Happy New Year! As we begin the new year, there is much to be optimistic about for our Membership. We expect 2020 to be as busy (if not more) than last year. With the new year, we have a new Executive Board Member. I’d like to welcome Philip Quansah to his new position as Trustee of Local 399. Philip has demonstrated his passion for our Members in everything he does as a 399 Member. I welcome Philip’s input and look forward to working even more closely with him during this term. I’d also like to thank everyone who voted and participated in the 399 Elections. I will continue to work hard to make gains for all of our Members over this term.

2019 was a super busy year for this Local! We began the year by welcoming our General President Hoffa to our January General Membership Meeting. We welcomed Calvin McDowell, Jane Vasquez and Cecilia Sanabria to our staff. We hosted many events last year including our annual Ralph Clare Golf Tournament, the 5th 399 Car and Motorcycle Show and our 399 Retiree Event at the Castaways. With Membership approval, we increased the Leo T. Reed Scholarship from $2,500 to $5,000 for 10 deserving children from our Membership. We also ratified the Casting Director Contract.

We were also busy on the organizing front. After a lengthy battle, we successfully organized DOT Administrators at Universal and Warner Brothers. This was a big step in our goal (begun by Leo Reed) to organize these folks into 399. We will continue to negotiate with other companies on behalf of this classification as we hope to include them into the “Black Book.” We also concluded negotiations with Zio/Studio Services as well as the deserving Administrative staff at CSATF. While we didn’t achieve everything we wanted for each of these groups, we made significant progress toward our goal of getting them better benefits, wages and working conditions. I’d like to thank each committee for their hard work! Each person brought thoughtful and positive suggestions to each negotiation.

The Motion Picture Trust Fund was created many years ago to help Members in need. MPTF provides many services to our Members and is responsible for the Motion Picture Home in Woodland Hills where many of our Members have spent their twilight years. MPTF relies on donations from Members and through fundraising events throughout the year. Many of our Members have helped paint and remodel Teamster and IATSE Member’s homes to help out people who are disabled or ill. You can also volunteer time at the Motion Picture Home to give a helping hand to the folks who live out there. I encourage all our Members to contribute to MPTF this year if you can. I can think of no better charity than one that supports our community. If you have any questions about the MPTF Foundation, what services are available to you or how to get involved or make a donation please go to their website at: www.mptf.com or call them at: 855-760-6783 or email them at: info@mptf.com.

Looking ahead in 2020 we have an important Census and a Presidential Election. We must be involved and participate in these critical civic events. We will be providing our Members with Organized Labor’s choices for candidates in all races, local, state and national. I encourage all of you to vote, support and participate in this election cycle. Vote your conscience, but vote.

I hope you will make 2020 the year you come to a meeting, take a class or volunteer to walk a picket line in support of Workers who might not be as fortunate as we are. I know you’ll see what a difference volunteering can make on the lives of others. I encourage you to give us feedback on what we’re doing right and where we can improve. We work for YOU and the best way for us to serve you is when you’re involved or make a donation to the Motion Picture Home to give a helping hand to the folks who live out there. You can also volunteer time at the Motion Picture Home to give a helping hand to the folks who live out there.

On behalf of the staff of Local 399, I’d like to wish you all a very healthy, happy and prosperous New Year!

FRATERNALLY, STEVE DAVAN
TEAMSTERS LOCAL 399 SECRETARY-TREASURER
FilmLA, the film office of Greater Los Angeles, announced the debut of “LA Loves Film” – a new outreach and education program aimed at ensuring a sustainable future for on-location filmmaking in Greater Los Angeles. Prompted by state and local leaders’ concern about the opportunity costs of losing new film and television projects to California, “LA Loves Film” will celebrate the region’s unique creative economy and engage local communities in conversation about the importance of being “film friendly.”

Over the last decade, a concerted effort on the part of industry representatives and state and local policymakers has greatly increased California’s global competitiveness for valuable film projects and jobs. The California Film & Television Tax Credit Program, launched in 2009-and twice renewed and expanded, has according to the California Film Commission returned more than 892 projects, 131,379 jobs, and $13.7 billion in qualified production spending to the Golden State.

At the same time, growth and innovation related to film and television production a decade ago, recently set to welcome this industry back to Los Angeles area, which is why businesses large and small in our communities are falling behind because they’ve been ignored at the expense of corporations. This November’s vote is an opportunity to change that and pave a path to prosperity. But how should it be addressed? The Teamsters decided it wanted to hear from its Members on what the Union should prioritize. Three months and some 22,000 surveys later, they have made it clear:

> Preserve our hard-earned pension benefits; continue to protect our legally guaranteed rights to bargain in good faith; and enact fair trade deals that take workers’ issues under consideration.

Using that information, this Union is training its Members and sending them out on the campaign trail all across the country to get presidential contenders on the record about what they will do to fix pensions, strengthen collective bargaining and ensure fair trade.

The Teamsters have also gotten seven current presidential candidates thus far to do sit down interviews addressing those issues. And we’ve built a website — www.teamsertsvote.com — where people can go and get answers directly from the mouths of the candidates themselves.

Our Members can’t be easily won. Their voices, and the voices of all American workers, must be heard. That is why we have asked all of the candidates, Democrats and Republicans, to make several serious commitments to receive consideration.

...it is not enough for candidates just to say that they stand with working people. The Teamsters will be inviting them to join us in action by fighting on the front lines. The Union has asked all candidates to partner with us in support of workers, whether at a strike line, an organizing committee meeting or any other true show of solidarity. Candidates who fulfill all the requirements will be eligible to receive the Teamsters’ support. Ahead of a Union endorsement, the Union leadership will poll Members and survey local Union leadership.

Order your very own FREE “LA Loves Film” sticker pack directly from FilmLA’s website. We will be sharing more ways for our Members to get involved in this important campaign.

Published by: FILMLA
Every three years, our Local Union Executive Board is elected by Local 399 Members in good-standing. The Executive Board is comprised of a Secretary-Treasurer, President, Vice President, Recording Secretary, and three Trustees. This democratic process is mandated by the LMRGBA (Labor Management Reporting and Disclosure Act) and the process is further outlined in your International Brotherhood of Teamsters Constitution and your Local’s By-Laws. The 399 Members First Slate, under the leadership of Secretary-Treasurer Steve Dayan was re-elected into Office by the Membership in October of 2019. The new Executive Board was sworn in at the first General Membership Meeting of the year and will serve until December 31, 2022.

“Thank you to our local 399 Membership for giving us the chance to lead our great Local for 3 more years. Our Executive Board Members, staff and entire Administrative staff do not take our positions lightly. We welcome the challenges that lie ahead, and we are also striving to support you to the best of our abilities.

Together we have accomplished so much throughout the past 3 years, and look forward to building on the strength and momentum of our Members into our next term. This work is truly about YOU, our Members. Without your input, feedback, constructive criticism and support, we would be ineffective. We want and need you to join us on this journey. An educated, engaged and empowered Membership is a strong Membership.

We want you to continue to hold us accountable to the promises made to you as our Members. We will continue to seek more opportunities for Member engagement, organizing, and committed representation within our Industry, as well as on a State and National level. We will also continue the development of more education- al opportunities to strengthen your knowledge of your craft, your Union, your Industry and beyond.

For those that didn’t choose to vote for us, or vote at all, I want to make this very clear — we are family. No matter where you stand, we are Union Sisters and Brothers, and we are stronger when we stand and fight together.

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Thank you again for your support and we look forward to serving our Members for the next 3 year Term!
It's a core, a Unions working people stand- ing together. Being part of TeamstersLocal 399 means we are Union Members work- ers working together to create a stronger, more powerful and united Membership. Our collective power is our greatest strength that al- lows us to fight for good benefits, fair wages and better working conditions. When we stand and fight together, no matter our differences, we are an unstoppable force.

With the increased production throughout greater Los Angeles and across our state over the past couple of years, we have been able to welcome in many new Members. We are grate- ful for these new Members, as well as our newest Members, who have worked to create classes highlighting the nec- essary skills for our members in their careers, knowledge of your Union Contracts as well as pathways to understand, learn and grow in your own career.

One of the classes that has been developed and hosted 2-3 times a year is our New Member Orientation Class. Though titled “new Member” this class is a great resource for all members no matter how many years you have been working in the Industry. We have had so many seasoned Teamsters that have joined us that have either provided invaluable feedback to the new Mem- bers in the room or have walked away learning a something. These classes have taught us that when Members come together to share infor- mation, they are able to learn, grow, and become more involved in their Union.

We caught up with Armando Santana – Local 399 Executive Board Trustee, Shop Steward at Fox and an 11-year Teamster. As Armando continued, “At the end of the day – we are a service department. We service each depart- ment and we are a vital part of everything. We are the heartbeat. Without us, nothing is moving. It’s important how we carry ourselves, sometimes, you run into situations where peo- ple aren’t having a great day and aren’t helpful or nice; however, we still have a job to do and we have to do it. A big part of our job is our atti- tude. I truly believe it’s about 90% attitude, and the rest comes in time.”

In comparing earlier generations of Local 399 members to new, Armando shares that today, “there has been much more willingness to help each other out.

I think a majority of our Members want to help and share information. There are a Lot of Mem- bers out there that have a lot of experience and will slow down, so you need to make sure you are prepared. This happens and is normal in this Industry... Everybody should know to take the work while you can and save your money. You might not be working for some time and you should prepare for those moments, espe- cially the newer Members.”

Armando shared, “Along with saving your money, Armando stressed the importance of taking any and all opportunities to understand the industry, no matter how big or small the job may seem.

“I would never turn down a call no matter what. You always want to keep your name out there. I know what that one day call can lead to... I got a one day call that turned into 6 years of work and ultimately helped me get to the role of Shop Steward. Don’t turn down work and don’t say no. Don’t let your- self or your fear, get in your way. Even if you don’t have the experience or information, don’t get discouraged!”

Armando has spent a lot of time engaging with new and longtime Members to under- stand their ideas, concerns, questions and ad

It’s important to be grateful, work hard and pass on their knowledge who would also be the first to give you a hand. The earlier generation wouldn’t al- ways help. They sometimes wanted to say to you what you would handle things. This was often referred to as “old school”. This is why it’s so important to help others. Ultimately, I feel like this will bring us together and make us even stronger.

At the end of the day, we strive to be better, he replied, “I get inspired by everyone; my family and friends in the Industry and new and longtime Members alike. I am also always inspired by my friends about to retire. There is something pretty cool, such a sense of accomplishment when you see someone wearing a 40-year pin. This job has allowed people to go to places all over the world, something I never thought I’d dream. It’s a wild career and it’s amazing. You get out of it what you put into it. It can be intimidating but can also be rewarding, at times.”

Break the van drivers when you are done eating. Van drivers are doing rounds all day. If you don’t show up, they will find out to break the van drivers if you are a truck driver. It’s important to keep your work being done, like setting up Basecamp.

Basecamp Party (Help swap Basecamp) When we want to stage, put your gloves on and help set up for the next day. This makes a good impression on the Captain. Dog down and stick around. Never stop learning. Attending classes, stay learnable, flexible and open-minded.

The more information you have, the more important your word will be. Watch your language.

Remember that we are Teamsters – to me I take that very seriously. I am proud to be a Teamster.

Know your Contract. It isn’t always easy to understand but it is important to know your rights. If you are confused by something ask someone at your Shop Steward. Your shop steward is your most important tool.

Learn how to read your call sheet and understand what it means.

Dress and act professional. You are representing yourself, your line of work and your Union.

Learn from other people’s mistakes. Don’t spend in your vehicle.

Safety First.

Stay calm and don’t rush. Be honest if you have an accident. One way or another someone will find out.

Have a good attitude.

Enjoy radio etiquette. Keep chatting to a minimum.

Work with as many people as you can and work to maintain positive relations ships with every person you work with. You will run into these people again.

A lot of people don’t forget.

Be respectful and try your best to do a good job.

Armando’s passion for getting involved in the Union is contagious. He not only has the utmost importance to his desire to bring us together and make us even stronger.

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Armando's passion for getting involved in the Union is contagious. He not only has the utmost importance to his desire to bring us together and make us even stronger.
The effort to organize DOT Administrators has been a focus of Local 399 for over 10+ years. The nature of the DOT Administrators’ work has long been in question as to why this group has never been covered as a Classification within our “Black Book” Agreement. In the 2018 “Black Book” negotiations, a proposal to add this classification into our latest Collective Bargaining Agreement was rejected by the AMPTF. Two of the major studios that were adamantly against covering this position were Warner Bros. and Universal. Their reluctance to cover the DOT Administrators sparked a traditional organizing campaign at both Studios.

Cards were collected and filed with the NLRB for both groups demanding recognition. This effort was initially protest ed by both Warner Bros. and Universal, which in turn resulted in a hearing. After the hearing concluded, it was determined that the DOT Administrators were in fact eligible to hold an election to seek Union Representation. Although both elections resulted in the DOT Administrators unanimously voting in favor of Local 399 representation, both Studios appealed the results to the NLRB in Washington, D.C. Again, the protest was denied. This ensured both Studios would be required to bargain on behalf of the DOT Administrators.

Initially, both Warner Bros. and Universal bargained together. However, after months of delayed negotiations, Local 399 ended up bargaining with each company separately. By the end of negotiations, both contracts were almost identical. This first contract for the DOT Administrators is a huge step, not only bettering the lives of those covered under these agreements, but it also opens up the door to further cover this classification at the other Studios. With the hope that it will eventually get added to our “Black Book” Agreement, just some of the benefits included in the initial DOT Admin’s contract are:

- Establishment of wage increases, further protections on the job, representation by Local 399 and more. Both contracts were unanimously ratified and took effect on December 1st, 2019.
- We are proud of this Unit for sticking together throughout this lengthy process and are grateful for the guidance and commitment by both Negotiating Committees comprised of: Jessica Thomas and Rodji Munoz at Warner Brothers and Sherri Warren and Charlie Nordberg at Universal.

Please join us in welcoming these new Local 399 Brothers & Sisters into our Union family.

Local 399 DOT Admins at Warner Bros.

Zio Rentals and Studio Services merged into one company servicing the Motion Picture Industry. Local 399 has had a contract with Studio Services for many years, with 5 Members that were still covered under the old Agreement. With the merger of the two Companies, we are proud to have bargained a Union contract that covers more employees, all under one agreement.

Studio Services is an independent production vehicle rental company that will now be the only Union restroom rental company in California. Additionally, Zio is the only truck and van rental company that is signatory with Teamsters Local 399 outside of the major studios. Zio was founded in 2007 by Local 399 Member Louis Dargenzio and has grown exponentially over the years.

After several rounds of negotiations, we reached an agreement with Studio Services and on November 26th, the Unit overwhelmingly voted in favor of ratifying their first 3-year Union Contract. We are grateful for the support we received from our current Members at Studio Services during this process. We are welcoming 25 new Z Crew Members into our family along with the 5 current Members from Studio Services.

This first contract has secured wage increases, increased health and retirement benefits and also sought to address improvements to working conditions. We look forward to welcoming these new Members into our Union family. We will work with the Zio Studio Services group to continually build upon their contract, provide Union representation and address any and all issues that arise.

We want to remind our Members of the importance of renting from Union Vendors when possible. Your decision to support Union Rental companies directly impacts your very own Union Sisters and Brothers. Learn more about the equipment rentals from Zio Studio Services here: https://ziostudioservices.com/

Please join us in welcoming these new Members into our Teamsters Local 399 Family!
The 25th Annual California On Location Awards (COLA) took place on Sunday, December 15th at the Hilton in Universal City. The event is always an exciting time for Location Professionals, Public Employees and guests to come together to celebrate and honor the achievements of our hard-working Location teams and individuals who are committed to excellence while filming throughout California.

We are grateful for the California Film Commission and the Film Liaisons in California Statewide for organizing the event each year and we are proud of each and every one of our Local 399 Location Professionals whose accomplishments and hard work were recognized this year’s event. Local 399 Location Manager Dan Cooley hosted this year’s event. Cooley entertained the crowd with commentary that perfectly encapsulated the important and often times misunderstood role of the Location department. This event has grown throughout our great state and the contributions from the Location community to keep relationships strong between productions and communities.

At this year’s event, we heard from the recently appointed Executive Director of the California Film Commission, Colleen Beal. Beal expressed her excitement to take on this role and use her expertise to ensure California continues to thrive and lure productions back to California. “Thank you to working with all of you in the coming months and years ahead to keep production here in the great State of California”, said Executive Director Beal from the stage.

The impact California TV and Film Tax Incentive has had on the livelihood of our Members is undeniable and we look forward to working closely with you and to extend and expand this program to benefit our Members for years to come.

Secretary-Treasurer Steve Duignan on behalf of the Board of Directors presented the awards for this Local 399 Survival Category for AvantARD Location Managers.

Tied 2019 COLA Host with the most, Local 399 Location Manager Dan Cooley.

Congratulations again to all location professionals that were nominated and the winners for your accomplishments while filming throughout California in 2019.

**LOCATION MANAGER OF THE YEAR**  
**Episode TV - 1 Hour**  
*Blindspot*, Amazon:  
Robert Paulsen

**LOCATION MANAGER OF THE YEAR**  
**Episode TV - 1/2 Hour**  
*Billions*, HBO:  
Michael Chickery

**LOCATION MANAGER OF THE YEAR**  
**Commercials**  
Red Bull/Airforce Supermoon:  
Dan Beal

**LOCATION TEAM OF THE YEAR**  
**Feature Films**  
Sony Pictures:  
Once Upon A Time In Hollywood:  
Rick Schuler, Supervising Location Manager  
Steve Mapel, Location Manager  
Scott Fitzgerald, Key Assistant Location Manager  
Rick Wesley, Key Assistant Location Manager  
Jacob Torell, Key Assistant Location Manager  
Scott Krudoff, Key Assistant Location Manager  
Christine Beaudoin, Key Assistant Location Manager  
Suzanne Shagwaram, Assistant Location Manager  
Daniel Allah, Assistant Location Manager  
Lori Balton, Location Scout  
Goldan Mauer, Location Scout  
Conor McCafferty, Location Scout

**LOCATION TEAM OF THE YEAR**  
**Episodic TV – 1 Hour**  
*Once Upon A Time in Hollywood*, Sony Pictures
**LOCATION TEAM OF THE YEAR**  
**Episodic TV – 1/2 Hour**  
*Once Upon A Time in Hollywood*, Sony Pictures
**LOCATION TEAM OF THE YEAR**  
**Commercials**  
Red Bull/AF:  
Dan Beal

**LOCATION MANAGER OF THE YEAR**  
**Episodic TV – 1 Hour**  
*Bosch*, Hulu:  
Robert Paulsen, Location Manager  
Eva Schroeder, Key Assistant Location Manager  
Oscar Barrs, Key Assistant Location Manager  
Issac Cheonney, Assistant Location Manager  
Brad Murderer, Key Assistant Location Manager  
Kimberly Lyons, Key Assistant Location Manager  
Sam Gomez, Location Scout  
Claudia Eaton, Location Scout  
David McKinney, Key Assistant Location Manager  
Will I. Orr, Key Assistant Location Manager

**LOCATION TEAM OF THE YEAR**  
**Episodic TV – 1/2 Hour**  
*Once Upon A Time in Hollywood*, Sony Pictures

**LOCATION MANAGER OF THE YEAR**  
**Feature Films**  
Marvel:  
Avengers:  
Robert Paulsen, Location Manager  
Eva Schroeder, Key Assistant Location Manager  
Oscar Barrs, Key Assistant Location Manager  
Issac Cheonney, Assistant Location Manager  
Brad Murderer, Key Assistant Location Manager  
Kimberly Lyons, Key Assistant Location Manager  
Sam Gomez, Location Scout  
Claudia Eaton, Location Scout  
David McKinney, Key Assistant Location Manager  
Will I. Orr, Key Assistant Location Manager

**LOCATION TEAM OF THE YEAR**  
**Commercials**  
Capital One:  
Lea-Lancet Artos-Fessou, Location Manager  
Kirk Strelitz, Location Manager  
Joss Pursham, Location Manager

**LOCATION TEAM OF THE YEAR**  
**Episodic TV – 1/2 Hour**  
*Bliss*, Amazon:  
David McKinney, Key Assistant Location Mgr.  
Claudia Eastman, Location Scout  
Kimberly Lynn, Key Assistant Location Manager  
Brad Warden, Key Assistant Location Manager  
Isaac Chenevey, Assistant Location Manager  
Eva Schroeder, Key Assistant Location Manager

**LOCATION MANAGER OF THE YEAR**  
**Episodic TV – 1/2 Hour**  
*Bliss*, Amazon:  
Robert Paulsen, Location Manager  
Eva Schroeder, Key Assistant Location Manager  
Oscar Barrs, Key Assistant Location Manager  
Issac Cheonney, Assistant Location Manager  
Brad Murderer, Key Assistant Location Manager  
Kimberly Lyons, Key Assistant Location Manager  
Sam Gomez, Location Scout  
Claudia Eaton, Location Scout  
David McKinney, Key Assistant Location Manager  
Will I. Orr, Key Assistant Location Manager

**LOCATION TEAM OF THE YEAR**  
**Commercials**  
Red Bull/AF:  
Dan Beal

See the full list of 2019 COLA recipients below.

**ALM Miles Beal-Ampah**  
**ASSISTANT LOCATION MANAGER**  
**Feature Films**  
Marvel:  
Agents of S.H.I.E.L.D., ABC Studios:  
Miles Beal-Ampah
CENSUS 2020: SAFE, EASY, & IMPORTANT

We are excited to announce that Teamsters Local 399 is partnering with the U.S. Census Bureau to support the 2020 Census. As a partner, we will be working to make sure our Membership and your family is accurately represented in the upcoming decennial count. The census counts everyone in the United States. Census results are the basis for congressional representation and help determine how more than $675 billion in federal funds are distributed each year to support vital programs in states and communities across the country. These funds shape local health care, housing, education, transportation, employment, and public policy.

2020 Census will be easier to complete than EVER. You can now respond by:

- By Phone
- Internet
- By Mail-In Form
- Traditional In Person Interview

What is the Census?

As mandated by the U.S. Constitution, the census is a once-every-decade count of everyone living in the country. When we know how many people live in our communities, organizations, and businesses we are better equipped to evaluate the services and programs needed, such as clinics, schools, and roads. It also determines how seats in Congress are distributed among the 50 states. In March of 2020, the U.S. Census Bureau will send every household an invitation to complete a simple question—on your phone, online, by mail, or by phone in.

Census Data is Important

Three things to remember about the 2020 Census:

1. SAFE because respondents’ personal information remains private and confidential by law.
2. EASY because it is the first-time respondents complete the Census online, along with phone-in, mail-in, and in-person options.
3. IMPORTANT because getting a complete count determines representation in Congress, the redistricting of voting districts, and where and how over $675 billion in federal funding, per year for ten years, will be dispersed among the states, municipalities, services, non-profits, community organizations, small business, etc.

The Road to 2020

Count everyone once, only, and in the right places.

To learn more about the importance of the 2020 Census and how you can get involved to engage your family members, friends, and greater community, head to: www.2020census.gov. As a partner for the 2020 Census Local 399 will be sending out periodic reminders through Board of Directors of the Motion Picture Industry Pension Plan (MPIPP), it should be no surprise that some retirees are being called back to work. If you are retired and get the opportunity to contribute your skills and time within the industry, here is some important information you should keep in mind when planning your re-employment.

Important 2020 Census Dates

March 12-20: An invitation to respond to the 2020 Census online. Some households may receive paper questionnaires.
March 16-24: A reminder letter
April 8th – 16th: A reminder letter and paper questionnaires.
April 20th – 27th: A final reminder postcard before Census 2020 workers will begin knocking on doors.

Know anyone looking for extra work? The 2020 Census is HIRING. Why Apply?

- Competitive Wages: Could you use extra income? Jobs for the 2020 Census will offer competitive wages that are paid weekly. Authorized expenses, such as mileage, are reimbursed for employees doing field work.
- Support Your Community: Census results are used to make representation in Congress, and they help inform how billions of dollars are distributed for hospitals, schools, roads, and more. Help ensure that everyone in your community is counted in the 2020 Census.
- Fit Your Schedule: Temporary positions for the 2020 Census feature flexible hours—a perfect fit if you are looking to earn extra money, even if you already have other commitments.
- Be a Part of History: Every 10 years since 1790, the United States has undertaken a census to determine the population. This is your chance to play a role.

CENSUS 2020: SAFE, EASY, & IMPORTANT

With the record-breaking number of hours being reported to the Motion Picture Industry Pension & Health Plans (MPIPP), it should be no surprise that some retirees are being called back to work. If you are retired and get the opportunity to contribute your skills and time within the industry, here is some important information you should keep in mind when planning your re-employment.

Before diving into the information you should keep in mind, it would be helpful to review some relevant terms. A “payroll month” is a month that begins on the Sunday proceeding the last Thursday of the following month. For example: A upcoming payroll month is Sunday, December 22nd, 2019 through Saturday, January 25th, 2020. A snapshot of payroll months may be found at: www.mpipp.org under the “Re-Employment After Retirement” section of the forms tab.

A “month of suspendible service” is a payroll month during which a re-employed retiree works 40 hours or more. During this month of suspendible coverage, a Retiree’s pension benefits are suspended / forfeited for the calendar month during which 40 hours or more of work are guaranteed. Therefore, if a re-employed retiree who has not yet commenced required minimum distributions by the April of the calendar year after the retiree reaches age 70 ½ years works 40 hours or more in a payroll month, his or her pension benefits for that month will be suspended.

NEW RULE FOR MONTH OF SUSPENDIBLE SERVICE

The previously mentioned 40 hours threshold however, was recently increased to 50 hours by an act of the Board of Directors of the Motion Picture Industry Pension Plan effective with the payroll month beginning December 22nd, 2019. Under this new rule, pension benefits will not be suspended / forfeited if a Retiree works more than 50 hours or (stops working altogether) in any payroll month beginning on or after December 22nd, 2019, 2019, his or her pension benefits for that month will not be suspended.

AVOID A PERMANENT SUSPENSION OF PENSION BENEFITS

Another rule retirees need to be aware of concerns those who retired under the unreduced early retirement provisions of the Pension Plan. The Plan provides those participants who have worked at least 30 qualified years, and accrued at least 40,000 hours at the age of 60, 50,000 hours at the age of 61 or 50,000 hours at the age of 62, the ability to take an unreduced early retirement pension benefit. This Plan benefit, however, comes with a caveat; Retirees who are re-employed after retiring under this provision who accrue 400 or more credited hours in a Plan computation year will have a permanent suspension of Pension benefits until the month of their 65th birthday. Retirees who fall under this category need to be careful with their work schedules if they wish to have the flexibility to resume their pension benefits immediately upon completing their re-employment.

NOTIFICATION OF YOUR INTENT TO WORK AFTER RETIREMENT

The Pension Plan provides two important forms to help you manage your return to work in an efficient manner. You can notify the Pension Plan of your intent to return to work by filling out the “Retiree Re-Employment Notification Form” and then the “End of Re-Employment Notification Form” to tell the Pension Plan when you have stopped working so that you Pension benefit can be reinstated in an expedited manner. Both of these forms are available at: www.mpipp.org. As always, be sure to consult with your Pension Plan “Summary Plan Description” to learn more about the rules related to re-employment. If you have any questions about the rules as they may apply to your individual situation, please call MPIPP’s Participant Service Center to speak with a Representative (850) 273-4674.

Knowledge is Power

As discussed at our General Membership Meetings over the past year, we are starting a section in the Newsletter to highlight important Contract facts, explanations, and reminders. We will try to highlight our largest collective bargaining units throughout the year featuring commonly misunderstood topics or issues. Our Business Agents are routinely explaining to Members knowledge is power when it comes to understanding your Contract. It is the strongest tool our Members have at their disposal and many Members both past and present have fought hard for the gains and improvements that are active. Members benefit from today. Outside of this section of our Newsletter, we encourage Members to reach out directly to a Shop Steward or a Business Agent to help get your questions answered regarding if it is discussed in this section. There are no stupid questions. We would also love to hear from you regarding which topics you would like to see elaborated on. Email amy@399.org with any questions or topics you wish to see covered.

Lastly, be sure to stay connected to our channel of communications as we continue to bring you the latest on the bargaining process for the upcoming contract. It is important for all Members to stay informed and have a voice in determining the direction of the Federation moving forward.

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Q&A

What do you feel were some of the Local 399’s biggest accomplishments in 2019?

Hiring Calvin McDowell as a Business Agent to primarily handle Commercial productions. He also has done an amazing job to help fill your representing our Members. We also focused on further education and improving our communication channels. Lastly, we had many organizing victories this year.

What do you feel have been the biggest challenges in the year ahead?

Staying on top of this ever-expanding industry! With all the shows shooting, grievances, issues in the industry, signing and managing all of the new companies is a big job. It takes a tremendous amount of diligence and effort by the staff to handle all of the day-to-day issues that come up on each job site. This is a very good problem to have. Just want to make certain we’re providing the best representation possible.

What do you feel will be some of the biggest challenges in the year ahead?

There could be a potential strike this year by some of the new companies. It’s a big job. It takes a tremendous amount of effort to effectively handle this issue.
EVENTS

SUNDAY, FEBRUARY 9TH, 2020
NEW MEMBER ORIENTATION
Time: 9AM
Location: TBA
Open to ALL Members. We encourage new and longtime Local 399 Members to attend to learn more about your Union, how to get and stay connected, the history of our Local and the benefits available to you. If you are interested in attending, head to www.ht399.org to register.

FRIDAY, APRIL 10TH, 2020
29TH ANNUAL RALPH CLARE GOLF TOURNAMENT
Time: 6AM (Registration) 8AM (Tee Off)
Location: Industry Hills Country Club
1 Industry Hills Parkway
City of Industry, CA 91744
The Tournament is open to the first 200 players. The entry fee is $125.00 per golfer and includes putting contest. There will also be a buffet served during the raffle and trophy presentation immediately following the Tournament. Our tournament always sells out, so don’t wait too long. First pay, first play! The Pacific Palms Resort Hotel which is located on the property is offering discounted room rates at $162 plus tax for a Deluxe Room. To reserve a room at this rate, call 985-7374 between 9:00 a.m. & 5:00 p.m. if you have any questions.

SUNDAY, APRIL 26TH, 2020
2ND QUARTER GENERAL MEMBERSHIP MEETING
Time: 8AM
Location: Pickwick Gardens
1001 W Riverside Dr, Burbank, CA 91506
Please plan to join us at our second General Membership Meeting of the year! Your participation in our Union makes us STRONG. Make it a point to attend at least one General Membership Meeting this year. Details to follow as we get closer to the meeting. Head to www.ht399.org for more information.

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. Local 399 Dues increased on January 1st, 2020 to $300 per Quarter. If you have any questions about your account, please email: office@ht399.org.

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.

RETIRES

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.

Kelly Aldrich
Michael Baird
Dave Bassett
Rocco Cordola
Karen Gilbert
Carol Goldwasser
George Grenier
Thomas Holaday
Charles Howard
Richard Hubbard
Robert Huffman
Jerry Jaffe
Walter Joyce
Dennis Metz

Local 399 extends our heartfelt condolences for those Members that have recently passed. To those that have lost a Father, Mother, sibling, spouse, child or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten.

Clarence Ayers
Raymond Baragan
Emily Brainard
Robert Bright
Daniel Brooks
Frank Canales
Robert Dorsey
Joseph Ferranti
James Ferrara
Gary Gray
Roger Hannah
Stephen Heinrich
Kevin Kahl
Gary Krause
Keith Laursen
Bruce Leone
Roberto Lozano
Calvin Massner

Clarence Ayers
Raymond Baragan
Emily Brainard
Robert Bright
Daniel Brooks
Frank Canales
Robert Dorsey
Joseph Ferranti
James Ferrara
Gary Gray
Roger Hannah
Stephen Heinrich
Kevin Kahl
Gary Krause
Keith Laursen
Bruce Leone
Roberto Lozano
Calvin Massner

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.

Happy New Year

CONNECT WITH US

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

ht399.org

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