



Motion Picture

The Teamster Motion Picture News

James P. Hoffa, General President • C. Thomas Keegel, General Secretary–Treasurer • Leo T. Reed, Director

Teamsters-National 401(k) Savings Plan

Pensions. IRAs. Savings accounts. For many people, these longstanding retirement savings vehicles have been the basis for their retirement planning. If you want to do more, however, the Teamsters Union affords you that opportunity.

Whether you plan on traveling, taking up a new hobby or spending more time with family, it will take money to do it. The Teamsters-National 401(k) Savings Plan is a great way to save for your future plans. Benefits of the plan include:

- Tax savings through before-tax contributions (when you contribute to your plan account on a pre-tax basis, less of your income is taxed when you get paid);
- Potential tax-deferred growth on your account (any investment growth is not taxed until you withdraw the money); and
- A variety of investment options (including target date funds and a self-directed brokerage account).

Take this opportunity to find out if your employer is participating in the plan and make sure you are making the most of all the retirement planning options available to you.

To find out more about the plan visit www.prudential.com/teamsters401kplan.

Prudential provides recordkeeping and account access services for the plan. To contact Prudential by phone, call 1-877-PRU-2100.

Participant Service representatives are available Monday – Friday, 8 a.m. to 9 p.m. ET.



Hollywood Drivers Approve New Agreement

Two-Year Pact Receives 97 Percent Approval

After contentious negotiations that went down to the wire, Local 399 in Hollywood, Calif. reached an agreement for a new two-year contract for the 3,200 motion picture and television production drivers, averting a work stoppage that could have crippled the industry.

Despite a disagreement on the annual wage increase, the union and the Alliance for Motion Picture and Television Producers (AMPTP) were able to hash out a contract that satisfied both sides, included important gains for the membership while recognizing the impact the economy has had on the industry.

“We received significant enhancements in certain areas that our members

wanted,” said Leo Reed, Secretary-Treasurer of Local 399. “We were a week out from the contract’s expiration date and both sides knew what a work stoppage would do to an industry that was already reeling from this economy.”

Making Gains for the Members

While the union compromised on the wage increase, accepting a 2 percent increase per year rather than the 3 percent they initially were looking for, gains in meal pay for off-production drivers, payment for drivers licenses and medical card renewal and a 1.6 percent hike in benefits, helped round out a strong contract.

“I felt it was a very good contract, we

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A Message From Division Director Leo T. Reed

Standing Strong

In today's difficult economic climate we have seen a rise in the attempts by employers to shortchange our members. It's important for us to remember that no matter what the challenge, our best defense is remaining united and strong.



We, as middle-class union members, are being attacked on all sides, whether it's at the bargaining table or in the political realm. There are organizations and individuals that have made it their goal to take away every gain that working Americans have fought so hard to win. That is why it is so important that our union stands together in solidarity.

In the recent negotiations for our new driver contract, the AMPTP tried to divide us and push us to the limit—but we did not break. We held strong and won a good contract that made significant gains in areas that will benefit everyone.

I am proud of the work that all of our motion picture locals have done to fight for the best contracts for our members. Every gain that we make in any of our agreements only helps raise the standards throughout the industry.

Fighting for what you believe in is a powerful thing, even more so when you are joined by your union brothers and sisters throughout the country. When the Teamsters are united in a common cause, no one can defeat us.

Get Active!

Member Involvement Strengthens Union Might

When members get involved in their local union, everyone benefits.

"Dedicated, active local unions are making a huge difference in countless communities across the nation," said Jim Hoffa, Teamsters General President. "They're organizing workers. They're getting legislation passed. They're making their voices heard."

Covina, California's Local 396 is a good example of what labor can accomplish when members get active. When their membership realized what they do together, they jumped at the opportunity to join their local's DRIVE campaign. When the campaign started, 2 percent of their sanitation members belonged to DRIVE, the union's political action committee. Six weeks later, 1,325 members were signed up—50 percent of the local's waste/recycling workers.

The DRIVE campaign success boosts organizing efforts by strengthening ties with local elected officials. For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. "By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our members and laws that will help our union grow," said Ron Herrera, Secretary-Treasurer of Local 396.

When International Vice President Al Mixon was elected Secretary-Treasurer of Cleveland's Local 507, member participation wasn't what it could be. Mixon set out to change that. "One thing I always recognized coming up through the ranks is that the real value of a union comes from its membership," he said. A good first step for members looking to get more involved in their local is as easy



as attending membership meetings.

"You can learn a lot about your local from a membership meeting, and every local has them," Mixon said. "If you really want to be engaged, talk to retirees. Talking with retired Teamsters can really educate us about what we can do at the local level."

Larry Cerne, one of the active retirees Mixon mentioned, retired in 2006 after a 30-year Teamster career. He has witnessed member participation ratchet up in the last few years thanks to Mixon's leadership and said the local has reaped benefits because of rank-and-file solidarity. "The local keeps us involved," Cerne said. "You can see the difference in just about everything we do."

Mixon said now that more members are active in the local, they have more people ready to help during organizing drives and other activities. When the local hosts or participates in an event, they are able to get more people there. And his local isn't alone.

"Over the past two years, Local 117 has launched a series of initiatives to increase membership involvement and participation. Most notably, these include establishing a Teamsters for Tomorrow chapter (members 35 years and under) and a Latino Caucus," said Paul Zilly, Communications Coordinator for Local 117 in Tukwila, Wash.

"With both of these groups, we have seen members, who previously had little or no connection with their union, become active, engaged participants. They are better at enforcing contracts; they have volunteered for community events; they have participated in leafleting actions and joined fellow members on the strike line. It has been amazing to see the positive energy they have brought to the union and how it has strengthened us."



Members in Six Cities Work on Transformers Sequel

Teamsters 'Roll Out' Across the Country

The Transformers motion picture franchise has brought the characters of the 1980s cartoon to a new generation of fans, some that remember the original series and some that just enjoy the non-stop action of the films. The latest installment, the third in the series, has been shooting at locations across the country and on each set Teamster brothers and sisters have been hard at work.

If there was ever a fictional hero that Teamsters could identify with it might just be Optimus Prime, the alien robot that made Earth his home and spends a good deal of his time masquerading as a tricked-out red-and-blue 18-wheeler. Even his catch phrase, "Let's roll out," makes him sound like he should be carrying a Teamsters Union card. It was a match made in heaven for hundreds of Teamsters in the motion picture industry in six cities across the country that had the opportunity to work on the film.

"When you have a multi-million dollar summer blockbuster like this, it brings a lot of work to our members," said Leo Reed, Motion Picture and Theatrical Trade Division Director and Secretary-Treasurer of Local 399 in Hollywood, Calif. "When a film shoots at locations all over the country, everybody eats—everyone works."

Cross-Country Experience

The film, which is set to release on July 1,

2011, spent time in six major cities over the past year, including Chicago, Orlando, Detroit, Washington, D.C., Houston and Los Angeles. Members in each city worked on the blockbuster, lending their local knowledge and experience to the shoot.

"It was an enjoyable experience and the size and the amount of equipment they traveled with for the film was incredible," said Richard Andresen, a 22-year Teamster out of Local 385 in Orlando, Fla. who has worked 19 years in the motion picture and television industry. "I was very impressed with everyone I worked with. We got along great with the Local 399 guys working hand-in-hand to get the job done."

The film spent some extended time in cities across the country. Each city had challenges unique to its location, so having members with local knowledge working on the film was crucial to the success of the shoot.

"The scale of this production is unlike any other that we've done in Chicago," said Jon Gustafsson, a Local 727 member who worked as a transportation captain on Transformers while it was in Chicago. "When you hire professional drivers who have the experience and understanding of how to successfully shoot a movie everything goes smoothly regardless of where you're from. Teamsters get the job done."

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got what we wanted," said 25-year driver and member of Local 399 Nick Davis. "Everyone was happy that we were able to avert a strike. Leo has always negotiated good contracts for us and we organized like never before. He cares about the members—he's like a hero to us."

Local 399 was also able to maintain the \$8 million cap for low-budget productions. This allows the Teamster drivers to receive their standard rates when film and television productions budgets hit \$8 million. In contrast, the International Alliance of Theatrical Stage Employees (IATSE) contract has a much higher cap of \$12 million.

"Our members understand the situation," Reed said. "We were able to negotiate the best deal possible for them and the 97 percent approval by our drivers speaks directly to that."

Building Alliances for the Future

Another key result of the negotiations was the alignment of the contract's expiration date with the IATSE's pact for the 15 locals that represent the below-the-line crew members on productions. This means on July 31, 2012, the AMPTP will face the combined bargaining power of both IATSE and the Teamsters Union.

Reed said that this was a direct result of the improved relationship between the two unions since Matthew Loeb took over as national president of IATSE.

"We have really come together in union solidarity since President Loeb took over," Reed said. "He understands that we are stronger when we stand together and it shouldn't matter what union we are members of—we are all brothers and sisters fighting the same battle."

A Message from General President James P. Hoffa

Member Mobilization



Active rank-and-file involvement is one of the many things that make the Teamsters Union the most powerful union on the planet.

When we called on our members to get involved in organizing, the response was incredible. Thousands of you volunteered for or-

ganizing trainings and then assisted your local unions or Joint Councils in getting nonunion workers to join the Teamsters.

Every campaign the Teamsters Union participates in—whether for organizing, to negotiate a strong contract or to get something done on Capitol Hill—starts with a strong membership

If you're not involved with your local union, I urge you to get out to a membership meeting. There's much to be learned at a local meeting, and connecting with your fellow members and officials at the local is a great way to take that first step.

Once you have established a relationship with your local union, there's no shortage of ways to get involved, to make your union stronger, to make your community better, to make your job safer.

There is strength in numbers, and with 1.4 million Teamster brothers and sisters out there—and much more to come—our union is about as strong as it gets. But we can always be stronger. The easiest and most effective way is for each and every Teamster to get active in his or her local.

DRIVE is a political committee that furthers labor-related goals, including making contributions to support candidates for local, state and federal offices. Individuals may refuse to join or contribute without fear of reprisal.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive

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