

# LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The Teamsters have had enough of workers becoming an afterthought in Capitol Hill policy decisions. There needs to be a way to bring a bipartisan collection of lawmakers together for the good of regular working men and women who are just trying to support their families. And there is one – infrastructure investment. A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, construction work would create good-paying jobs. Rebuilding America is the key to the nation's future. Whether it's building new roads or fixing old bridges, the idea is a winner not only for workers but the business community. It's rare when Congress can help two constituencies with one plan. This is it. Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the



health, safety and welfare of Americans and the U.S. economy. Let's get America working and revive our nation to the shining city on the hill it once was again.

*James P. Hoffa*

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# MOTION PICTURE NEWS

James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | Thomas O'Donnell, Division Director



## Motion Picture and Theatrical Trades Locals Adopt Minimum Area Standards

Solidarity Will Result in Improvements

Union officers from every Teamster local representing members in the Motion Picture and Theatrical Trade Division approved a resolution during a national meeting at the 2015 Unity Conference to establish the Area Standards Committee and adopt minimum area standards for wages, benefits, and terms and conditions. The Area Standards Committee is charged with periodically reviewing and developing guidelines and standards for minimum wage, benefits, and terms and conditions of employment. The new standards that were adopted at the meeting are designed to establish and maintain uniform economic benefits and standardized work rules for motion picture and television members outside the 13 western states. "This is an outstanding development for members in our industry," said Tom O'Donnell, Director of the Motion Picture and Theatrical Trade Division. "With the establishment of these standards, our members will be protected from employers that try

to pit our locals against one another to drive down labor costs. Now, our locals can stand together in a united front." The minimum standards are just that, the minimum levels for wages, benefits, and terms and conditions that locals will use as a starting point in negotiations for any project. The division encourages locals to bargain for the best agreements they can get above and beyond the minimum standards. By adopting the resolution, Teamster locals also agreed to not engage in any bidding war against another local for work, nor undercut established standards or otherwise undermine the minimum area standards. "The industry has changed and we must change with it to protect every gain we have earned over the years," O'Donnell said. "By working together in solidarity, we will be able to raise standards for every motion picture and television worker across the country and make sure no one is left behind."

## CHANGING STANDARDS FOR AN EVOLVING INDUSTRY

Over the last 25 years, the motion picture and television industry has seen massive changes as employers and producers have pursued production across the country to maximize their profits by taking advantage of state film incentive programs.

While this has brought television and film work for Teamsters in areas of the country that previously had little or no work in the industry, we have also witnessed these same employers and producers pitting locals against one another to drive down labor costs.

We cannot allow them to divide our membership and promote a race to the bottom. We must protect and promote higher standards in jurisdictions that don't have a strong contract that outlines minimum wages, benefits and terms and conditions for film and television projects.

I feel very strongly that these concerns should be shared by every local that represents members in our industry. That is why I was proud that at our national meeting at the Unity Conference in May our brothers and sisters came together to approve a resolution that established an Area Standards Committee.

The Area Standards Committee is charged with the task of periodically reviewing and developing guidelines that establish minimum wage, benefit, and terms and conditions of employment for the industry. Along with the formation of this committee, an initial set of minimum standards was introduced covering all locals outside the 13 western states.

These standards are designed to establish a floor – not a ceiling – for each local to use in negotiating contracts with employers and producers. Every local will abide by these standards, but are encouraged to seek the best terms they can for each project.

I believe that with the adoption of this resolution and the establishment of these standards, our division and its members will grow stronger. With a united front, employers and producers will understand that to hire the best in the business, they must meet or exceed these standards no matter where they go.



## Gina Rodriguez Continues Family Tradition



### Teamster Daughter and Sister Wins Golden Globe

Gina Rodriguez's star is on the rise. The title character of the critically-acclaimed sitcom "Jane the Virgin" took home the Golden Globe for Best Actress in a Musical or Comedy TV Series in January. Perhaps no one was prouder of Gina's success than her brother and father – both Chicago Teamsters.

Gina mentioned her father, Geno Rodriguez, a longstanding representative out of Locals 714 and 731, in her acceptance speech, crediting him with teaching her to take a positive approach to each day.

"My father used to tell me to say every morning: 'Today is going to be a great day. I can and I will,'" Gina said. "Well, Dad, today is a great day. I can and I did."

Geno is no stranger to the success that comes with hard work. In addition to being a proud Teamster, he has refereed hundreds of professional boxing matches and title fights around the world and is currently the lead referee for the World Boxing Organization.

Ben Rodriguez, Gina's brother and a business agent for Local 727, expressed his pride in his sister's accomplishments and rise to fame.

"It's been exciting for the whole family to see her journey and know how extremely hard she's worked over the years," Ben said. "That kind of hard work, determination and resolve has always been part of our family."

Gina also made a point to dedicate the Golden Globe to the entire Latino community in her speech, and thank them for their support.

"This award is so much more than myself," Gina said. "It represents a culture that wants to see itself as heroes."

"While our family is excited for Gina's beautiful moment in the spotlight," Ben said. "We're most happy that she promotes Latino people and the Latino culture with such grace, class and talent."

## THE QUEEN OF QUIRK



Iris Schneider of Pro Photography Network

### CASTING DIRECTOR ALLISON JONES IS THE GURU OF GEEK

Casting director Allison Jones has a reputation – a reputation well-earned over her 32-year career in the film and television industry. Jones is universally recognized as one of the top casting directors in the business for comedic roles.

Dubbed "The Nerd Hunter" in a recent profile in the April 2015 edition of The New Yorker magazine, Jones has demonstrated throughout her career that she excels at finding the next quirky comedic actor that might blossom into a full-blown star. Current Hollywood stars like James Franco, Seth Rogan, James Segel, Emma Stone and Jonah Hill – to name just a few – have all started their careers sitting across from Jones during a casting session.

Jones has seen a lot of change occur in the industry. One of the first shows Jones worked on was "Family Ties," a show she cast during what she describes as "a simpler time." As the years passed, Jones found she spent more time dealing with growing layers of bureaucracy and less time finding the next diamond in the rough, and it was frustrating.

"It was easier to get the job done back then, with more time to be creative," Jones said. "Back then, actors wanted to work more and their agents wanted them to work. Now you have to deal with more red tape."

However, as the industry evolved over the years, one thing remained the same – Jones and her colleagues had to make do with expensive and often insufficient private health care they paid for on their own.

"The health care we paid for was very expensive and paltry at best," Jones said. "Every year it went up 30 percent and it just wasn't good coverage. I was reluctant to go to regular check-ups because it was so expensive."

So when Jones heard that the Teamsters were interested in organizing the casting directors and casting associates in 2005, she fully supported the idea. In fact, she was willing to do whatever it took to finally have a union.

In 2006, after successfully organizing with the Teamsters, the casting directors and casting associates sought recognition from the studios. After many months of negotiations, the studios refused recognition until the threat of a job action resulted in a Teamster contract for casting directors and casting associates.

"I wanted to go on strike," Jones said. "I wanted to show them how valuable we are to the process. No one understands how hard this job is except those that have worked in a casting office."

Now Jones has a contract that includes affordable, comprehensive health care and a retirement plan. And as much as she appreciates what the union has done for her, she is thrilled about how secure her casting associates' future will be.

"The fact that my two associates will have a retirement plan is fantastic," Jones said. "If I had this retirement plan when I began at 26, I would have a healthy retirement. I'm proud that by joining the Teamsters we have helped secure the future for the next generation of casting directors and associates."