants the best of luck on their future academic paths.

Each winner is pictured below with his or her answer to the question: “What does the Teamsters Union mean to you?”

**INDIA ALTER**

“The Teamsters Union means a great deal to me. My father has been a Teamster since 1995 – well before I was born – so I have been a Member of a Union family my entire life. My great grand-father and my two great uncles on my mom’s side in Florida have been Teamsters for decades. The Teamsters have been part of my family for multiple generations. Across the nation, Teamsters take care of their Members to make sure all of their needs are met. Incredible health insurance, great pensions and most of all, they advocate for Union Members to ensure they are not exploited. Watching my dad work as a Teamster has helped me learn that one must put in hard work and commitment to receive rewards. The Teamsters have always been supporting my dad on the many projects he has worked on. It allowed him to provide for my mom, my two siblings and myself. The Teamsters Union means my father was able to do the job he truly loves – working in film. I have always enjoyed going to visit my dad on the many films he has worked on. It is wonderful to see him thoroughly enjoying his profession – something that not everyone can say. My father always told me that whatever I pursue in life should be my passion, not just a way to earn money. These memories inspired me to pursue education as I love to teach and help others.”

Local 399 Parent: Jeremy Alter (Location Manager)

**CHEYENNE ARROYO**

“I am very grateful for the fact that my dad is always able to get work when he needs to. Additionally, I also enjoy that he is able to take days off somewhat easily allowing him to see most of my theater performances.”

Local 399 Parent: Rob Arroyo (Driver)

**QUINN FOLEY**

“The Teamsters Union represents the American Dream. Union wages and benefits are the only way my father’s single income as a Truck Driver can support our family of six. Through health issues, inconsistent work hours and the recession, CONTINUED ON PAGE 11
“Sisters & Brothers,

I am writing shortly after my last day at the Union Hall, which was June 28th, 2019. Retirement is a whole different ballgame! I don’t have to get up early to get ready, spending at least an hour on the road and forever on my makeup. I am so glad to be able to share some words with you in this News- rum 199, a position became available in the Call Board every day about how to join the Union. My grandmother, Vicenta Fajardo, was also a member of IBEW since 1979, Rose has spent the majority of her life representing the Local’s Membership. She worked for many years in the Call Board, but the Front Office is where she has spent most of her time. Rose is characterized by her giant heart, making sure that all Members were well-informed, and going above and beyond to make the Membership feel welcomed and properly taken care of. Rose has seen our Local grow through various administrations, industry-wide advancements, technological changes and more. Through it all, she has always put Local 399 Member needs first. Many can agree Rose doesn’t simply support our Local as a Member Specialist, she truly has supported many Members as friends and family. She has worked her entire career to ensure this Local thrives and maintains its strong presence in the Teamsters. Que viva Teamsters Local 399!

BY: ROSE FALCON

At our April 2019 General Membership Meeting, we let the Membership know that our longest serving Membership Specialist, Local 399 Executive Board Recording Secretary and dedicated Teamster, Rose Falcon was retiring as of July 1st. We are so incredibly grateful for the dedication and commitment Rose has shown to the Members of Local 399 over the years. If you have stopped by the Union Hall in the past 40 years, then you can be assured that you have met Rose Falcon. A dedicated employee of Teamsters Local 399 since 1979, Rose has spent the majority of her career representing the Local’s Membership. She worked for many years in the Call Board, but the Front Office is where she has spent most of her time. Rose is characterized by her giant heart, making sure that all Members were well-informed, and going above and beyond to make the Membership feel welcomed and properly taken care of. Rose has seen our Local grow through various administrations, industry-wide advancements, technological changes and more. Through it all, she has always put Local 399 Member needs first. Many can agree Rose doesn’t simply support our Local as a Member Specialist, she truly has supported many Members as friends and family. She has worked her entire career to ensure this Local thrives and maintains its strong presence in the Teamsters. Que viva Teamsters Local 399!

With the help of our Drivers, I was able to learn more about the different pieces of equipment. One of the best memories from my time in the Call Board was when there was a one-day call and the Driver called me and asked if I should take it or not. I told him it might turn into more days so why not go ahead and in doing so he did not get laid off for twenty years! One of the biggest accomplishments while at Local 399 was being able to serve on our Executive Board as the Recording Secretary for 27 years. To serve the Local in this capacity was a dream of mine and I was proud to represent the Members both at the Union Hall as well as on our Executive Board. I want to thank all of my Local 399 Sisters and Brothers for voting to keep me in my Executive Board position for all these years. I’ve always loved my job, as every day was different. I helped many Members, formed good friendships and came to know Members’ families. Even in the most difficult situations, I always felt proud of my commitment and the work I did.

In Solidarity,

Teamsters Local 399
Recording Secretary, Member Specialist, Retiree

In Solidarity,

Rose Falcon
Teamsters Local 399
Recording Secretary, Member Specialist, Retiree
Thank you, Rose Falcon,
for your 40+ years of dedicated service to the Members of Teamsters Local 399. We are so fortunate for your work ethic, respect for the Teamsters and love for your Local 399 family!

We asked Local 399 Members to share some parting words of support, wisdom, and gratitude that we could share in our Member Spotlight tribute to Rose. We have given her all of your kind words, and wanted to highlight just a few below.

<table>
<thead>
<tr>
<th>Name</th>
<th>Tenure</th>
<th>Message</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deborah Lea</td>
<td>33 yrs</td>
<td>&quot;I've always looked forward to paying my dues at the 399 offices because there was a chance of seeing Rose and having a short chat. Rose will be missed by all!&quot;</td>
</tr>
</tbody>
</table>
| Brenda Lee                |        | "Rose, I started in 1977. I’m pretty sure you haven’t been there every day of the week during these many years and chapters in the Local’s history. We have a lot of respect for you and your hard work. Thank you for serving us so well."
| Jim Nordhoff              | 43 yrs | "Rose, your unparalleled, unwavering dedication to our local will be sorely missed. Thank you for your years of service and always making what you do look easy. Big shout to fill for sure!"
| Stephen Faust             | 18 yrs | "Congratulations Rose on your retirement! My first interaction with 399 was with you when the union had temporarily moved to the Burbank Bind location. Back in 2001, I was a new Cook Driver, and you helped me figure out how to join, explained some of the benefits and called my former Teamster local to get my withdrawal card info so it only cost me $10 to join 399. Thank you for all of your years serving the Local and always being so helpful to me."
| Todd Christensen          | 22 yrs | "When I was the Shop Steward for Location Managers, Rose would sit in on our meetings, as well as the Drivers meetings, and what I witnessed was calm. I always felt she was the rock in our 399 office. Always helpful, steady and with a smile. Rose is the best and will be missed. Happy Trails Rose and enjoy it all!"
We want to thank our Members who took the time to complete our 2019 General Membership Survey! We had over 800 Members take the survey this year, which was a big jump from our initial General Membership survey published in 2017. This is your Union and we work for YOU. It is important for us to continually find new opportunities to listen and learn from the Membership, while learning where we can further support our Members in their careers, in their understanding of their contracts, utilization of Union benefits, and the education and development of individuals interested in leadership roles within their Union or community.

Below we have highlighted just some of the findings from our Survey. We have also provided information to remind Members of what resources are currently available to them, as well as what is on the horizon to be of further support in the near future. If you have any questions about the information below, please email office@ht399.org.

### 2019 GENERAL MEMBERSHIP SURVEY RESULTS

**WHAT LOCAL 399 CRAFT ARE YOU WORKING IN?**

<table>
<thead>
<tr>
<th>Craft</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Driver (Commercial)</td>
<td>16%</td>
</tr>
<tr>
<td>Driver (TV Feature)</td>
<td>5%</td>
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<td>Cook Driver</td>
<td>5%</td>
</tr>
<tr>
<td>Warehouse</td>
<td>4%</td>
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<tr>
<td>Other</td>
<td>13%</td>
</tr>
<tr>
<td>Casting Associate</td>
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<tr>
<td>Commercial Account Manager</td>
<td>5%</td>
</tr>
<tr>
<td>Casting Director</td>
<td>5%</td>
</tr>
<tr>
<td>And/or (union) Manager</td>
<td>5%</td>
</tr>
<tr>
<td>Location Manager</td>
<td>5%</td>
</tr>
<tr>
<td>Location Key Assistant</td>
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</tr>
<tr>
<td>Dispatcher</td>
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</tr>
<tr>
<td>Animal Trainer</td>
<td>3%</td>
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<tr>
<td>Wrangler</td>
<td>2%</td>
</tr>
<tr>
<td>Office</td>
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**HOW MANY YEARS HAVE YOU BEEN A MEMBER OF TEAMSTERS LOCAL 399?**

<table>
<thead>
<tr>
<th>Years</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>0-2</td>
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<td>15%</td>
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<tr>
<td>30+</td>
<td>20%</td>
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**DO YOU HAVE A POSITIVE VIEW OF YOUR UNION?**

<table>
<thead>
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<tbody>
<tr>
<td>Always</td>
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</tr>
<tr>
<td>Somewhat</td>
<td>39%</td>
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<tr>
<td>Never</td>
<td>4%</td>
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**WHAT LOCAL 399 CRAFT DO YOU WORK IN?**

<table>
<thead>
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<th>Craft</th>
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<tr>
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<tr>
<td>Driver (TV Feature)</td>
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</tr>
<tr>
<td>Cook Driver</td>
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<tr>
<td>Warehouse</td>
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<tr>
<td>Other</td>
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</tr>
<tr>
<td>Casting Associate</td>
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<td>Commercial Account Manager</td>
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<tr>
<td>Casting Director</td>
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<tr>
<td>And/or (union) Manager</td>
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<tr>
<td>Location Manager</td>
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<tr>
<td>Location Key Assistant</td>
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<td>Dispatcher</td>
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<tr>
<td>Animal Trainer</td>
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<tr>
<td>Wrangler</td>
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<tr>
<td>Office</td>
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**ON AVERAGE, HOW MANY GENERAL MEMBERSHIP MEETINGS DO YOU ATTEND A YEAR?**

<table>
<thead>
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<th>Frequency</th>
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<td>2</td>
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<td>5%</td>
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<tr>
<td>7-8</td>
<td>5%</td>
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**WHAT TYPES OF INFORMATION FROM LOCAL 399 ARE IMPORTANT TO YOU?**

<table>
<thead>
<tr>
<th>Information Type</th>
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<td>Social Media</td>
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<tr>
<td>Online Newsletters</td>
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<td>Radio</td>
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<tr>
<td>TV</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
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**WHAT IDEAS DO YOU HAVE TO BETTER ENGAGE OUR LOCAL 399 MEMBERSHIP?**

- Social events to bring Members together
- Classes for Health and Wellness
- Increased Set Visits
- Education on the History of the Union and the fight to achieve the benefits our Members receive
- Continuing to gather information through surveys
- More Contract education
- Online Suggestion Box
- Further Education on the importance and strength that comes with an engaged Membership

Quite honestly, it was disheartening to see that a majority of our Members attend 0-1 General Membership Meetings a year. These meetings are for you. They are an easy way to get engaged in your Union and are extremely important in understanding what is going on in your Local, so we encourage our Members to attend at least one General Membership Meeting a year.

In an effort to increase attendance from those Members who do not currently attend on a regular basis, some Members suggested that a change in location, date and/or time of these meetings, might help. Based on the responses from many Members, however, it is clear that there is no perfect solution for where to host the meetings or when, as we saw many differing responses and suggestions. Moving our meeting space every quarter would prove difficult. We have been at Pickwick Gardens for over 10 years and they continue to provide an affordable space with ample parking and treat our Members as family.

Another suggestion made was live-streaming the General Membership Meetings. In the past, we have explored this idea, but our Union meetings are intended for our Union Members only. The Union business discussed is private highlighting on-going organizing efforts, issues within the industry or Member-related issues. At this time we do not see a way to ensure that the information would not be shared or viewed by those outside of our Membership if it was moved onto a digital platform. That being said, we will be looking into providing some sort of meeting recap that touches on topics addressed by each Business Agent and our Secretary-Treasurer Steve Dayan so that Members can stay informed. The meeting minutes are also always available at the Union Hall should you want to read and review them.

If you are planning to attend a meeting, invite a fellow Local 399 Brother or Sister who is not a regular attendee to join you. We have many Members that make their Union meetings a priority and we hope to further engage those that do not at this time.

Overall, we are glad to see that the majority of our Members that participated in this survey have a positive view either “Always” or “Sometimes” of their Union. For those that rated their response as “Sometimes” or “Never”, we are always striving to improve our representation to our Membership, so if you have any questions or additional suggestions that you did not list in this survey please don’t hesitate to reach out to the Hall: 818-985-7374 and ask to speak to your Business Agent directly.
We are continually expanding the technology utilized at the Union Hall to help give you greater access to your Business Agents. Now you can even easily call or email your Business Agent and/or Shop Steward right through the Local 399 app! This feature allows Members to see which Business Agent is responsible for what Studio or Classification of work so you can contact them instantly. We are also working with our International on a new software solution that our Reps can utilize in the field to quickly address any issues brought to their attention when out on set or on location. We can’t stress enough the importance of utilizing our Shop Stewards and Business Agents to ensure you are getting correct information about your job, contract, worker rights and Union benefits. There are no stupid questions. If you do not know something do not hesitate to reach out to your Business Agent or Shop Steward – they work for you and are here to help.

And remember, if you need a Business Agent over the weekend, just call 818-397-2131. Each weekend one of the Business Agents is assigned to on-call duty to assist Members over the weekend.

REPORTING WORKPLACE VIOLATIONS

The information gathered in this question was extremely helpful for Business Agents to better understand the educational needs surrounding what constitutes a grievance, and the stigma around reporting issues. If you are ever unsure about an issue, please contact your Business Agent or Shop Steward for assistance.

If you prefer, we have also developed the ability to report a workplace violation within the new Local 399 App in the Member tools section:

You can report here anonymously, or you can provide your name, should you want a follow-up. We hope this will help with Members fearing retribution to know they can easily report an issue without having to speak with anyone directly. If you need help navigating this feature, please email: amy@ht399.org.

WHAT TYPE OF TRAININGS AND CLASSES HOSTED BY THE LOCAL HAVE YOU PARTICIPATED IN?

Based on the responses from our Members, and the interest and attendance of the current classes and trainings held, we make informed decisions about what to continue to offer and what new educational opportunities to explore. We are always looking to expand the education and training program within our Union to support our Members in their careers. If you have an idea for a specific class, contact your Business Agent or the Union Hall to be directed to the best Representative to discuss what you are interested in developing or seeing addressed.

Additional Classes and Trainings in the works and on the horizon:
• Society of Financial Awareness webinars
• Increased number of MPI Classes and Seminars to better understand our Union Health & Pension Benefits
• Recurring Health & Wellness Assessment Classes by Local 399 Member Nnomin Compston
• Casting Professionals Education Committee
• Coordinator / Captain Class
• New Driver Handbook & potential class

DO YOU FEEL YOUR UNION REPS. ARE ALWAYS AVAILABLE?

WHAT TYPES OF INFORMATION FROM LOCAL 399 DO YOU APPRECIATE RECEIVING

Your feedback on the questions surrounding our topics and channels of communication is invaluable. We are constantly striving to provide more engaging, interesting, educational and important news about your contracts, Union benefits, our Members and our Industry, and the Labor Movement at large. If you have an idea for an article that you would like us to explore, or simply have any fun photos to share from set, please email Communications Director Amy Gorton: amy@ht399.org.

CONTINUED ON PAGE 13
Welcome back to the path of finding your strongest posture. In our last Newsreel article, we started with how important our foundation is, the feet. When flexibility and strength of the feet are ignored, especially in middle age, we risk waking up one day to discover we are merely shuffling instead of walking. Repetition of movements without awareness can create a variety of tight muscles, imbalance, weakness and then pain. Throughout the day, we unconsciously create habits allowing us to complete tasks without having to think, just do. We twist, lift, stand, sit and many other positions we take for granted. Our bodies are built to handle all of this, but the problems start when we disconnect our brains involvement – especially from the feet. One of the first joints directly affected by issues at the feet, and our main focus in this article, are the knees. As we stated in our last article, the knees cannot sit or function in their natural position without strong guidance from the feet. The condition of the feet also determines the relationship between the lower leg bones and the large thighbone. The knee is caught in the middle. If you were able to start doing the exercises we introduced for the feet you have a head start. Those will be a constant in your life.

BY NORM & DEBBIE COMPTON

THE SQUAT

Our next movement is probably the one that causes the most problems when done without intending – sitting and standing correctly. To start practicing this technique, we call the squat, use a firm chair or bench that allows your hips and knees to be about 90 degrees.

- Put the chair against something to prevent it from sliding.
- Sit forward on edge of seat
- Place feet 4 to 6 inches apart, pointing straight forward now find and feel the triangles

HEELED RAISES

Stand facing a table surface to rest hands.

- Place both feet straightforward and 4 to 6 inches apart. This is referred to as your 'neutral' foot position.
- Find the top of the triangle (the joint line) to put weight on.
- Lift heels off the floor pressing on joint line then slowly lower
- Try to avoid pressing on your toes
- Repeat 5 times until feeling stronger then increase up to 12.
- Keeping the lower leg muscles involved helps stabilize the knee from the bottom.

THE SQUAT

Our next movement is probably the one that causes the most problems when done without intending – sitting and standing correctly. To start practicing this technique, we call the squat, use a firm chair or bench that allows your hips and knees to be about 90 degrees.

- Put the chair against something to prevent it from sliding.
- Sit forward on edge of seat
- Place feet 4 to 6 inches apart, pointing straight forward now find and feel the triangles

A REMINDER

An exercise worth reminding you of is balancing on one foot.

- Don’t forget the triangle on the bottom of each foot.
- Continue to rest hands on the knee if needed, but stay straight up, not leaning or reaching.
- Find and feel the triangle on each foot.
- Line the knee-joint up with the large toe.
- Keep hips level and squared forward.
- Relax shoulders and keep them level.

This exercise also asks the core to engage to help-out. This is always worth the time and mental involvement.
For knees to track correctly in both movements they must stay the same distance apart as the feet. Do not allow them to drop together or open outside of ankles. Doing five repetitions of these two moves with control, as an exercise, will start the process of breaking habits and getting stronger. As you become more comfortable increase the number of times up to 12. Form is the most important! You’ve learned squats.

Keep it Strong. Keep it mobile.
Keeping it Till We’re Done.
Norm and Deb Compton
Stackinggurus.com

Watch for upcoming notices about our group classes.
We will share more information, discuss the articles, answer questions and learn to perform these movements with perfect form in person!
away from our actual families, we want jumped at the chance because it really “When this came around, I really (Locations) Dan Cooley and Casting Di- ‘Mayans’ launched last year to the forced to carve out a new identity for snuffed out by border violence. He is is that straddles the Mexican/American sons and I need to look at the big picture. ‘ Doing a second close to perfect as possible, “ says Cooley. “A show like this show to be a hit, sometimes you have to make sacrifices the changes were in service to the story. If you want a (Image 108x1036 to 771x1226) can bring something unique to the role. That’s really been been wonderful. They haven’t had to fit into a narrow de- open to finding the best actors, or the most interesting “Luckily our team of writers is exceptional. Elgin James in to our office, and we try to make everyone super com- “It’s hard because a lot of these guys are used to being "The Mayans run drugs for a cartel acting for the geographic feel of the story in terms of look but ‘Mayans’ shoots a lot of that bike work in Acton and Casta- "Much like ‘S.O.A.’ we do not do a lot of process work with get some dramatic shots. "We use some of the Russian arm or a camera bike. Cam- and get our exteriors here.’ “Once you go down and you see it for yourself, you go: ‘Yeah we should come and you see it for yourself. They help expedite everything. "The Transportation Department utilizes a broker compa- "I have a great driver named Nico Cope and Nico came ever we want to the bikes, as long as we return them in "Sons of Anarchy’ . We know what to look for. So, we’ve don’t have a lot of time to plan the highways with Cal- "We’ve kind of established a little bit of San Fernando and and you see it for yourself, you go: ‘Yeah we should come and they do the same when we are back.’ “It seems like a lot of extra work to shoot in Mexico, you are definitely right. But the trouble is all worth it for the authenticity of the locations they find to service the story. "Once you go down and you see it for yourself you just knows, ‘Well can bring something unique to the role. That’s really been a godsend for us.” “The fun part is the auditions and playing with the mate- "We have lots of talented people in our industry, in our art departments and with construction science we could put it together, but it would take weeks to really build that au- thenticity and, even then, it doesn’t put our actors in that mindset as much as when you take them to the real place,” says Cooley. “And you don’t have to do any dressing. You don’t have to do anything to it. You really just have to lay the ground- work ahead of time to make sure everybody knows what we’re doing and it is on board with what we’re doing.” Part of the longevity of ‘S.O.A.’ stemmed from its great casting. It made a certifiable star of Charlie Hunnam and cemented Ron Perlman as a TV legend. “You know, being tough, and acting tough, are two differ- ent things,” says O’Brien. “When Ron Perlman walks into a room, he commands so much presence he doesn’t have to act tough.” The hardworking Trans-por-tation team on Mayans M.C. No one should ever feel like an actor on this show. But then again, we need to find people who can act and who are believable in that world” “You need to find actors that are subtle and not acting tough, who are innately powerful, but in their own way,” says O’Brien. “‘Mayans’ is a show with a deep roster of characters. There is so much happening in each episode that there are a lot of roles to service. The Shakespearean like plot can also wind and weave, so what seems like a small part might end up with a Season arc” “And to complicate the casting process, the pool for Latino actors is not as large as they would like it to be” “The Latino pool is getting bigger and bigger and they’re getting more opportunities and therefore getting more experience,” says O’Brien. “We used a lot of wonderful Latino actors on ‘Sons’ but because it’s a real time world, we can’t reuse someone in a different capacity. The only way that they could be seen on Mayans was if that character came back. So, it depletes the pool even more” Homeboy Industries has been a big help in finding fresh faces. Richard Cabral has helped link us with a lot of those guys. It’s been really interesting. We have feelers every- where.” Homeboy Industries helps rehabilitate gang members by putting them to work in a supportive environment and Richard Cabral is one of their success stories. He worked in their bakeries in the morning and then went to auditions, before eventually landing parttime roles. "It’s hard because a lot of these guys are used to being in control and being in charge of whatever situation that they’re in. They’re the powerful ones and then they come in to our office, and we try to make everyone super com- fortable, but all of a sudden, you’re not in control and a lot of guys get very nervous. It’s a very foreign experience, which I think is frustrating to them” “Luckily our team of writers is exceptional. Elgin James and Kurt Sutter have been, ever since the pilot, incredibly good at finding the best actors, or the most interesting actors, and then writing to their character. So, a lot of the character’s sort of morph to suit their strengths, which has been wonderful. They haven’t had to fit into a narrow de- scription. It’s really been opened up to the best actors that can bring something unique to the role. That’s really been a godsend for us.” “The fun part is the auditions and playing with the mate- rial and trying to think creatively. That’s the best part but that’s sometimes only on an hour a day. The rest is tons of paperwork, tons of setting up appointments. Getting one actor into an audition is usually the result of four or five phone calls, many e-mails, tons of paperwork and tons of legal paperwork. There really is a grind to the logistical side of it” “We do deal memos and contracts and we have to get materials to everyone before they come in for the audition and then their tons of editing, and posting videos, and chasing agents to get our own information and chasing actors to actually show up for their audition. You’d be surprised!” The Mayans run drugs for a cartel klanogin in Mexico. As the story jumps between both sides of the border, so too will the shooting crew. Even since the pilot, Mayans has made a habit of crossing the border to shoot on loca- tion as needed. “Last season I was the Supervising Lo- cation Manager and we shot in Mexi- co City a couple of times,” says Cooley. For Season 2, Dan was promoted to Production Supervisor but he still oversees all the scouting for locations. “We really wanted to put the audience in Mexico for episode one, so we went down there and did some filming and we’re going to keep doing it as much as we can. We try and get as much pro- duction value as possible, because there’s nothing better than doing the real thing,” he says “For trucks to get across, every single nut and bolt ‘has to be manifested” says Soriano. “Fortunately we’re not taking an en- tire fleet of trucks down there, it’s usu- ally just two. So, when you have just two, and every department has its paperwork right then, the process isn’t too bad” he adds. “Since Sweezy’s gone it’s Disappointment and we’ve been help- ful in making sure that all of our trucks have all the proper paper to they need to cross the border” The Transportation Department utilizes a broker compa- ny at the border who are familiar with the crossing pro- cess. They help expedite everything. “They go through all the paperwork and all of the equip- ment in the truck and make sure it’s all matched up. Then they help us get across the border without any trouble and they do the same when we are back.” “It seems like a lot of extra work to shoot in Mexico, you are definitely right. But the trouble is all worth it for the authenticity of the locations they find to service the story. "Once you go down and you see it for yourself you just know,” says Cooley. Our great Mayans M.C. Location Team! It’s been 5 years since the end of the biker gang dra- ma Sons of Anarchy (S.O.A.), but the turf wars are far from over. S.O.A.’s saga is one of the biggest hits in the his- tory of FX, spanning several seasons and 92 episodes, so it makes sense they would want to extend the story. ‘Mayans M.C.’ is the next chapter in the ‘S.O.A.’ saga and it picks up two and a half years after S.O.A. ends. Ezekiel EZ- Reyes is fresh out of prison for killing a crooked cop. Throwing away his once bright future, he now finds himself as a prospect in the Mayans M.C. charter that straddles the Mexican/American border in Southern California. EZ is from a proud Latino family and he sees his quest for the American dream snuffed out by border violence. He is forced to carve out a new identity for himself in his small border town of San- ta Padre and as his need for vengeance grows, it drives him toward a life he didn’t expect. ‘Mayans’ launched last year to the highest ratings of any new cable series of 2018. Now in its second season, we catch up with Transportation Coordina- tor Joey Soriano, Production Supervisor (Locations) Dan Cooley and Casting Di- rector Wendy O’Brien, all of whom were involved on S.O.A. “When this came around, I really jumped at the chance because it really was like getting the band back togeth- er” says Cooley. “We had such a tight re- lationship on S.O.A. and shows like this, where the crew is so tight and respect- ful of one another, it’s great.” “When we’re spending so much time away from our actual families, we want to have a nice home away from home and that’s what ‘Mayans is for us,” says Cooley. “I’m really glad that we’ve been working relationship with Kurt Sutter, creator of ‘S.O.A. and ‘Mayans MC’ and co-creator Elgin James, “says Soriano. In Season 2 ‘Mayans’ has found its footing, but the show got off to a rocky start. The first pilot was completely re- shot and then reshoots for the second pilot bled into the first season. It’s not an ideal trajectory for a show but all of the changes were in service to the story. If you want a show to be a hit, sometimes you have to make sacrifices in order to get things right. "The network really wanted to make sure that it was as close to perfect as possible,” says Cooley. "I show like this is tough, because you don’t write it crossing your fingers, hoping for a good first season. You write it thinking, ‘this show is going to be on the air five, six, seven, eight, nine- sons and I need to look at the big picture’ Doing a second pilot was really just preparing the show to really make a kung-fu hit at.” the Talented Mayans M.C. Casting Team! "We have lots of talented people in our industry, in our art departments and with construction science we could put it together, but it would take weeks to really build that au- thenticity and, even then, it doesn’t put our actors in that mindset as much as when you take them to the real place,” says Cooley. “And you don’t have to do any dressing. You don’t have to do anything to it. You really just have to lay the ground- work ahead of time to make sure everybody knows what we’re doing and it is on board with what we’re doing.”
“We shot in an actual rural village down there where, at the end, we had everybody line up and we had a cargo van of gift baskets for everybody in that village that we handed out.”

“I've got a great feeling to be able to give back to a community firsthand and really get to experience it. So, going from a city to a small village was a great way to just take in the show. But you know once you get down there, and you see it for yourself, you go: ‘Yeah we should come and get our exterior “Mayans” based out of Santa Clarita, which makes sense for the open roads and surrounding desert. Although they have a great amount of great high drama and it’s a road show, out on location most days of the schedule. The only thing I could tell you was how much the bikes were on localization, says Soriano. We moved at the end of each day to a different location for the next day’s work days where we had multiple moves to different locations each day as well. For the pilot they went down to Calexico, CA to double as their Bordertown, but have since found local spots to match Santa Padre.

They just finished a little bit of San Fernando and a little bit of East L.A. And then when we have to go further south, we check it out in the desert up past Lancaster, or we end up going up to Mexico. It just depends what the scene calls for,” says Cooley.

And often times the scene calls for extraordinary action, like a shootout or an explosion. And when a location is scouted in a single episode, the location department knows never to take anything at face value.

“There might not be a shoot-out here, now, but I have a feeling this character is going to come back and given the nature of our show, we constantly have to think we're going back to every location at some point. Nothing is ever a one off in our mind. And we have to always think the worst, like someone’s going to get shot. Theres' going to be an explosion. There’s going to be a fight – so we are always prepared.

“There is an 88-year-old woman’s house that we use as our brothel for the show and she gets the biggest kick out of it, that these all these people walking around her, dressed. She just thinks it’s the most hilarious thing. We barely changed anything to her house. That’s the one thing that the thinks is so funny,” says Cooley.

“We just have locations like that come up that are very, very much outside the box. This isn’t a show with just two people talking. There’s always an action sequence stuck to it or comes after it. It’s always high drama.”

While the high drama helps develop the characters, it’sarguably the motorcycles themselves that make people tune in to see. Much like S.O.A’s “Mayans” sells the outlaw bike lifestyle to the masses and gives the viewers a sense of wish fulfillment that keeps them coming back.

“Make no mistake about this. It is a motorcycle show. People want to see the bikes and they want to see them haul ass on an open road. So, we definitely do a lot of that” says Cooley.

“Mayans’ shoots a lot of that bike work in Acton and Castaic and other areas near Santa Clarita. They’re always looking for the geographic feel of the story in terms of look but also areas where they can really open up the bikes, go fast, and get some dramatic shots.

“Much like S.O.A, we do not do a lot of process work with the motorcycles. It’s almost all free riding with the cast or stunt guys,” says Soriano.

“We use some of the Russian arm or a camera bike. Cameramen are mounted on the bike and it will roll as part of the pack, to get the shots we need by actually riding right alongside with them.”

“It makes for great cinematography and then of course we use the drone for aerial shots as well. But long stretches of highway, with speeding bikes, means you have to lock down roads and plan for safety. And it’s usually a pack of bikes, or a chase, or a shootout, so the stakes are high.

“Roads are always difficult because there’s only so many roads in the Los Angeles area that we can shoot. We do have chase sequences, our chase sequences usually have 15 to 20 motorcycles involved and multiple cars. And it just takes a lot of coordination and a lot of space to do that,” says Cooley.

“It’s never an easy thing to do for television because you don’t have a lot of time to plan the highways with California. So, we need to get creative in terms of where we want to go to do these different road shots. But we’ve gotten pretty good at that over the years from doing ‘ Sons of Anarchy’. We know what to look for. So, we’ve kind of got it down to a science.”

Much like S.O.A, almost all the motorcycles came straight form Harley Davidson.

“We have a tremendous working relationship with them now and they have been able to provide us with almost all the bikes that we need to service. They basically let us do whatever we want to the bikes, as long as we return in their original form and in shape,” says Soriano.

They usually carry between 15 and 20 motorcycles from Harley each season. They have a couple duplicates for the hero bikes but when the motorcycles come from Harley, they are pretty much stock rides.

“We modified them from them. We added our touch, whether it was pipes and bars and paint colors and anything that would allow us to customize the bikes. It’s a particular idea of the Mayans Club,” says Soriano.

“I have a great driver named Nico Cape and Nico came to the Teamsters from Harley Davidson. He was a Harley Davidson master mechanic down in the San Diego area and he was able to get his days with a friend of mine, Gregey Waldrop.”

“We’re amazing with our motorcycles, with his knowledge of what can and can’t be done with them. What parts fit with what bikes. All of those things. He’s been a tremendous help for us.”

“We also carry a full-time mechanic. Billy Powell, and he works closely with Nico. While the mechanic does all of the actual repairs or services, Nico is with him every step of the way, helping to guide him through the process, because his knowledge base is so tremendous.”

“We close to 20 guys full time, on production and direct production. I have a great guy in Justin McClain and Tony Trimarchi leading an excellent group of fulltime drivers. And then when we’re not on location, well pick up anywhere from 10 to 15 additional guys and gals.”

“We don’t really have to carry extras really, says Cooley. “I have a group that’s been working with me for a long time and these guys and girls are just a really tight knit group and we’re just to used to moving very fast. I think if we add more people it would slow us down.”

“We’re a department of nine right now and I think we will probably bring on another if we get bogged down with locations, because we usually shoot three locations in a day. “It’s such a cliché thing to say, but we have the best crew in town,” says Cooley. “This is really an extraordinary group of people that pour their hearts and soul into making this show the best that it possibly could be. And I think in order to have a show transcend to something that people are watching on TV I think you have a group of people that really care. I think that’s where it starts. Just take pride in what you do by loving your job and if you do that it’s going to show up on screen. And I think that’s what we work hard to create here.”

MAYANS M.C. TRANSPORTATION TEAM

Joey Soriano: Transportation Coordinator

Justin McClain: Transportation Captain

Tony Trimarchi: Transportation Captain

Wendy O’Brien: Picture Car Captain

Bill Powell: Mechanic

Dane Blakely: Driver

Christian Carillo Driver

Luis Cisneros: Driver

Leon Cimarela: Driver

Mike Dera: Driver

Tony Fonseca: Driver

Robert Fulper: Driver

Sean Glenn: Driver

Dave Hernandez: Driver

Garner Humphrey: Driver

John Lawrence: Driver

Daneith Mitchell: Driver

Kevin Morris: Driver

Greg Stewart: Driver

Paul Stuart: Driver

MAYANS M.C. LOCATION TEAM

John Cooley: Production Supervisor

Rick Surad: Location Manager

Leslie Glennon: Locations Coordinator

Jonathan Blake: Location Manager

Bryan Diaz: Key Assistant Location Manager

Paul Rataenos: Key Assistant Location Manager

Ben McCrea: Key Assistant Location Manager

Joshua Persky: Key Assistant Location Manager

MAYANS M.C. CASTING TEAM

Wendy O’Brien: Casting Director

Shari Gehrt: Casting Assistant

CONTINUED FROM PAGE 9

2019 GENERAL MEMBERSHIP SURVEY!

WHAT TYPES OF INFORMATION FROM LOCAL 399 WOULD YOU LIKE TO SEE MORE UPDATES ABOUT

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<th>Percentage</th>
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COMMUNICATION REMINDER!

Not getting information from us? Follow this checklist below to ensure you are getting the most up-to-date & accurate information from us!

• Are you signed up for Emails?
• Have you downloaded our New Local 399 APP?
• Are you signed up for text message updates?
• Have you visited our website at www.ht399.org?
• Do you receive and read our Newsreels quarterly?
• Do you follow us on Facebook?
• Do you follow us on Instagram?
• Do you follow us on Twitter?
• Do you receive our reports in the Joint Council 42 Newspaper?
• Have you created a Member Login for our New Call Board system?

If you have any issues receiving information from the Union Hall, please email any@ht399.org for assistance.

Thank you again to all who took our 2019 Survey. We are grateful for all the comments that many members made and are appreciative of the constructive suggestions we received as well. Your feedback has been read and reflected on by Secretary-Treasurer Steve Davyan and the Business Agents. They will be reaching out to some of the Members who included their names on the survey to discuss individual concerns and issues. The information in this Newsreel highlight is just a portion of the rich feedback and ideas we have been able to capture from the Membership. We will be taking each suggestion into consideration and will also be looking to create an ongoing platform to provide suggestions throughout the year. Again, please note, if you have any issues, concerns or ideas, do not hesitate to reach out to the Union Hall or your Business Agent directly at any time. We look forward to hearing from you.
Q: What do you feel have been some of the biggest accomplishments in the past Quarter?
A: We’ve had many wins on the organizing front. We’ve begun negotiations to represent DOT Administrators at Universal Studios and Warner Brothers. The Companies didn’t make it easy, but we’re now at the bargaining table. We are also in the process of beginning negotiations to represent the Administrative staff of CMAE. Lastly, we are very close to concluding negotiations with Zio Studio Rentals. We wouldn’t be here without the support of each of these bargaining units of our staff and I’d like to specifically thank Lindsay Dougherty for her efforts on behalf of these groups.

Q: What do you feel have been the biggest challenges in the past Quarter?
A: For the first time in the past few years, it’s actually been slow in our Industry. Many Members have asked us why it’s been slow. There are a few reasons for this. Seven Pilots were shot during the traditional TV hiatus, many productions are shooting shorter TV seasons and lastly, many productions shut down for the season at Christmas instead of working into February or March. I fully expect the rest of the year to be busy for the vast majority of our Members.

Q: Why do you feel it is important to conduct General Membership Surveys and what was your biggest takeaway from the Survey Results?
A: It’s very important for us to listen to our Membership. We go out and visit shows, have Membership meetings and meet with our various committees but the survey allows us to get a 10,000 foot look at how our Members feel about their Union. Honestly, it can be hard to look at where our Union Hall at:

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

Q: There have been a lot of classes and trainings hosted throughout this Quarter. What benefit do you see to these Classes and how do you hope to expand our Member Education program?
A: We now host classes created specifically for many of our classifications. We’re also planning courses for our Casting Professionals and we are rolling out a health & fitness class that Deb and Norm Compton will be teaching. Continuing education is important to all of us. The more we can assist our Members to be their best, the more the companies will utilize us.

Q: What's going on with New Media at this time?
A: We’ve begun negotiations on a New Media term agreement for Netflix Studios covering Drivers, Locations and Casting Directors. I am hopeful we’ll be entering negotiations for term agreements with other New Media companies in the future. We’ll have updates on all of our organizing efforts in our October Newsreel but you can always check our website at www.ht399.org for updates as well.

Q: What do you feel have been the biggest challenges in the past Quarter?
A: Obviously, exercise is very important to the well-being of our Membership. Given the long hours we work, how little time off many of us have to exercise, and the number of back/spine injuries our Members develop over time, I think focusing on all areas of our Members’ well-being, from financial awareness classes to exercise classes is important.

Q: With 40+ year Member Specialist Rose Falcon Retiring, leaving some big shoes to fill, who will be working in our Front Office to continue to support our Members?
A: Rose has been an amazing asset to us all. I can’t thank her enough for her years of dedicated service and always being a welcoming presence to our Membership and taking the time to listen to their concerns. Rose personally trained front office staffers Jennifer Fox, Courtney Brigioni and Jane Vasquez who are every bit as dedicated to our Members as Rose. She will be sorely missed, and we wish her the very best in her new adventures! On June 24, 2019, we welcomed new staff member, Cecilia Sanabria. Cecilia previously worked at Teamster Local 630 and will be an invaluable addition to our staff. Please welcome Cecilia the next time you’re in the office!

Q: What was the reason for increasing the Leo T. Reed Scholarship to $5,000 per winning student and what was the process to approve this change?
A: I don’t have to tell parents and students how expensive a college education has become. The Executive Board just felt we could be doing more to better help the children of our Members, so the scholarship was increased after receiving Membership approval at our April General Membership Meeting.

Q: How do you feel we can better engage the Membership to be involved in attending more General Membership Meetings and addressing their suggestions and concerns?
A: The purpose of the meetings, classes, events, surveys, etc., is to involve our Members. Knowledge is power and I feel the more we can involve and educate our Membership, the more questions we will ask of the staff and their employers. More importantly, it can avoid problems in the workplace if our people understand what the contracts allow or don’t allow. If you don’t receive an invitation or have any questions about the event, please call the Union Hall at: 818-985-7374.

We hope you will join us for this special evening!

DATE: September 28th, 2019
TIME: 5:30PM
LOCATION: CASTAWAYS
1250 E Harvard Rd, Burbank, CA 91501

**Event is FREE for you and a Guest. If you have any questions about this event, please email Business Agent Chris Sell: cssell@ht399.org.

If you are interested in getting involved in the 2020 Las Vegas Retiree Reunion planning, please also email Business Agent Chris Sell.

See you at Castaways!
Thank you to all our Members that participated in our 28th Annual Ralph Clare Golf Tournament! This year’s event was held on Friday, April 19th at Industry Hills Golf Club. We had a great time at this year’s event and had almost 200 Members and guests join us on the green. This event continues to grow each year and is a great time for our Union Sisters and Brothers to take part in some friendly competition. Take a look at our winning teams and Members from this year’s tournament below:

This event would not be possible without the hard work of Local 399 Office Manager Greg Karon and our generous event Sponsors. We are grateful to all that donate to make this event such a success. Please see Sponsors listed below.

IKE COURSE
LaPolla, Arthur Martinez, David Gerry, Mike Avila
Eagel Flight 2nd Place: Mark Glennie, Joey Banks, Buck Compton, Steve Morey
Birdie Flight 1st Place: Gary Johnson, Tom Hal-loxell, Jim Nordberg, Charlie Nordberg
Par Flight 1st Place: Mark Basler, Javier Jimenez, Kirk Huston, Mike Borromson
Closest to the Pin:
Hole 5 - Nikko Avila
Hole 15 - Rob Wood
Hole 9 - Steve Morey
Hole 13 - Michael Denehey
Longest Drive:
Hole 18: Dave Landaker

BABE COURSE
1st Place: Caleb Duffy, Zak Kahn, Taylor Erickson, Patrick Alvehe
2nd Place: Carolyn Cough, DelWayne Echols, Michael Johnson, DelWayne Feather
Closest to the Pin:
Hole 17 - Memo Rodriguez
Hole 14 - Steve Conner
Hole 7 - Brent Case
Hole 13 - Carlos Gonzales
Longest Drive:
Hole 11: Aaron Alfrey

PUTTING CONTEST WINNER
Steve Webb

We are already looking forward to next year’s event!

LOCAL 399 HISTORY:
Who is Ralph Clare?

For the past 28 years we have hosted our Ralph Clare Golf Tournament on the Good Friday holiday. The tournament has grown to be a successful event for our Members to enjoy however each year it is important to also remember the person who is honored at this event. Ralph Holton Clare played an extremely important role in the development of Local 399 and we owe Brother Clare a debt of gratitude for our progress in contract gains, pension and health benefits and more.

Local 399’s founding fathers were Joe Tooley, Nate Saber and Ralph Clare. They took on the industry at a time when workers were getting locked out at the mere mention of organizing. Together they worked to educate the worried and skeptical Drivers at the time to sign recognition cards and take the steps necessary to fight for a better life for themselves, their families and the future of workers in the Motion Picture Industry. Their efforts paid off and on April 12th, 1930 Studio Transportation Drivers Local 399 was chartered. Teamsters Local 399 was unique at the time as they were the only Local with multi-state jurisdiction and with a focus solely on the Entertainment Industry. At the first Union Meeting, the 180 new Members of Local 399 elected Nate Saber as Secretary-Treasurer, Joe Tooley as President and Ralph Clare as Trustee. Ralph Clare, who began his time in the Industry as a Stunt Cowboy, Driver and Wrangler, became a Business Agent at Local 399 in the 1930’s. Ralph stood with the Union through some of the darkest and most dangerous strikes Local 399 experienced throughout the 1940’s. During the turmoil of these strikes, Ralph was named Secretary-Treasurer of Teamsters Local 399 in 1947 and would serve our Local for 22 years until his retirement in 1969. During his time in office, he changed the way we negotiated contracts to build a path for a more civil and formalized process to avoid some of the dangerous actions of the past. Throughout his long career other notable achievements were:

- During World War II he worked with Betty Davis to create the “Hollywood Canteen” to help entertain servicemen, in an effort to keep their morale up.
- He founded the Los Angeles Chapter of the Leukemia Society of America and also served as President of the organization.
- In 1954 he was a founding Member of the Motion Picture Health and Welfare Fund. When the fund was established, he was also the one to insist Members with many years of service be given retroactive credit.
- In 1980 Ralph was also instrumental in persuading MGM to contribute $25 Million dollars to the Motion Picture Health and Welfare Fund.
- Ralph was also responsible for the Post 66s and Supplemental Market contributions that helps pay for patient health and welfare to this day. While we continue to enjoy our Ralph Clare Golf Tournament each year, it is important to remember his rich contributions to our Membership and his legacy that we will continue to celebrate for years to come.

399 RETIREE

Retirees for the 2019 Retiree Reunion Din -
planning to be back in Las Vegas for our Re -
time to celebrate our Retirees and organize
Each year we look forward to hosting an
Retiree Reunion event will be at Castaways in
2019

Put tape on this Attachment.
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.

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 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 5th Annual Teamsters Local 399 and Basic Craft Car and Motorcycle Show on our website and Facebook: www.ht399.org. Thank you to all our Members that participated in this year’s event!

EVENTS

Sunday, August 18th 2019
NEW MEMBER ORIENTATION
Time: 9AM
Location: Pickwick Gardens
The class material will center around educating new and experienced Local 399 Members about what you should be concerned about as a Member of Local 399. We will be covering topics such as:

- History of Local 399
- Introduction to Local 399 Staff & Business Agents
- Role of CSATF & MPIPHP
- How to Get & Stay Involved in Your Union

& More!
Head to www.ht399.org to RSVP.

Saturday, September 28th
RETIREE REUNION DINNER
Time: 5:30 pm
Location: Castaways
1250 E Harvard Rd, Burbank, CA 91501
Event is FREE for you and a Guest. If you have any questions about this event, please email Business Agent Chris Sell: csell@ht399.org.

Sunday, October 27th, 2019
4th QUARTER GENERAL MEMBERSHIP MEETING
Time: 8AM
Location: Pickwick Gardens
Please plan to join us at our last General Membership Meeting of the year! Details to follow as we get closer to the meeting. Head to www.ht399.org for more information.

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.

RETIREES

Albert Bartoli
Terry Cera
John Curtis
John Dickinson
Barry Golob
Fred Hindley
David Jernigan
Wayne Johnson
Steven Levine
Carl Longston
Anthony Loucks
Thomas Marshall
Emmett Nicholson
Loren Ponzi
Roland Raffler
Carole Segal
Matthew Seigal
Robert Spies
John Tuell
Bruce Vanover
Paul Waddell
Tony Wood

Obituaries

Albert Bartoli
Terry Cera
John Curtis
John Dickinson
Barry Golob
Fred Hindley
David Jernigan
Wayne Johnson
Steven Levine
Carl Longston
Anthony Loucks
Thomas Marshall
Emmett Nicholson
Loren Ponzi
Roland Raffler
Carole Segal
Matthew Seigal
Robert Spies
John Tuell
Bruce Vanover
Paul Waddell
Tony Wood

OBITUARIES

Never miss a dues payment, Membership gathering or important information again! Sign up for direct email updates at: h399.org

CONNECT WITH US