



No Compromise

Studio Drivers Win Strong Contract

When Local 399 Secretary-Treasurer and Motion Picture Division Director Leo T. Reed stepped in front of the standing-room-only union meeting of more than 1,500 members, his message was simple, straightforward and well received:

“We have a contract.”

The members that had filed into the meeting hall on July 11 had expected Reed to deliver bad news—that no agreement had been reached with the producers, and the studio drivers were heading out on strike.

To say the members’ reaction was favorable would be an understatement. Reed spoke at length to the members, acknowledging the efforts of everyone involved. Standing ovations were the order of the day, as the raucous crowd reacted to the unexpected news.

The three-year contract, which was approved by a 98 percent margin, includes increases in wages and retirement benefits and a strong health care package. However, it is what it

didn’t include that contributed to the celebration—no concessions.

Shop steward Jack Fisher has been at countless meetings in his 13 years as a Teamster and



couldn’t recall any other meeting quite like this one.

“The activity at this meeting was like nothing I had ever seen,” said Fisher. “It was like the Super Bowl. There were IATSE members at the meeting showing their support. They were amazed at the energy and enthusiasm at the meeting. We showed them how a union should be run.”

Team Effort

Reed entered contract negotiations with a major problem. The International Alliance of Theatrical Stage Employees (IATSE) had negotiated a three-year contract with the Alliance of Motion Picture & Television Producers (AMPTP) in 2003 that made significant concessions including wage freezes and reductions on low-budget television series that amounted to nearly a 25 percent pay cut.

However, these concessions hinged on an unusual clause—the Teamsters would have to agree to the same cuts or the wage adjustments would lapse later this year. IATSE contends that the agreement with AMPTP was made to help stem the tide of runaway production, the practice of studios sending production of television and motion picture projects abroad to countries that have lower wage demands.

The Teamsters do not share IATSE’s view on the impact of wage cuts on runaway production and Reed was adamant

Continued on page 2

Election 2004: A Clear Choice for Working Families

Bush for Big Business, Kerry for Workers

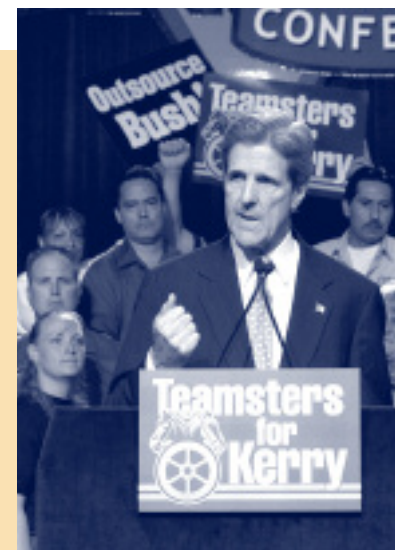
Since taking office, George W. Bush has made it clear what his attitude is toward the needs of working families. From health care to retirement security to jobs and trade, this administration consistently has worked for its Big Business contributors and against the men and women across this country who work for a living.

Still, many people are asking: How would a second Bush term affect the needs and

challenges of working families? During his acceptance speech at the Republican Convention in early September, Bush shared his vision for working families, if he’s given a second term in office. In his speech, the President set his sights on basic worker benefits.

“Many of our most fundamental systems—the tax code, health coverage,

Continued on page 3



Senator Kerry at the Teamsters Unity Conference



A Message From Motion Picture Division Director Leo T. Reed

Make the Right Choice

As the election grows near, it is important for every working man and woman to understand the importance of choosing the best candidate to guide this country in the right direction.

The Motion Picture Division and its members must stop the trend of runaway productions that take jobs out of the U.S. to other countries where labor costs are lower. Countries like Canada, Mexico and Australia have increased labor subsidies in order to lure film production to their

locales and take billions of dollars out of the hands of U.S. film workers.

It is time for a change, and united we can elect a candidate that will fight to keep good jobs from being outsourced overseas, drive down the rising costs of health care and protect the rights of workers across the country. John Kerry is that candidate.

On November 2, cast your vote to protect American jobs and affordable health care. Cast your vote for John Kerry.

Lights—Camera—Teamsters

Local 399 Members Provide Hollywood's Hits With Unparalleled Service

Wander onto the sets of some of the most popular television shows or blockbuster motion pictures at any studio in Hollywood, and you will see Teamsters playing an integral role in the production. Name your favorite show or movie, and there is a good chance that Local 399 members that work for NES have been or are on the set.

This union shop is unique, with the members working as the only equipment rental outfit solely dedicated to servicing the entertainment industry. From boom and scissor lifts to forklifts and generators, these Teamsters provide approximately 70 percent of the market share for Hollywood studios.

"We pride ourselves on being a 24-hour service that believes in the highest standards," said Bob Cope, a shop steward at NES. "We can satisfy the needs of the studios 99 percent of the time. No other equipment company can make that statement."



Members at NES are proud to be a union shop, ratifying an outstanding four-year contract last April that secured some of the best health care and pension packages in the nation. Their pride is readily apparent on all their equipment, which bears Local 399's logo.

"Our members at NES are highly regarded by the motion picture industry," said Leo T. Reed, Secretary-Treasurer of Local 399. "Everyone in the industry knows that they have the experience, professionalism and knowledge that gives them the edge over other companies in the region."

No Compromise *continued from page 1*

that his members would not suffer because of another union's poor decision.

Reed expanded his support network, sending letters and making phone calls to all the movie locals across the nation securing their pledge to honor Local 399 picket lines if negotiations broke down and his members were forced to strike. Eventually, the support of the entire Teamsters Union was behind the local. If necessary, the Teamsters would bring the motion picture industry to a standstill.

"We had never had this kind of support before, from the Joint Council all the way up to the International," said Nick Davis, a studio driver for Local 399. "That scared the producers. They knew that if we were forced to strike, they were dead in the water. The entire motion picture industry would have been shut down."

ELECTION 2004: A Clear Choice For Working Families

continued from page 1

pension plans, worker training—were created for the world of yesterday, not of tomorrow,” the President stated. Clearly, Bush intends to use the power of his office to continue undermining—and in some cases abolishing—critical health and retirement programs.

He also laid out his plan to advance his assault on core labor rights. Just days after his administration implemented new regulations that will take overtime rights away from 6 million working Americans, Bush pledged in his speech to go even further in a second term. He called for new “labor law reform”—including flex-time and comp-time

programs—that would enable more companies to force their employees to work expanded and constantly changing schedules without any additional compensation.

Kerry-Edwards: Renewing America's Commitment to Working Families

Fortunately, John Kerry and John Edwards know that health coverage, pensions, and worker training are not things of the past. These two leaders have proven their commitment to working families, as both of them have earned lifetime labor voting records of better



than 95 percent.

The Kerry-Edwards health care plan would make the same insurance that members of Congress use available to all Americans, ensuring that everyone has access to affordable, quality health care. Right now they are leading the fight in Congress to allow for the re-importation of safe, approved prescription drugs from Canada, drastically reducing the costs of medication for seniors and other working Americans.

Kerry and Edwards would also bring a renewed commitment to job creation and fair trade to the White House. They will close tax loopholes that encourage companies to move overseas, and they will put an end to the Bush administration's “outsourcing” agenda, which has caused 1 million American jobs to leave the country.

“Working families and union members find themselves facing the greatest challenges and, perhaps, the bleakest future in fifty years,” said Jim Hoffa, Teamsters General President. “Fortunately, we can do something about it. By voting the issues that matter most to us—health care, retirement security, jobs and trade—we can help renew our nation's commitment to the values that built our economy and created the middle class. We can put America back to work!”

for more information log on to
www.TeamstersForKerry.org

A SECOND BUSH TERM:

What Would It Mean for Working Families?

HEALTH CARE: 3 million retirees will lose their employer-provided prescription drug plan due to George Bush's sham prescription drug plan, and 5.2 million more people are without health insurance today than four years ago. With a second term in office Bush will be able to move forward plans to privatize Medicare and establish “medical savings accounts” which would allow wealthier Americans to buy their way out of the health care crisis.

RETIREMENT SECURITY: 10 million working Americans—including many Teamsters—saw their retirement plans put in jeopardy when the President used a veto threat to prevent Congress from enacting meaningful pension relief for multi-employer pension plans. **The President will continue to promote an agenda that harms traditional pension plans and their participants**, while at the same time undermining laws passed in recent years to reign in corporate CEOs who doctor the books and lie to investors.

JOBS AND TRADE: 2 million more Americans are out of work today than at the beginning of the Bush administration, and 1 million jobs have gone overseas due to Bush's outsourcing policies. **Bush administration officials have already stated their intention to enter the United States into more job-killing trade deals, and the President himself committed during his convention speech that he would continue his “free trade” agenda.**

A Message from General President James P. Hoffa



Vote!

Every working man and woman who cares about their future—the future of their jobs, the future of their health care and retirements, and the very future of our country—should vote for John Kerry

and John Edwards on November 2.

Let's cut through the spin and campaign rhetoric and simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

Kerry and Edwards support the right to organize. They have rallied workers on picket lines. John Kerry was once a warehouse driver and member of

Teamsters Local 25. John Edwards has worked in a mill. Can you imagine Bush or Cheney—both former CEOs—on a picket line? You would also have to be dreaming to think Bush/Cheney would do anything to strengthen workers' rights at the expense of corporate profits.

Don't be fooled by wedge issues, comments taken out of context and savvy advertising. The choice is clear. A John Kerry administration would welcome labor as a partner in Washington. Four more years of George Bush could destroy what it has taken 100 years to build. On

November 2, stand up for working families and elect public officials like John Kerry who will build our middle class rather than destroy it. And remember, every vote counts.

Faternally,

Let's ...simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

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