

★ POWER STRENGTH ★ SOLIDARITY!

GREETINGS SISTERS & BROTHERS,

This has been a very good Quarter for Local 399 and our industry!

AB 1839 has passed and the regulations for implementing and maintaining the program are being written. What does this mean to our Members? More work. The bill allocates \$330 Million dollars per year beginning in 2015. That's a total of \$1.65 Billion dollars over the next five years. I want to personally thank those of you who signed petitions, wrote letters, and went with us to Sacramento to lobby our elected officials. I also have to thank our General President Jim Hoffa, JC42 President Randy Cammack and JC7 President Rome Aloise for their support. Also kudos to the entire coalition of Guilds, Unions and Studios for their hard work to make certain this bill passed. Lastly I have to thank our Business Agent, Ed Duffy for all the many trips to Sacramento, meetings, conference calls and conversations with elected officials including Mayor Garcetti. We could not have passed this bill without his tireless efforts. Thanks again to all of you for making this happen!

On a different front I am happy to report that we successfully negotiated a contract covering Drivers and Dispatchers at Quixote Studios. Again, my thanks go out to our Coordinators, Captains and Drivers who in solidarity, returned equipment and honored our boycott. We are only successful in whatever we endeavor to do because of our Members. Whether you support this administration or not, we must stand together in order to move forward. I am so proud of what we've accomplished together as a Union. We demonstrated our power, strength and solidarity. We had one day of negotiations for the Commercial agreements on Wednesday, September 10th. Not all of the AICP's Committee was able to attend so we will meet again on November 10th and 11th. We were able to exchange proposals and discuss them before breaking off until November. The one-year extension



Members Karen Bathalter and Adam Fox, Business Agent Ed Duffy, Secretary Treasurer Steve Dayan, and Business Agents Joshua Staheli & Lindsay Dougherty outside of the State Capital lobbying for AB1839."



that was agreed to by both parties expires on January 31, 2015, which should give us ample time to negotiate the agreement before the expiration. Once we've reached an agreement, we will schedule a ratification meeting as soon as possible to give our Commercial Sisters & Brothers an opportunity to vote their respective contracts.

I would like to thank both the Commercial Drivers Committee and the Location Scout/Manager Committee for the many meetings they had in order for us to put our proposals together.

We also concluded Cinelease negotiations and I'm happy to report our Brothers ratified the new three-year contract on Wednesday, October 1, 2014. I want to thank our negotiating Committee, Shop Steward Jaime Monge and President Wes Ponsford for their hard work. We spent two days in negotiations and made many improvements to their contract. Please rent from Cinelease, Hertz, Paskal, and Quixote. These are Union shops that help our Union Sisters and Brothers.

We are very excited to announce you can now pay your quarterly dues online! I am very pleased that we continue to implement changes that our Members have been asking for many years. Our new website and Callboard system are getting closer to completion and we anticipate the launch of both in early 2015.

We have much more work ahead including our "Black Book" Casting and Location agreements next spring. Lastly, if you have questions, concerns or comments about issues you'd like to see rectified, please feel free to email me at: sdayan@ht399.org or call me at the hall.

Fraternally, Steve Dayan

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THE BiZ

THE MOTION PICTURE BUZZ

RELEVANT INDUSTRY ARTICLES FROM TOP ENTERTAINMENT SOURCES

CALIFORNIA ENACTS TEMP WORKERS LANDMARK LAW

The state of California just took a big step toward curbing the abuse of temporary workers. On Sunday night 09/28/2014, Gov. Jerry Brown (D) signed a bill into law that will hold companies responsible when their subcontracted temp agencies endanger or underpay workers. Now, when a subcontracted temp firm rips off a low-wage worker, The law, known as Assembly Bill 1897, is meant to address the underlying accountability problems in America's booming temp industry. In sectors like warehousing and food processing, it's become highly profitable for corporations to outsource general labor to low-paying staffing firms. Not only does the work come cheaper, the companies that outsource the work aren't held responsible when workplace laws go ignored, even if they're the ones ultimately calling the shots. As a result, regulators end up punishing the small fry, while the bigger fish can claim ignorance. But California's new legislation makes it tougher for those large companies to dodge responsibility. AB 1897 will require "the client employer to share with a labor contractor all civil legal responsibility and civil liability" for paying wages to workers. It will also "prohibit a client employer from shifting to the labor contractor legal duties or liabilities" when it comes to workplace safety.

"Teamsters, in particular, lobbied hard for the new measure"

By: Dave Jamieson
As Published in:

HUFF POST

09/28/2014

In other words, the state can now fine companies when their temp firms flout workplace laws. The law's passage marks a significant win for labor groups that are organizing workers in temp-heavy industries. As HuffPost reported in 2011, Southern California's Inland Empire is home to a sprawling retail distribution nexus, where staffing agencies provide warehouses with low-wage temp workers who frequently cite unsafe working conditions and wage theft. Worker advocates have been clamoring for larger companies to be held responsible alongside their subcontractors when the law is broken. The Teamsters, in particular, lobbied hard for the new measure, largely through a public campaign against Taylor Farms, a food processor in Tracy, California, that supplies to companies like McDonald's, KFC and Subway. Most of Taylor Farms' laborers are temp workers, not direct employees.

"Today marks a new era for worker protection in California," Teamsters President Jim Hoffa said in a statement Monday. "No longer can employers hide behind unscrupulous labor contractors. Workers, no matter if they are temporary or permanent, can hold companies who profit from their labor accountable for violations in the workplace." The California Chamber of Commerce opposed the bill, saying it would "discourage further growth in this state, and it will certainly discourage out-of-state companies from locating here."

AB 1897 is just the latest in a series of labor-friendly bills that California has passed in recent months. Last year, Brown signed into law legislation that would gradually raise the California minimum wage to \$10 and tie it to an inflation index. And earlier this month, the governor approved a bill that would require employers to provide their workers with paid sick leave, making California the only state other than Connecticut to have such a mandate on its books.

'MIDNIGHT RIDER' 1ST A.D. CHARGED WITH INVOLUNTARY MANSLAUGHTER, CRIMINAL TRESPASS

The criminal case involving the death of *Midnight Rider* camera assistant Sarah Jones has been expanded to include first assistant director Hillary Schwartz. Schwartz has been charged with involuntary manslaughter and criminal trespass, the same charges as those filed against director Randall Miller and producers Jody Savin and Jay Sedrish, Miller and Savin's attorney Don Samuel confirmed to *The Hollywood Reporter*. Schwartz was charged on Sept. 10 and is set to be arraigned on Tuesday morning at the Wayne County courthouse, Samuel added. Jones was struck and killed by a train in February on the Georgia set of the Gregg Allman biopic. Miller, Sedrish and Savin have all pleaded not guilty, with Miller and Savin claiming Jones' death "was not a crime." All three were indicted

on July 3, following a more-than-four-month investigation by local authorities.

Hillary Schwartz is set to be arraigned Tuesday morning

by Hilary Lewis

As Published in:

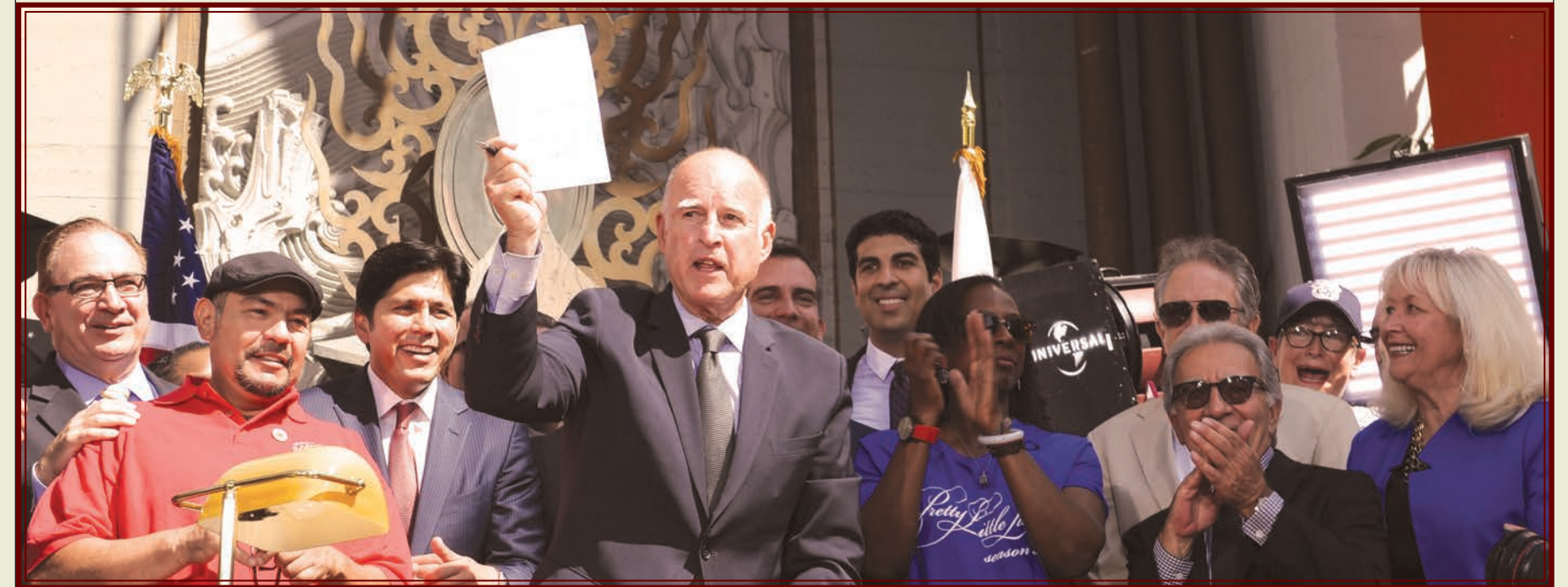
The Hollywood Reporter

09/29/2014

Involuntary manslaughter carries a potential sentence of 10 years in prison under Georgia law; criminal trespass is a misdemeanor and carries a potential sentence of 12 months. Several civil suits have also been filed against Miller, Savin, Sedrish and other individuals and entities associated with the film, the production of which has since been suspended, with star William Hurt, who was on set when Jones was killed, pulling out of the project. Schwartz previously worked on Miller and Savin's last film, *CBGB*, as well as on *The Italian Job*, *We Are Marshall*, Disney's *John Carter* and TV series including *Franklin and Bash* and *The Bridge*.



AB1839 OFFICIALLY SIGNED!



"... We remind the world that the Golden State is the home of the Silver Screen," Gov. Jerry Brown (D) said. "This bill helps thousands of Californians, from stage hands and set designers to electricians and drivers."

On September 18th Governor Jerry Brown officially signed the Entertainment Industry Tax Incentive Bill, AB1839. All of the lobbying, letters, and phone calls from various Unions, Guilds, family members and friends have certainly paid off for California's Entertainment Industry. There is high anticipation and excitement surrounding the hope of returning industry work throughout all of California. This tax incentive expansion makes California fit to

compete against various states that have been enticing productions elsewhere. The California Film Commission is currently developing regulations, program guidelines and other procedures to administer the newly expanded tax credit program. AB1839 also requires productions certify that without the CA tax credit the production was at risk for not being made or would be filmed in another specified jurisdiction without the tax credit.

The Career Readiness initiative will also be required, which will be administered by the CA Film Commission. The CFC will adopt rules/regulations related to career training and public service opportunities, including hiring of interns and providing other assistance to workforce training programs. Check out www.film.ca.gov/Incentives.htm periodically for program updates. Below are the highlights of what the bill is set to accomplish throughout the next 5 years!

AB1839

- ★ Creates a 5-year program, beginning July 1, 2015 and ends on June 30, 2020
- ★ Allocates \$230 million in the first year (July 1, 2015-June 30, 2016) and \$330 million in each of the next 4 fiscal years. (There is still \$100 million to be allocated in July 1, 2015 in the existing program, which is why the 1st year funding is \$230 million)
- ★ Provides a 20% tax credit on most qualified in-state expenditures (Above-the-line wages are excluded). Productions can earn an additional 5% credit amount on qualified expenditures related to filming outside the Los Angeles zone, on qualified expenditures for music scoring/music tracking and on qualified expenditures for visual effects. The maximum tax credit amount is 25% of qualified expenditures; these additional 5% amounts do not aggregate.

AB1839 EXPANDS ELIGIBILITY TO

- ★ All features of any budget size (minimum budget of \$1 million), with qualified expenditures limited to \$100 mil-

- lion, though the total budget is not restricted
- ★ New Network and Premium cable one hour series (minimum episode budget of \$1 million)
- ★ Pilots for new TV hour dramas (minimum budget of \$1 million)
- ★ Continues the eligibility for relocating TV shows that filmed its most recent season or all of its seasons outside of CA
- ★ Continues the eligibility of movies of the week, mini-series and independent films
- ★ Eliminates the state's existing tax credit lottery. Projects will instead be selected based on a "job's ratio" formula and other ranking criteria. Projects will be ranked within specific categories (i.e. TV projects will compete against TV projects; independent films against independent films, etc)
- ★ Eliminates budget caps for studio

- and independent films. While there is no cap, tax credit eligibility will apply only to each project's first \$100 million in qualified spending (for studio films) or the first \$10 million (for independent films)
- ★ The bill replaces the lottery system with a jobs ratio, defined as Qualified Wages divided by the tax credit amount. Productions will be ranked from highest to lowest based upon the jobs ratio, and will be ranked within separate categories, with a specific amount of credits reserved for different genres:
- ★ 35% for feature films - \$80.5 million in Year 1, \$115.5 million in out years
- ★ 20% for relocating TV series - \$46 million in Year 1, \$66 million in out years
- ★ 40% for pilots, new TV series, and renewed/recurring TV series, including subsequent years of a relocated TV series - \$92 million in Year 1, \$132 million in out years
- ★ 5% for independent films - \$11.5 million in Year 1, \$16.5 million in out years.

LOCAL 399: NEW CRAFT ICONS!

In an effort to better communicate to our Membership we have developed various Craft classifications that will allow us to tailor messages to the necessary recipients. Check out the icons below to see which



best fits your Craft title. These will be developed further at the launch of our new website where you will be able to find important updates and event announcements pertaining specifically to your craft in the Local.



ANIMAL HANDLERS & TRAINERS

BUSINESS AGENT:
LINDSAY DOUGHERTY: ldougherty@ht399.org

Animal Handlers, Animal Trainers, Dog Handlers, Dog Trainers, Wild Animal Trainers, Wild Animal Handlers, Wranglers



DRIVERS

BUSINESS AGENTS:
JACK FISHER: jfisher@ht399.org
CHRIS SELL: csell@ht399.org
WES PONSFORD: wponford@ht399.org
JOSHUA STAHLER: jstaheli@ht399.org
LINDSAY DOUGHERTY: ldougherty@ht399.org

Camera Car Drivers, Chef Drivers, Drivers, Crane Operators, Driver Captains, Hyphenate Drivers, Mail Messenger Drivers, PBX Operators, Production Van Drivers, Ramrod Drivers, Stunt / Blind Drivers, Tram Drivers, Transportation Coordinators, Motor Home Driver, Gang Bosses, Horse Truck Driver



COURIERS

BUSINESS AGENTS:
JACK FISHER : jfisher@ht399.org
CHRIS SELL: csell@ht399.org (Sony Couriers)
JOSH STAHELL: jstaheli@ht399.org (WB Couriers)

Couriers, Mail Messengers



CASTING

BUSINESS AGENT:
ED DUFFY: eduffy@ht399.org

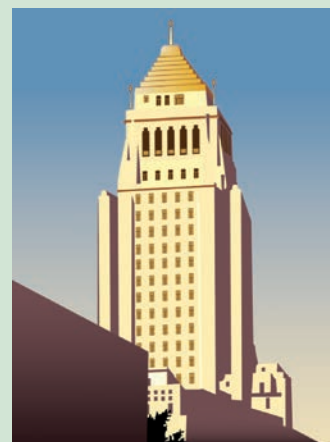
Associate Casting Directors, Casting Directors



DISPATCHERS

BUSINESS AGENTS: ALL

Dispatchers, Mail Messengers Dispatchers



LOCATIONS

BUSINESS AGENT:
ED DUFFY: eduffy@ht399.org

Assistant Location Managers, Key Assistant Location Managers, Location Managers, Location Scouts Managers, Commercial Location Scout Manager



MECHANICS

BUSINESS AGENT: ALL

Field Service Mechanics, General Maintenance Technician A & B, Mechanics, Master Mechanics, Senior Maintenance Technicians, Automotive Service Personnel



WAREHOUSEMEN

BUSINESS AGENT:
JACK FISHER: jfisher@ht399.org

Warehousemen, Prop Warehousemen, Yardmen



WRANGLERS

BUSINESS AGENT:
LINDSAY DOUGHERTY: ldougherty@ht399.org

Wranglers

THE ACTORS FUND

Founded in 1882, The Actors Fund is a nationwide human services organization that helps all professionals in entertainment—including everyone in Local 399. The Fund is a safety net, providing programs and services for those who are in need, crisis or transition. Whether you need emergency financial assistance, affordable housing, health insurance counseling, supplemental employment and more, The Actors Fund exists to meet the needs of Local 399 Members with a unique understanding of the challenges entertainment industry workers face. Their services and programs help you maintain and pursue your career while obtaining the support you need, knowing that you are part of a caring community.

... IS ALSO THE LOCAL 399 FUND

SOCIAL SERVICES

The Actors Fund provides confidential programs that address a wide array of challenges faced by people in performing arts and entertainment. With respect and understanding, their professional social workers offer counseling and support groups, education, emergency financial assistance and practical help—completely free of charge.

Here are a few of the social services programs available to Local 399 members:

Financial Wellness

The Actors Fund's financial wellness program promotes healthy financial self-care for those addressing the role of money in their lives. The program can help identify strategies for solvent living, reducing or eliminating debt, and helping build a more stable financial future.

Phyllis Newman Women's Health Initiative

A breast cancer survivor, Phyllis helped The Fund establish this program so women in the creative community know there is a safety net and a place to turn when they are faced with critical health concerns. The Fund can help you navigate healthcare systems and provide assistance so you can focus on getting well.

Mental Health

When emotional difficulties such as depression, anxiety or anger interfere with your well-being, relationships and career, The Fund provides clinical assessments and referrals to experienced, affordable psychotherapists and treatment programs.

Addiction & Recovery

There is help for you and your loved ones who are suffering from drug and alcohol abuse or addiction. The Actors Fund can help you to get treatment, stay sober and live a healthy, productive and satisfying life. They offer support throughout the recovery process and can work with your Union or employer to prevent job loss.

Seniors and Disabled

Actors Fund services for seniors and the disabled help people maintain independence while making sure they have access to all programs – federal, state, local and not-for-profit – that can enhance their quality of life.

HIV/AIDS Initiative

While new medical treatments are giving hope for an end to the epidemic, HIV continues to create significant emotional, medical and financial needs among those infected and affected. Fund social workers are here to help you navigate all that, whether you're facing a new diagnosis, are disabled from AIDS, or recovering and trying to get back to work.

ARTISTS HEALTH INSURANCE RESOURCE CENTER (AHIRC)

AHIRC is the place to go for all of your health insurance questions. Among the earliest and most comprehensive websites for health insurance information in the country, the Center's website – www.ahirc.org – leads visitors quickly and reliably to information on health insurance and affordable health care on a state-by-state basis.

Covered California

Local 399 members, who do not have coverage from their Union, guild or employer, can get help from The Actors Fund in obtaining coverage through the new online "marketplace" called Covered California. This is simply the online venue where you shop for plans and purchase insurance that meets the requirements of the Affordable Care Act. Covered California has named The Actors Fund as the state's only education/outreach provider and navigator focusing solely on the arts and entertainment community. The Fund offers workshops and answers callers' questions to explain how you can find out if you are eligible for a federal subsidy to help pay your monthly premium, and how to enroll in a Covered California health plan. Their staff can even help you enroll online or in person. For more information, call The Actors Fund Covered California Helpline at (855) 491-3357.

EMPLOYMENT AND TRAINING

Work in entertainment is periodic and frequently doesn't pay the bills. The Actors Fund Work Program (AWP) is the only one of its kind that can help you identify and find fulfilling secondary work that complements your entertainment career. For some, the program also helps plan for a career transition. AWP services include career counseling, job training, job development and workshops in basic skills such as resume writing, job search strategies, interview skills and social media networking.

HOUSING

Many people in performing arts and entertainment don't earn enough for safe, affordable housing in proximity to their workplace. The Actors Fund is committed to expanding housing opportunities for the creative community – by both building their own facilities

and educating the community on opportunities elsewhere in the region:
• Fund staff recently trained more than 800 entertainment professionals on the application process for 143 new affordable housing units being developed downtown and in the Arts District, and will continue to provide outreach and education through our website as new properties come online.

• The Lillian Booth Actors Home, (Englewood, New Jersey). This acclaimed senior care facility, owned and operated by The Actors Fund, provides assisted living, skilled nursing and rehabilitation for 124 residents who have dedicated a major portion of their professional lives to performing arts and entertainment. The Home offers the highest quality care in a beautiful setting where people can maintain the bonds and interests of their unique professional lives, and welcomes residents from all across the country.

• The Palm View, (West Hollywood, California). This development is in partnership with the West Hollywood Community Housing Corporation and includes 40 low-cost garden apartments for people living with HIV/AIDS. Services are provided through The Actors Fund's HIV/AIDS Initiative and other local supportive service organizations.

VALLEY DAYS

One of The Actors Fund's most popular offerings in Los Angeles are the Valley Days events held in partnership with Local 80 IATSE, Motion Picture Studio Grips/Crafts Service in Burbank. Since many of those in the entertainment community living in Southern California were finding it difficult to travel the long distances to The Actors Fund's Hollywood office, in 2009 The Fund partnered with Local 80 to offer free use of their Burbank soundstage and meeting rooms to bring their services closer to the people who need them. Every other month, a full Actors Fund team takes their show on the road, providing an AWP Networking Breakfast with prominent speakers, a program orientation and social work and health insurance counseling sessions. Visit www.actorsfund.org for the next Valley Days date.

To get help from The Actors Fund or learn more about their work, call the Los Angeles office at (323) 933-9244 or visit www.actorsfund.org. A representative from the Actors Fund will be present at the next Local 399 General Membership Meeting on October 26th to further discuss the benefits our Members can receive.

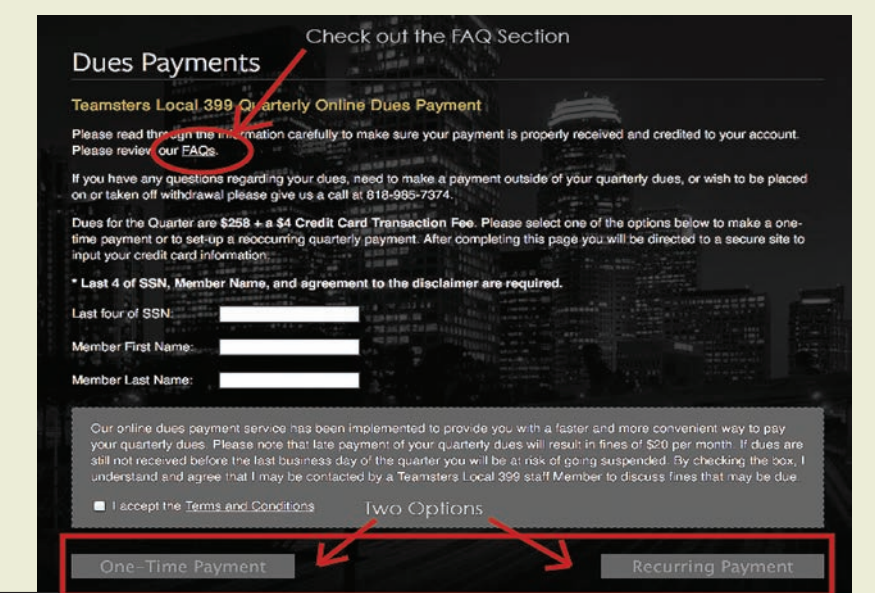
QUARTERLY ONLINE DUES PAYMENTS NOW AVAILABLE!

YOU ASKED FOR IT, YOU GOT IT!

We are now accepting Quarterly online dues payments at:

ht399.org/members/dues/payments

You are now able to make a one time \$258 + \$4 Credit Card fee = \$262 payment or sign up for a recurring plan so that your dues will be automatically deducted from your account on the 1st of the Quarter. Before making a payment, we encourage you to check out the FAQ Section that can be found on the payment page. If you have any further questions regarding online dues payments please contact office@ht399.org or call the Local at 818-985-7374.

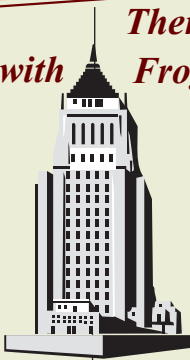


SPOTLIGHT

IS DRIVING HOLLYWOOD

Commercial Location Professional David McKinney

Teamsters Local 399 took some time to sit down with Commercial Location Professional David McKinney. David is a 20-year veteran Commercial Location Scout and Manager whose work experience includes Commercial Production, Management and Art Direction. Among David's credits are numerous TV Commercials working with many established industry names such as David Mamet, Janusz Kaminsky, Nicole Kidman, Alejandro Amenabar, Guillermo Navarro, Charlize



Theron, Meg Ryan, Cameron Crowe and Kermit the Frog. He serves as a consultant to FilmLA and is a founding Member of Locolist, Locationx, the Location Manager's Guild of America and also serves on the Location Manager's Steering Committee for Local 399. David's gentle spirit, concern for others and discernment to work in often unpredictable environments make him the perfect candidate for a Location Professional especially in the fast paced world of Commercials. Take a minute to get to know David.

Thanks for taking the time to talk to me today! Let's start with the easy questions – So tell me a bit about how you got started working as a Location Scout and Manager.

I first started by working in Production as a Production Coordinator and Producer. My very first Scouting job came about when I was asked to take photos of a Chinese Restaurant. At the time I didn't even own a camera. I bought one at the beginning of the day, took photos, had them developed and mailed them to San Francisco. It was on that day that I became a Location Scout.

Were you heavily influenced as a child to embark on a career in the Entertainment Industry?

Well my grandfather was a Camera-Man for the Air Force. He was stationed on Edwards Air Force Base filming the jets for the military. At his house in Pasadena I will always remember he had a screening room. It was because of this room I was able to have a unique film making experience at a young age. Universal Studios also influenced me as a kid. I went 12 times before I was 12 years old. I was fascinated with the film making process. As a little kid I thought I would like to do props, essentially play with the toys was my early perspective of this career path, and also location scouting because you got to explore. I have always been a wanderlust; I love to travel and see new places.

So at the time you got started, Location Professionals had yet to be organized? How did this process come about?

I was out scouting for about 6-7 years before we organized and became Teamsters. Quite often Location Professionals can be a one-man/woman department. We started Locolist in 1998 as a means to unite Location Professionals and provide a way to communicate with one another. One major topic that was constantly addressed was organizing and becoming Unionized. Marino Pascal was a huge driving force behind uniting the Location Professionals. We approached the Local after several meetings

amongst ourselves and were thankfully met with great results.



What were some changes that came about once Unionized?

Part of the difficulties within our line of work before unionizing had a lot to do with the absence of Gang Bosses in the Transportation Department for Television Commercials. A lot of the responsibilities that a Gang Boss now handles would fall on the Location Managers and the Assistant Directors. Someone had to be there to keep order during call times and navigate parking for all the equipment and crew.

Adding multiple locations for a shoot just added to the madness and made for a very chaotic workday. There was a real need for efficiency and safety. Once qualified Gang Bosses and Transportation Captains came in, they took over those roles that allowed us to do our job as Location Managers.

How would you describe the roles and responsibilities you have now? What does a standard day look like?

There are two aspects to Location Professionals - Scouting and Management.

The Location Scout is typically the first person hired for the job. An Executive Producer will call and alert us that an Advertising Agency is releasing Scouting money in order to lock in a location. I work with the agency to understand the concept for the commercial, evaluate the storyboard, break down the script and determine the areas to be scouted. From there I post pictures of my findings to my website and wait to hear which location I should acquire for the shoot. That's where the Management aspect begins. Once I receive the approval to confirm a space it's time to book the location, write contracts, hire the necessary personnel, obtain essential permits, check the insurance, and figure out a plan of action to get everyone to and from the site safely. And have a place to park.

You mentioned you have done some Art Directing as well. How does Art-Directing tie in with your work in Commercials?

I see it as synthesizing the creative view from different people and personnel. I get input from the Ad Agency, the client, Director, Designer and Set Dresser and from there I have to find their vision in a practical location. I basically try to find things in real life that they have in their heads.

What influence do you have on the creative process?

Strengths that a good scout has are composition and being able to see the angle that tells a story in as little time as possible. From there

I synthesize what I hear from the Director and the Ad Agency and try to imagine and visualize their concept for myself. After that I go out and try to make the vision and concept a reality. Functioning as both the eyes of the production, and the boots on the ground.

How much travel is involved in your line of work? Where has it taken you?

Most of the shoots I have done have been in Southern California with a good majority in Los Angeles county. Many companies will come for a day with the intention of filming in the Studio Zone. It can become a cost issue to cover the mileage and time of the crew. I'd say I have worked as North as the Canadian Border and as south as the Yucatán Peninsula. I have gone to Mexico twice – once being for a ladies' razor commercial. I suppose I should mention I got into the business from the onset because I speak Spanish. In 1989 a guy turns to me and asks if I have ever worked in Production and I simply nodded my head yes. First job as a Production Assistant was for a Sprite Commercial all in Spanish. Knowing another language has been a huge benefit to further engage with our crew and the community at large when doing a shoot.

So how long is the process for filming T.V Commercials? Are you engaged in multiple Commercials at one time?

It's a cycle. A very short cycle. I'll get a call on Tuesday that they want to film somewhere in 10 days so I immediately head out to scout and begin posting pictures to the website as soon as that same night. There is barely enough time to permit the location, it's usually a very quick turnaround.

I don't think anybody chooses to overlap commercials. It takes so much concentration and can be very time consuming to even do one at a time. Maybe in the instance of a campaign you might be scouting multiple locations at one time however it is rare to be working on two completely separate jobs. I personally have worked for 30 days straight on different ad campaigns where we are shooting 10 days in a row.

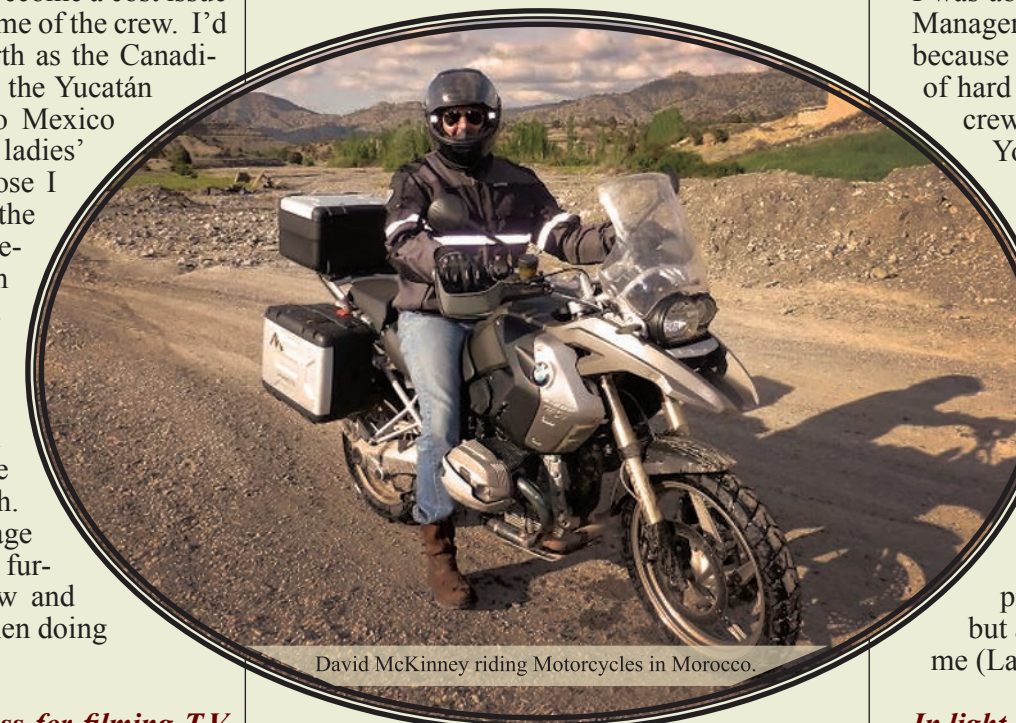
What aspect of your job would you say is the most exciting or rewarding?

I like to cold scout a location and see it become a filming location. That's the moment when I look around and there is filming in progress, everybody in their place, knowing that it's all there because I had a vision and pursued it.

What about the most difficult or challenging aspect of your job?

Lack of time and money is a big issue. Also adapting to any situation and being prepared for anything is a huge part of the job. I did a bunch of the California Cheese Talking Cows commercials. I believe it was back in 2002 when I scouted in Santa Barbara County. I remember it was an El Nino year.

We were scheduled to film on a ranch however there were such intense storms that all the dirt roads were washed out to this remote barn where we wanted to film the cows. We literally had to rebuild the roads before we could get to shooting. On that same shoot we were also confronted by PETA claiming that the cows weren't being treated as well as how there were being portrayed. I had to confirm that where we filmed was actually a ranch and that the cows were very well treated. Heck, those cows were treated like starlets. They



David McKinney riding Motorcycles in Morocco

were shampooed, massaged and pampered everyday and they even had special lodging.

Do you have a favorite commercial you worked on?

It was really fun to work on the California Cheese Talking Cows shoot. I love being outside. That is one of the best parts about working on location. We aren't on a stage or in a dark room, we get to be in an open area. Another job that stands out was at the Barker Hanger in Santa Monica. First thing I had to do when I took the job was sign a Non-Disclosure Agreement. I took that job without even



PHOTO: DAVID MCKINNEY

knowing who I would be working with; turns out it was a Super Bowl Commercial for U2. It was a 3-day shoot and the band was there for 4-days doing rehearsals. U2 has always been one of my favorite bands so getting to work with them was a treat. At one point they even went in a side room to rehearse some old songs – it felt like I was watching a garage band but it was U2. Pretty crazy. I was just amazed that I was getting paid for it.

So I see you won Location Professional of the Year for Commercials back in 2008. Can you tell me a bit about that experience?

That was because of a massive job for Hertz

where I worked 30 days straight. Hertz was going to unveil all these new services for various cars. It was a new coming out campaign promoting all their new innovations. Unfortunately this was right at the time the financial crisis hit and it halted production significantly. They ended up scrapping all of their new programs due to the financial climate.

It was one of those jobs where you have to go the extra 100% and then none of it went to broadcast. We even went so far as closing the 105 Freeway just to show a yellow Corvette weaving through traffic. We had at least one or two locations to shoot a day for 10 days. I was able to bring a lot of other Scouts and Managers on for this job. I won the award because I brought on so many people. A lot of hard work for a good company and great crew and it just never went to broadcast.

You never know what's going to make it to the screen and what's not. It was still a very intense process and I was very proud of all who worked on it regardless.

As far as the award goes it was gratifying to be recognized.

There are a lot of qualified people ever year that deserve to be nominated. Producers are funny because they kind of puff their chest when they are able to say they have a Location Professional of the year winner scouting their productions. It is definitely an honor but also a way for all my friends to tease me (Laughs)

In light of your experience, do you have any words of wisdom to offer the Membership? Or fellow Scouts and Managers?

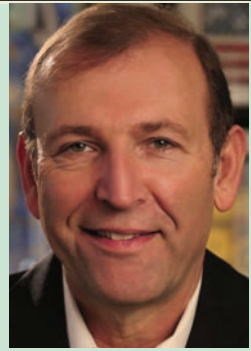
First I would just say I am grateful to be associated with so many creative and industrious people. Being in the Union gives me peace of mind and pride in belonging to such a great organization. I am honored to be among my workmates and am constantly challenged by their contributions to the Entertainment Industry.

I could have easily stayed in Production however I preferred to be out taking pictures. I am constantly grateful for all the hard working people in Production. It's the combined efforts and commitment to excellence that brings the business to California. I often laugh that I get paid to do what I love. I get to travel around, take pictures, and talk to normal people that aren't in the business and share with them a little glimpse into the Entertainment world.

For my colleagues I would say it is always important to be a friendly positive person. It is important to gain people's trust and assure that throughout the entirety of filming in the community, neighbors and the environment will be respected. Many times we are asking favors from people and we don't always have the ability to financially compensate them. Always be presentable and sincere and always follow through with what you promise. It's so important to maintain a good reputation in regards to keeping California film friendly.

I feel I am truly being a diplomat on the streets and working out unique problems with diverse groups of people. Being able to explain, reassure and take care of people when necessary is the biggest and best part of the job.

Q&A



WITH STEVE DAYAN

SECRETARY TREASURER

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

Q What was the biggest accomplishment from this last Quarter?

A Obviously the passage of AB 1839 will have the most significant impact on our Membership. That being said, I'm pleased with the progress we've made at Warner Brothers with our meal money agreement. For the first time in a long while, our Members are getting paid meal penalties and receiving their meal money if they work beyond 12.1 hours. It's a one-year trial and we'll see how it works out. I'm also pleased our BAs are spending as much time out in the field with our Members.

Q Biggest Challenge?

A We had two challenges actually. The first was getting AB1839 passed. The second was getting a contract with Quixote. We will also be talking to other vendors such as Starwaggon to discuss organizing them into our Local. If you talk with them, let them know you'd like to see them go Union!

Q How will the Passing of AB 1839 will affect Members?

A This will no doubt increase employment in Hollywood. I believe this will help us remain competitive and busy for the foreseeable future. Our Members should have more work than they've had in several years. Let the good times roll!

Q What is the current situation with Quixote?

A I'm gratified that we've reached an agreement covering Drivers & Dispatchers. We have also undertaken an effort to organize their Mechanics, Servicemen, Servicewomen and other classifications. We still have more work to do to orga-

nize those 70 employees. They would not be covered under the "Black Book" but I believe we can help them achieve better wages, working conditions and benefits.

Q How do you feel the Quarterly Dues being accepted online will help the Membership?

A This is just another way to help our Members who lead such busy lives. The more ways we can make it easier, the better.

Q What are you looking forward to in the next quarter?

A I'm looking forward to Commercial Negotiations. The Commercial agreement is hugely important to our Members working under those agreements. I'm also looking forward to spending more time out on set with our Membership. I've been spending too much time behind a desk!

Q What would you like the Membership to know?

A If you get mail from CSATF, open it immediately and respond to any requests they may have. Your Grouping (if you're a 2 or 3) and your ability to work (All groups) depend on completing training, etc.

Participate in your Union. We have many classes that we will be putting on in the coming months. Take advantage of these classes. I always learn something new whenever I attend or teach classes.

I have an open door policy. If you are at the office and would like to speak to me, just ask the staff to let me know. I will do my best to sit down for a few minutes with you to discuss your comments or questions.

CINELEASE 399 DEAL

GETTING MEMBERS ANOTHER 3 YEAR CONTRACT!

After 2 days of negotiations, Local 399 and Cinelease (a division of Hertz Entertainment) have agreed on a new 3-year contract covering the 15 drivers who work at Cinelease. The highlights of the agreement are as follows:

- ★ 4 hour increase to the minimum guarantee bringing the total to 8 hours
- ★ New Benefit added providing a stipend of \$75.00 for being on call
- ★ New benefit added to pay for up to 30 days on Jury duty
- ★ The company will pay 90% of the cost for insurance coverage for employees and their families. Previously the company paid for the employee only.
- ★ Wage increases of 3% 1st year, 3% second year and 4% in third year.
- ★ The company agreed to wipe clean the attendance records of employees.
- ★ The company also agreed to meet with the Union and discuss the removal of discipline on a case-by-case basis.

Many thanks to the negotiation Committee Members, Steward Jaime Monge and Carlos Saravia for their participation, advice and support during negotiations.

TREAT THEM AS YOUR BROTHERS

★
"Support Likeminded Union Companies Such As Hertz"

We would like to remind all 399 Members that Hertz Entertainment is the only Teamster represented heavy equipment Rental Company in Los Angeles. Local 399 calls on all of its Members to boycott Alliance Equipment, as they are a non-Union company and competing with a 399 represented company.

As a Membership, it is important to recognize and support Likeminded Union Companies Such as Hertz in an effort to mutually benefit both the businesses and our Members. To serve as a reminder, when you rent from Hertz you are supporting our Membership and our Motion Picture

Health & Welfare fund. Lance Sorenson, Director of Strategic Sales at Hertz said, "Renting from Hertz



is actually investing in the future of every 399 Teamster, helping to secure the future

well-being for you and your family and the quality of life you hope to have. This is accomplished through the contributions made by Hertz to your Motion Picture Health & Welfare program. Hertz is the only equipment rental company doing that." Many times when working on location, we tend to ignore the vendors making deliveries or pick-ups. When it comes to the Drivers who work for Cinelease, Hertz or Paskal, these Drivers are Members of Local 399 and are fellow Teamsters. An effort to give them a hand should be offered whenever possible. As a united Membership we must work together to preserve Teamster Pride and lookout for our fellow Sisters and Brothers.

AB1839 OFFICIALLY SIGNED!

CONTINUED FROM PAGE 3

This great accomplishment for the California film industry would not have been made possible without the tireless work and dedication executed by those listed below.

We wish to thank Governor Brown for supporting and signing AB1839. We thank the bill's authors, Assemblymembers Gatto and Bocanegra, for standing steadfastly with us from the beginning and Speaker Atkins and Pro-Tem elect De Leon for their leadership in Sacramento and recognizing how important this is to keeping our jobs in California. Mayor Garcetti, and his team Ken Ziffren and Rajiv Dalal for their powerful support. Kathy Garmezzy from the DGA and Thom Davis from IATSE who worked tirelessly with us to keep us together and moving forward.

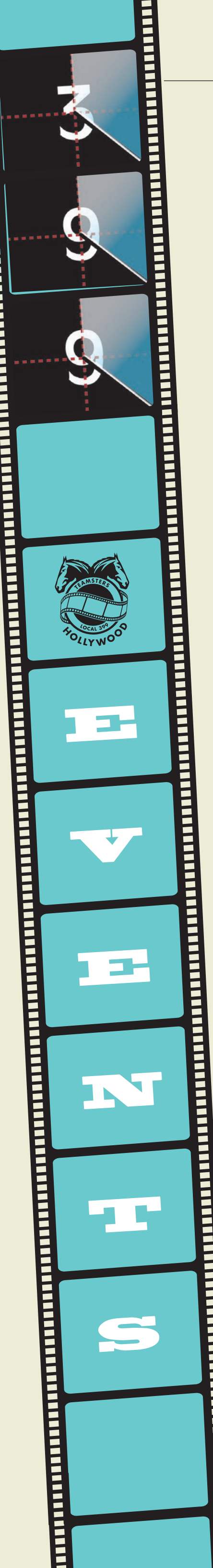
We'd also like to thank the Members of the California Film and Television Production Alliance which include: Academy of Television Arts & Sciences; American Federation of Musicians Local 47; Association of Talent Agents; California Attractions and Parks Association; California Chamber of Commerce; California Lodging and Hotel Association; California Labor Federation; California Teamsters Public Affairs Council; California Travel Association; Chef Robert Catering; Directors Guild of America; FilmL.A.; FLICS - Film Liaisons in California Statewide; Independent Studio Services; International Alliance of Theatrical Stage Employees; International Brotherhood of Teamsters, Local 399; Laborers' International Union of North America, Local 724; Motion Picture Association of America, Inc.;

National Association of Theatre Owners of California/Nevada; Producers Guild of America; Quixote Studios; Recording Musicians Association; Recording Industry Association of America; SAG-AFTRA; and Writers Guild of America, West.

Last but not least we'd like to thank YOU for taking interest and action in supporting AB1839 and our jobs. Together we are bringing the jobs home!



Doug Dresser, Calvin McDowell, Secretary Treasurer Steve Dayan, Vice President Ed Duffy, Margie Simkin and Veronique Vowell at the signing for AB1839



Oct 26th

GENERAL MEMBERSHIP MEETING

Open to ALL Members

Where: Pickwick Gardens
1001 Riverside Drive
Burbank, CA 91506

When: 8AM

November 9th

CALIFORNIA ON LOCATION AWARDS (COLA) AWARDS

Where: Beverly Hilton Hotel

When: 3PM

Honoring top Location Professionals and Production Companies in Commercials, Television, Feature Film, Music Videos and Still Photography

November 15th

UNITED WAY HOMEWALK LA

Where: Exposition Park
700 Exposition Park Dr.
Los Angeles, CA 90037

When: 7AM

www.homewalkla.org

Help raise \$1.2 Million to move 1,200 homeless individuals into permanent housing next year! The Human Rights Committee is organizing a Teamsters Local 399 team! Contact Business Agent Lindsay Dougherty if you are interested in participating: ldougherty@ht399.org.

November 27th

THANKSGIVING DINNER IN THE PARK 2014

hosted by Union Station Homeless Services

Where: TBA

When: 11AM - 3PM

For four decades, Union Station Homeless Services has hosted Holiday Dinners-in-the-Park on Thanksgiving and Christmas Day. This incredible community event provides thousands of holiday meals and hope for all who attend, including homeless men, women, children, seniors, very low-income families, and those with no place to go during the holidays. Join the Human Rights Committee and donate your times as a volunteer for this great event. To learn more about volunteering, email ldougherty@ht399.org or the event staff directly at volunteer@unionstationhs.org.

January 25th

GENERAL MEMBERSHIP MEETING

Open to ALL Members

Where: Pickwick Gardens
1001 Riverside Drive
Burbank, CA 91506

When: 8AM

COMING SOON

Check on our Website, Facebook, Twitter and sign up on our email list to find out about these events and classes when more information becomes available.

NEW MEDIA STEERING COMMITTEE

LOG BOOK/CSA 2010 CLASS

CONTRACT SERVICES/ MPIP/HP CLASS

RETIREMENT CLASS

ANNOUNCEMENTS

- ★ **Reminder to ALL MEMBERS** – Drivers, Casting, Wranglers, Trainers and Location Managers please remember to call in ALL your shows. All Transportation Coordinators and Captains are to send in daily rundowns to the Callboard everyday.
- ★ **Please keep in mind that it is your responsibility** as a Teamster to report non-union productions. Per section 32(n) of the Teamster 399 Bylaws, "A Member having knowledge of a non Union production or a proposed non Union production shall immediately report the same to the Local Union business office." Working Non Union without any benefits not only undermines your future, but also that of your fellow Teamster sisters and brothers. You can call the callboard anonymously, email a call sheet or call your favorite Business Agent. We will make every effort to get the project signed, so that you can receive the benefits that you deserve.
- ★ **Make sure you are up to date with your safety classes** to prevent suspension from the roster. You can check your status online at csatf.org and click on the General Access link or call contract services 818-565-0550. This is VERY important. Being suspended for an extended period of time will affect your grouping.
- ★ **Locations Professionals we must to protect our jobs.** There is no such classification as a Location PA or a Location Coordinator. Whatever their functions are, if they are doing ANY location related work, paperwork, phone calls etc. they must all must be Local 399 Assistants, Keys or Managers. If this non-Union person is working in the location office you know they are doing location work. If we find that a company is using non-Union PAs to perform any duties it could potentially be a grievance unless it's resolved.
- ★ **All of the industry needs to recognize that Hertz Entertainment** is the only Teamster represented heavy equipment Rental Company in Los Angeles. Local 399 calls on all of our members to boycott Alliance Equipment, as they are non-union and competing with a 399 represented company.
- ★ **Log Books are now available** at the Union Hall. Get one before they are gone. Please contact Business Agents Lindsay Dougherty at (818) 432-3319 if you would like to participate in the Human Rights Committee or have any charities that Local 399 should be involved in.
- ★ **Antique Car Show planning is in the works.** If you would like to be involved in the planning process please contact Business Agent Jack Fisher at jfisher@ht399.org
- ★ **Thank you Henry Thompson** for your tenure and welcome James "Fish" Fischer as the new Shop Steward for CBS Radford.
- ★ **Don't forget to pay your 4th Quarter Dues!** They must be received before the last business day in October to avoid any late fees. Head to ht399.org to pay online!

RETIREES

Local 399 would like to take a moment to recognize the hard work put forth by the Members listed below. Our most recent retirees have devoted years of service to this Local and we cannot thank them enough for their dedication to our Teamster family. We wish them the best of luck in their next chapter and appreciate their contribution to the tradition and legacy of Teamsters Local 399.

*Jose Aleman
James Alfonso
David Amberik
Robert Arterburn
Gina August
Chester Badalato
Douglas Boes
Daniel Bresler
Daniel Brooks
Michael Davis*

*Melinda Graner
Jerry Graham
Steven Hanna
Ross Holzer
Barry Jones
Thomas Massimini
Dale Moser
Ted Neale
Richard Rosenberg
Charles Rothstein*

*Glenn Ruis
Gregory Russell
David Salzman
Kenny Searle
Randy Stone
Austin Thompson
Launi Varbel
Michael Allen
John Yarbrough*

OBITUARIES

Local 399 extends our heartfelt condolences for those Members that have passed since May 2014. To those that have lost a Father, Mother, sibling, spouse or friend, Local 399 mourns the loss with you. The memory of these Members will not be forgotten:

*Bart Allsup
Lewis Cundiff
Debbie Daniel*

*James Gordon
Chuck Hampton
Glenn (Dash)
Hartley*

*Thomas Kennedy
Chris Mendoza
Helen Mercier*

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

ht399.org

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