

Automotive, Industrial and Allied Workers

Flash!

TEAMSTERS

Robert M. Lennox, Secretary - Treasurer

December 2007

www.teamsters495.org

**KARL
ULLMAN**
*remembers
union history
during visit to
Local 495*

**CAPT.
SHERRY
HYSON**
*makes history at
Hollywood Park*

JEFF WEBER
elected to Board

ART SOUTH
*retires after
60 years*

PENSKE
*Local 495
ratifies
5-year
contract*

STEVE ELAM
*wins arbitration with
support of union*

SANTA ANITA
with Local 495



Accomplishments of 2007, Challenges of 2008

*by Robert M. Lennox
Secretary-Treasurer, Local 495*



Local 495 recently held a day-long training session for our Shop Stewards. I want to personally thank each and every steward who participated in this educational forum.

As the liaison between our members and the Local's officials, stewards have an integral role in representing members. They are our eyes and ears at the worksite. Frankly, without their dedication and commitment to serving their co-workers, we would be unable to do our jobs as effectively.

Keeping our stewards on the cutting edge of information through hands-on training and education is vital to our strength. They know the contract, union policies and procedures, and how to protect you and your rights on the job. Whether it is recognizing a contract violation, unfair treatment or helping you understand your union benefits, Local 495 stewards are armed and at the ready to fully represent and support you.

Local 495 made a commitment long ago to take advantage of every available tool so that every member can stay informed. Thanks to technology, we are able to offer comprehensive information to our stewards – and our members – online.

Our newly redesigned, award-winning web site is the ideal way to stay informed. The new site features both the Membership Guide, and the latest version of the recently updated Shop Stewards Guide.

Online you will find a host of educational information, as well as important news and

updates, benefit information, and streaming audio that provides you with the latest labor news. We went to great lengths to cover every avenue to keep you informed and to give you news and information that affects you and your family – on and off the job – that's just a click away. We hope you visit your new web site, www.teamsters495.org, frequently.

As a nation, we are heading into a critical time in our history. Next year, 2008 will bring with it a new presidential election. It is our hope that no matter what your political affiliation, every union member will become an informed and educated voter. We will do our best to keep each of you current on all of the issues that affect your livelihoods, as well as the politicians that we believe will support working Americans. We ask that you do your part and exercise your right to vote and make your voice heard.

As we put a close to 2007, there are many notable accomplishments Local 495 can be proud of. Yet, many challenges still lie ahead. It is important that we stand united and proud in the coming year.

And as you gather with family and friends to celebrate the holiday season, be sure to take a moment to thank your Shop Stewards for their perseverance and allegiance to the membership.

***From our family
to yours,
Happy Holidays!***

Karl Ullman Inspires VIP treatment During Recent Visit to Local 495

When former Secretary-Treasurer Karl H. Ullman began his Teamster career in 1946, wages were about 70 cents an hour, it was rare for a worker to have medical benefits, it was highly unusual to have pension benefits, and the five-day work week was a new concept that employers were reluctant to grant.

A World War II-decorated Navy veteran, Ullman had recently been discharged and found a job at Systems Parking. He quickly demonstrated his strong Teamster attitude and rapidly rose from Shop Steward to Business Agent in 1952, and to Secretary-Treasurer in 1970.

“Negotiations were very tough at the beginning and it took a show of force to show the employers that the Teamsters were here to say,” he says, recalling some of the early challenges.

“Karl was instrumental in organizing, but also in putting an indelible mark on many contracts, with much of the language still in force today.”

— Sec.-Treas. Bob Lennox

Ullman received VIP treatment when he recently toured the new union offices. “In his highly successful half-century career, he was instrumental in organizing, but also putting an indelible mark on many contracts, with much of the language still in force today,” Local 495 Secretary-Treasurer Bob Lennox noted during Ullman’s visit.

When Ullman first became a Business Agent with the Local in 1952, there were



Sec-Treas. Bob Lennox, Karl Ullman and President Rigo Tirado enjoy a recent visit at the Local 495 office..

roughly 4,000 members. Throughout that decade, a number of Teamster locals merged, jurisdictions changed and members were chartered out of Local 495. That didn’t stop the leadership and dedication of Frank Hatfield, Sr., who was serving as Secretary-Treasurer during that time.

Under Hatfield’s term, the Local’s successful organizing campaigns continued throughout the 50s and the 60s. In the early 1960s, Ullman became President of the Local and it quickly became clear he was the committed to building solid contracts. As an example, Ullman was the architect of the Hertz Western Master Garage Agreement, the Southern California and Southern Nevada Ryder Truck Master Agreement, and the draftsman of the Hertz Western Truck

Rental Agreement covering mechanics and service personnel.

This expertise led Ullman to be named the spokesman for anything having to do with the automotive trades in the IBT Western Conference, and Chief Negotiator for all Teamster locals in the automotive trades the Western states.

(continued on back page)

Jeff Weber, Ready to Serve

Twenty-seven-year member Jeff Weber has been elected to the Local 495 Executive Board, replacing longtime board member Art South following his retirement.

“Those are shoes I know I can’t fill.. .. Art has got a record I don’t think anyone could beat,” Weber stated. “He’s truly an amazing guy, with his years of service and his ability to handle issues for members in the racing industry as well as the entire membership. It is very much an honor to be asked to take a seat on the Board after him.”

Weber, a Parking Supervisor at Hollywood Park, has been a member of the Local since 1980, and has served as a Shop Steward since 2002.

“My plans are to become more involved in the inner workings of the Local and to better hone my skills in all union matters. I’m really excited to get in there and sit down with members from the other industries,” he said.

“This appointment also allows me to see other Local activities, like the organizing front, which is another area I find interesting and want to learn more about. We’re also entering into a very important political year, and I want to be active in getting the word out to our voters.”

The Chicago native has been married since 1989 to Elizabeth, who was the Head Paddock Guard at both Hollywood Park and

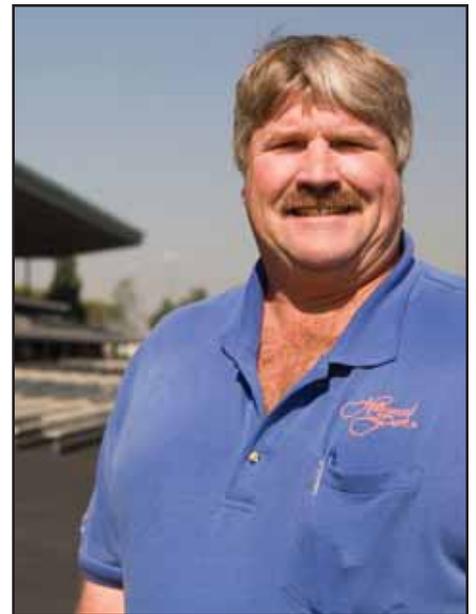
Santa Anita and a member of Local 495 before her retirement in July of this year. Weber’s brother, Chris, is also a member of the Local, working part-time in the racing industry.

Weber spends his off hours with his 17-year-old son, David, working on home improvement projects and tinkering with automobiles. “I have two pick-up trucks, a Volvo and a British sports car ... which is currently in the ‘repair’ class,” he adds with a chuckle.

The former U.S. Navy Reservist says he enjoys working in the racing industry. “I’ve learned a lot from many of our retired members and I want to keep things moving in a positive way for the industry and our members. It’s sad to say, but the horse racing industry is in a down turn. By no means is it doomed, but I want to do my part and would like to keep it going well on our end. We also need the state and politicians on our side. With their support, we could remain a very viable industry.”

An active member who also served on the 2004 contract negotiating committee, Weber says he’s looking forward to working more closely with the Local 495 leadership team of Bob Lennox and Rigo Tirado to keep the industry moving in the right direction.

“I really wanted to be on the Executive Board so I can maintain the racing industry’s representation at that level. Many of our guys go back pretty early in the history of the Local, and I really want to continue that,” he added.



Jeff Weber, newly elected Local 495 Executive Board Member.

“I’ve learned a lot from many of our retired members and I want to keep things moving in a positive way for the industry and our members.”

*— Jeff Weber,
Executive Board Member*

Vice President Art South Retires After 60 Years

“I am so fortunate. It’s been a good run for me and I enjoyed being a participant in labor.”

— Art South, Former Vice President

Calling his new role a “pleasant time of life,” long-time member and Local 495 Vice President Art South has retired and will leave the Executive Board when his term ends December 31.

Born in Oakland, Art has had a remarkable career in the race track industry that is highlighted by over 60 years of Teamster membership. “I enjoyed every year of it,” he proudly noted.

Art served with the U.S. Coast Guard for three years during WWII, drove a truck and later learned how to blend beans with Farmers Bros. Coffee. He also passed both the LA City Fire Department and LA County Sheriff’s Department entrance exams. But it was the racetrack – and particularly the horses – that enticed him.

He first became a member with Local 78, where he spent 10 years working at tracks in Northern California as an usher, gateman and office staffer. He later transferred to Local 495, and the day after Christmas in 1945 he worked his first day at Santa Anita.

“I was only going to do it temporarily. I had many job opportunities, but I worked at the track and enjoyed it so much. The horses intrigued me ... to me it was a lot of action,” he recalled.

In 1949 he started valet parking at the track – a position he kept throughout the decades. “I’m 85 years old and I just feel it’s time to retire. My body started to tell me. I’ve been on the asphalt for many, many years; my legs and knees are affected.”

An active member, Art served as a Shop

Steward at Golden Gate Fields, and although he shared his union talents and knowledge at other tracks, he never officially held a steward title after that.

In 1971, he became a Trustee on the Local 495 Executive Board, and in 1980 was elected Vice President. “I’m so fortunate. It’s been a good run for me and I enjoyed being a participant in labor. I also had a lot of opportunities to join the staff,” he recalled. “But I just enjoyed what I did at the track so much, I didn’t want to give that up.”

But he’s quick to point out that he’s extremely grateful. “I will never, ever forget what the Teamsters have done for me.” The veteran member also offers some sage advice.

“Anyone who has a chance to belong to organized labor should take advantage of it,” he says. “A union can offer you so much in the way of negotiated benefits that you can’t find elsewhere. But, you also have to contribute and support the union.”

More importantly, he said Local 495 members are fortunate to belong to a very worthy local union with fine officers. “Bob Lennox and the Business Agents are outstanding, and the organizers are always trying to build the membership,” he pointed



Retiring Local 495 Vice President Art South still loves the action of Santa Anita race track.

out. “The local leaders are always fighting for the membership. I think it’s essential that every member realize how well they are represented.”

With retirement, Art says he’s going to miss his Teamster family, his involvement with union business, and the people he worked with at the track.

His marriage lasted 45 years, until Art’s wife passed away in 1996. Today, he lives in Long Beach with his granddaughter, her husband, and his three great-grandchildren. “I’m mostly relaxing and spending time with my family. I have the great-grandkids that I just adore. I pick them up from school or take them to gymnastics. It’s a good time of life,” he declared.

“I also try to travel every chance I get,” Art added, which typically means to a racetrack. “Oh, you’ll still see me at the track ... as a spectator. I hang out there. I love the action.”

Sherry Hyson

The first female Captain of Security in the history of Southern California Racing

Sherry Hyson has many titles – wife, mother, grandmother, and Teamster member. Now thanks to a recent promotion, she proudly has the title of Captain of Security at Hollywood Park, making her the first female captain in Southern California racing history, and likely the first throughout the entire racing industry in the state.

“I’m just elated,” she said of the appointment, which puts her in charge of roughly 48 security officers. “I’m really very honored. Although there are not a lot of women in our industry, my hope is that this is a stepping-stone and that more women could follow in my footsteps.”

While the promotion brings with it 24-hour on-call duties and many more administrative responsibilities, Sherry notes that the best part of her job is dealing with horse-racing fans and working with the officers.

Born and raised in San Bernardino, the former nurse technician has been employed at Hollywood Park since 1980, working her way up the chain of command starting as a floor officer, then sergeant, lieutenant and now to the top post.

Her new commission also puts her in a unique position with her husband, Garrett, a sergeant at Hollywood Park and a Local 495 member since 1991. “Technically, I am his boss,” she says with a laugh.

Outside the track, off hours are spent with her close-knit family that includes a stepdaughter, a son, a daughter, four granddaughters and a host of nieces and nephews. Sherry and Garrett also visit Hawaii each year, where she can be found scuba diving and swimming.



Security Officer Evaline Lara (left) and Business Agent Rigo Tirado (center) congratulate Capt. Sherry Hyson (right) at Hollywood Park.

Athletic and very energetic, Sherry loves to bike and has run in seven marathons. “I smoked for 30 years and when I gave it up, that’s when I really got fit and started running,” she noted. “I kind of got burnt out on running but I still work out in the gym three or four days a week.”

The Gardena resident loves to cook and is an avid moviegoer, but she also makes time to attend union meetings and contract talks, describing herself as a very concerned and active Teamster member.

“I think Bob and Rigo are both great, and I knew Karl for many years. The girls in the office and the entire staff are really fantastic,” she noted,

“I wish everyone in the industry well, and would ask that we keep supporting the union so we can continue to maintain good wages and benefits.”

— Capt. Sherry Hyson

A Day in the Life of... Local 495 at Santa Anita



SUCCESS! Security Officer Steve Elam Wins Arbitration

With help from union, Security Officer Steve Elam Wins Back Pay, Increased Wages

Union members know there are untold benefits to being affiliated with the Teamsters. And while well-written contracts that provide competitive wages and health and pension benefits are highly important, members also have peace of mind knowing they have a solid team of representatives backing them should their rights ever be violated on the job.

Steve Elam would never have guessed that his job performance or competency would ever be an issue. Elam first joined the Local in 1979 when he began working as a security officer at Hollywood Park. In June 2001, he submitted his name for a sergeant position at Santa Anita and got the promotion.

In charge of a dozen or so officers in the stable area, the dedicated employee was responsible for backside security, doing plenty of police enforcement including working closely with the California Racing Board investigators on narcotics investigations.



Security Officer Steve Elam (far right) is happy to be working with his fellow officers

intervene. When he didn't get any help in what he describes as a hostile environment, Elam went to the track's human resources department.

"They pretty much shrugged it off, but that's when they started monitoring me and my work more carefully. Then, I was demoted. They said I wasn't competent in my work any more and that I was missing too much work," he explained.

Although he had received numerous commendations at both parks for his capabilities, including praise from the California Racing Federation for his involvement and expertise, Santa Anita management stripped him of his rank and responsibilities and transferred Elam to security detail in the grandstand area.

Things just escalated. Whatever I did it angered them," he said of the November 2006 demotion. "They put me through quite a bit of turmoil."

He was also asked to train a middle manager.

"All of a sudden, the manager and I couldn't see eye-to-eye," Elam recalled. "The conflict grew and he started harassing me."

Elam tried to work things out with the manager and then followed proper channels, asking the assistant chief and director of security to



Security Officer Steve Elam thanks President Rigo Tirado.

Back to Basics

Then this Canyon Country grandfather turned to the union. “Rigo stepped in and he was excellent. He was trying to work things out in an efficient and timely manner with management, but they kept stalling him. That’s when he told them we would take this to arbitration.”

The matter did indeed go to arbitration, where the arbitrator ruled in Elam’s favor this past August. In the agreement, Elam regained his sergeant wages and received back pay.

“They took away my rank but determined to reinstate the sergeant wages,” he explained. “My rank is simply officer and I’m not supervising anyone – that was part of the agreement.”

But, Elam says, he survived, “because I had Rigo Tirado and labor attorney Jeff Cutler. Both of them were very professional and diligent in what they were out to accomplish. They knew what management did was wrong.”

Today, Elam remains number one on the seniority list of roughly 400 officers. “Things are fine. I have a job to do and I do it, and I try to do it well. I’m working under a whole new set of supervisors,” he said, adding, “I’m really grateful my representatives were excellent and so skilled in bringing out the truth.”

In mid-October, a large contingent of Local 495 Shop Stewards gathered at the Holiday Inn in West Covina for a full day of training and education.

The theme, ‘Back to Basics’ said it all. “It was the nuts and bolts of interpreting contracts and representing members on the shop floor,” Local 495 Secretary-Treasurer Bob Lennox reported.

“These training seminars are designed to keep our stewards on the cutting edge of knowledge and information. Nothing equals this kind of hands-on continuing education.”

Local 495 President Rigo Tirado welcomed the full house that included stewards from virtually every industry within the Local’s diverse membership. The day-long seminar also featured a variety of guest speakers.

Ed Rendon, Joint Council 42 Political Coordinator, spoke on the importance of voter registration and the Teamsters D.R.I.V.E. (Democrat/Republican/Independent Voter Education) program. Labor attorney Jeff Cutler conducted sessions on stewards’ rights and responsibilities when representing members.

Underscoring the nation’s health care crisis, Lennox’s presentation included a detailed overview of the threat against labor pensions and health care, and provided stewards with a Power Point presentation of the Local’s newly re-designed and interactive web site.

The afternoon session featured an open forum where stewards were able to go through hypothetical situations with labor attorneys to learn the do’s and don’ts while representing members. The Shop Stewards were also given plenty of time to have all of their questions answered, and meet with all of the Local’s Business Agents.

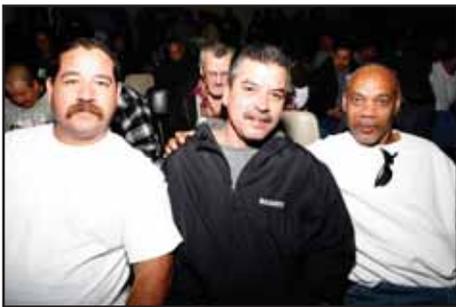
“I’m incredibly grateful to all of the stewards who took time out of their busy schedules to spend the day with us,” Lennox added. “The group was lively and energetic, and we covered a lot of important issues.”

As a small token of the union’s appreciation to the stewards for attending, everyone had the chance to win a 34-inch LCD flat screen hi-def television. The TV was won by Ernesto Gamboa, a new steward from 7-Up.

Local 495 Ratifies 5-year Contract with Penske

“The solidarity of the membership sent a strong message to the company.”

— Sec.-Treas. Bob Lennox



Daniel Rey, Jose Jacquez, 20 yrs., and Charles Lee, 18 yrs.



Jim Isreal, JR Tech I, Dwayne Burrow, CSR I, and Joe Burton, Tech I



Bryon Zujano and Sonny Huerta



Dario Meza, Tech I, and Jose Ortiz, Tech II



Don Green, Shop Leadman-Riverside, and Ernie Langarica, T-1 MTB



Eliseo Cardeinas, CR2, and Oscar Hernandez, Tech I

In early December, Local 495 Penske mechanics and servicemen overwhelmingly ratified a new five-year agreement with the company.

The Western Region Master Penske Truck Leasing Agreement covers hundreds of members represented by 10 different local unions in five states – California, Washington, Oregon, Arizona and New Mexico. Local 495 represents roughly 350 members at numerous Greater Los Angeles-area locations, as well as facilities in Sun Valley, Montebello and Indio.

“This is the best offer ever presented to the membership,” Local 495 Business Agent George Park pointed out. “Although the talks were very professional and we enjoy a good labor-management relationship with Penske, we had some major hurdles to overcome.”

The talks entered a very serious stage when the issue of health and welfare benefits was put on the table. “The company came in with an agenda that would have had a dramatic financial impact on our membership,” Park said, explaining that Penske wanted employees



to make weekly contributions to help cover the cost of their medical premiums.

The union, however, had another idea. All the locals affected took a strike authorization vote in a show of solidarity and to demonstrate that saddling the members with higher health care costs was not an option. Then, Local 495 Secretary-Treasurer Bob Lennox introduced and alternate medical plan that would avoid any financial hardships.

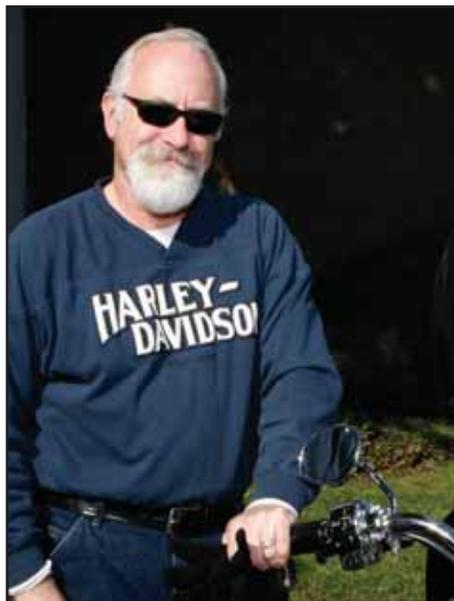
“Because of Bob’s skillful negotiations, we ended up with a Teamster health care plan with no additional premium contributions for the employees,” he noted.

In addition to avoiding a weekly payroll deduction to the health plan, the five-year contract includes a significant wage increase and improved benefits. “We enhanced the bereavement leave policy, improved vacation time for a majority of the employees, and extended the medical coverage for employees who are off work due to a non-occupational illness or injury,” Park detailed.

“We couldn’t have achieved this outstanding contract without the support and unity of every Penske member and the Local officials,” Lennox clarified. “On behalf of myself, George Park and Local 495 President Rigo

Tirado, I want to thank all of our members for supporting the negotiating team. The solidarity of the membership sent a strong message to the company.”

Penske enjoys being the premier company in the truck leasing environment. However, in uncertain economic times, a longer-term contract is a win-win for labor and management. “A five-year agreement is great for both the company and our members. The company knows what their labor costs are going to be, and most importantly, our members have stability and job security for another five years,” Park added.



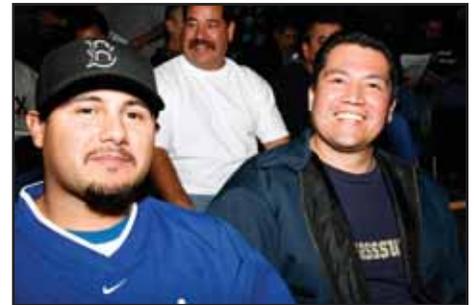
Daryl Greer, Tech I



President Rigo Tirado and Refer Mechanics Ismael Colon, Jeff Caudel, Eddie Garcia



Union Group



Jesse Bringas and Cecil de la Cruz



Shawn Shea and Bill Schulz



Gerardo Hernandez and Jose Langarica

Karl Ullman Visit

(continued from page 3)

In 1970, Hatfield retired and Ullman was named Secretary-Treasurer, and in 1976 he hired Bob Lennox as a Business Agent. Under Ullman's sound leadership, the local weathered a serious recession and tough economic times during the 70's and 80's.

“While other locals were failing, Local 495 remained versatile and resilient,” Lennox noted. “That was because of Karl’s vision, leadership, and unwavering commitment to the members.”

Ullman retired in 1992, leaving a legacy known throughout the region and within the International Brotherhood of Teamsters.

“The union members and their families were my driving force. I always strived to strengthen and support the membership”

— Past Secretary-Treasurer Karl Ullman



Past Sec.-Treas. Karl Ullman and current Sec.-Treas. Bob Lennox discuss changes over the years at Local 495.



TEAMSTERS LOCAL 495
800 S. Barranca, Suite 320
Covina, CA 91723

PRESORT STD
U.S. POSTAGE

PAID

Los Angeles, CA
Permit No. 35694

Visit Your Union Web Site:
www.teamster495.org