



Flash!

Fall 2018

TEAMSTERS LOCAL UNION No. 495

Automotive, Industrial, Theme Park, Service Sector and Allied Workers

Robert M. Lennox, Secretary - Treasurer

Bargaining Brings Wage Increases at Disney!

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*The happiest place on
earth just got happier.*

*"This is the best
agreement reached with
Disney in years," said
Local 495 President
George Park.*

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A MESSAGE FROM SECRETARY-TREASURER ROBERT M. LENNOX



OUR UNION IS A FAMILY

Here at Local 495, we think of ourselves as a family. We mutually support one another by coming together for common causes. When we are united, we are strong. We work hard together – and we play hard together. .

We understand what families value. Job security, excellent health benefits, and wages that allow a union member to provide for his or her own family – these are our priorities, individually and collectively.

When we offer scholarships to our members' outstanding sons and daughters, we are investing

right alongside you in your family's future.

Of course, it's also important to enjoy each day. That's why we come together at our family-friendly Local 495 picnic. This is a wonderful time for members to get to know each other, and our spouses and kids, outside the workplace. It's a great way to build camaraderie — with food, prizes, and fun for all ages.

You'll read more in this publication about this year's exemplary scholarship winners and see pictures of all the fun that we had at the picnic. You'll also find news highlighting what's going on



Robert M. Lennox

throughout the extended family that is your local union.

Robert M. Lennox

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Outstanding New Agreement at Penske

Hundreds win improved wages, pension after difficult negotiations.

Wage and pension improvements. A five-year guarantee that medical co-payments won't increase. That's the stuff of a solid new contract ratified at Penske.

The multi-local agreement includes hundreds of members of Local 495 along with members from local unions across five states of the Western Region.

"The negotiations were difficult, but we came out ahead," said Local 495 President George Park, who

served on the negotiating committee along with chief negotiator Bob Lennox, Jim Lennox, Kevin Barrus, and Mark Manning. Longtime shop stewards Manny Espinoza, Ed Stensrud, and Daniel Rey stepped up to actively support the bargaining effort.

The five-year agreement includes raise and pension improvements while locking up health and welfare with no additional cost to the members. Medical co-

payments are frozen. They will stay the same with no increases for the entire length of the agreement.

"By standing shoulder to shoulder with Teamster Penske members throughout the Western states, we were able to achieve an outstanding contract settlement, which addressed all of our core issues and was overwhelmingly ratified by our members throughout the West," Local 495 Secretary-Treasurer Bob Lennox declared.

MORE PHOTOS NEXT PAGE





After difficult negotiations,
hundreds win improved
wages, pension at

PENSKE



TRIUMPH FOR HERTZ RENTAL REPS

Teamster benefits come to the car-rental company.

After 45 years of bargaining, rental reps at Hertz have Teamster health and welfare benefits for the first time.

"The membership finally has relief from costly health care premiums," said Business Agent Jim Lennox, who served on the negotiating committee. "They will see the improvement in their take-home pay."

A new five-year contract covers Hertz employees at five airports: LAX, Burbank, Long Beach, Ontario, and Orange County. The agreement moves members into a Teamsters Miscellaneous medical plan at reduced cost. The contract also includes substantial wage increases and a 401(k) match.

Plus, the agreement establishes a new-hire orientation. All new hires will now learn what it means to be a union member and how the

union can protect their rights and improve their work life.

Business Agents Kevin Barrus and Mark Manning joined Jim Lennox in negotiating for the union. They worked alongside members on a committee that kept the members' priorities first and foremost.

Pam Duffy has worked at Hertz for 40 years.

She is thrilled with the new agreement.

"The union did a great job," she said. "I love my doctors with the Teamster benefits, and we got a fabulous raise."



BARGAINING BRINGS WAGE HIKES AT DISNEY

Members stand united in negotiating with “the Mouse.”

The happiest place on earth just got happier. After months of intense negotiations, four unions working together negotiated a contract that was overwhelmingly ratified by members on July 26. Nearly 12,000 union members will see wage increases and other improvements in the historic new Disneyland Resort Master Agreement.

“This is the best agreement reached with Disney in years,” said Local 495 President George Park.

The three-year agreement brought an immediate increase of the minimum entry-level hourly

wage from \$11 to \$13.25. It will go up to \$15 on January 1, 2019, and \$15.50 in 2020.

More senior members will also receive wage increases. All members will receive a retroactive wage increase going back to June of 3 percent or 50 cents an hour, whichever is higher. Wages will go up annually every year of the agreement.

“Never in the past has Disney put so much money into its economic settlement,” said Business Agent Jim Lennox. “For all its economic awards, this contract remarkably had zero takeaways.”

Park and Lennox led a stellar negotiating committee to fight for the wages Disney members deserve. Bargaining alongside them were Business Agents Johnny Espinoza and Carla Castro, as well as a committed group of shop stewards: chief steward John DiFlauro, Nancy Clements, Lydia Surface, David Hernandez, Brian Campbell, Ian McKenzie, Brian Carvajal-Bailey, Brian Freeman,



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Disneyland Resort Teamsters Local 495 Negotiation Team, from left to right: Carla Castro, George Park, Lydia Surface, Gary Ward, Jill Borges, Brian Campbell, Julia Vertiz, Brian Carvojal-Bailey (Teamster hat) David Hernandez, John DiFlauro, Ian McKenzie, Nancy Clements, Jim Lennox, Johnny Espinoza



DISNEY

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Gary Ward, Julia Vertiz and Jill Borges.

The strong, supportive group of stewards stuck together through the long negotiations and it paid off. "We committed to standing together in solidarity," said Vertiz, who has been at Disney for 12 years.

More than 4,000 members of Local 495 are included in the agreement. They work across Disneyland and Disney California Adventure in attractions, parking, warehouse, and transportation.

The four unions involved in the master service agreement are the Teamsters, SEIU, UFCW, and Candy Makers. "Solidarity among the four unions was crucial in achieving this momentous victory for Disney cast members," Lennox reported.

The unions also built upon the momentum of a rising minimum wage in the state of California. "Disneyland is to be complimented in that they addressed the \$15-an-hour minimum-wage structure



before the state of California is set to reach that number in 2022," said Park.

In addition to across-the-board wage increases, the agreement also makes it easier for part-timers to go full-time.

"A strong contract is the result of a strong negotiating team. Hats off to the dedicated group of Teamsters who bargained together over many months for a contract that benefited thousands of their fellow union members," said Local 495 Secretary-Treasurer Bob Lennox. "Thank you for your solid effort and enduring commitment."

MORE PHOTOS ON PAGES 8 AND 9



DISNEY

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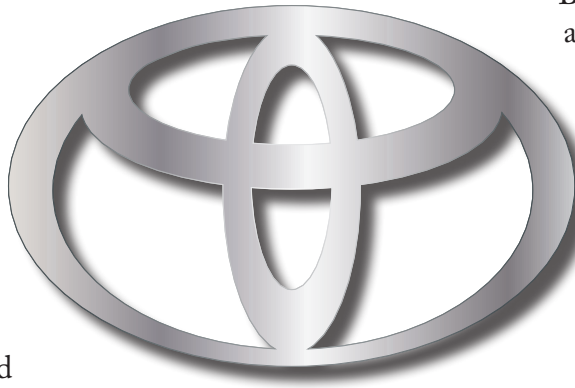




Building a Culture of Collaboration at Toyota

Why wait for a problem to get worse when you could nip it in the bud? That's the question Business Agents Art Carrillo and Mark Manning are asking as they seek to improve members' day-to-day experience at Toyota Logistics in Long Beach.

Teamsters at Toyota Logistics already enjoy the great advantages of being the highest-paid and benefited Toyota port workers in the United States. Their working conditions may now get an additional boost with a new initiative to address problems before they become full-blown grievances.



Business Agents Art Carrillo and Mark Manning work together to stay ahead of any issues, hoping to resolve situations before they become problems. They are trying new approaches to improve communications between labor and management.

"The idea is to create a positive, collaborative culture," said Manning. "A cohesive unit with the ability to resolve problems before they get out of hand will be a win-win for everyone."



Al Perez - 15 yrs



Araceli Garcia - 20 yrs



Malinda Worsham - 33 years



Chuy Magana -12 yrs



Danny Mandac - 13 yrs



Hoist Dept.



Glenn Kuwata - 32 yrs and Richard Pickard - 20 yrs



Guillermo Padilla - 14 yrs and Kathy Gomez - 22 yrs



Lexus Dept



Jesus Sanchez - 11 yrs and Louis Ordonez - 12 yrs



Will Sutton - 3 yrs and Byron Barnes - 11 yrs



Jorge Melendez - 13 yrs



A New Record at WWL VEHICLE SERVICES

Members processed more than 217,000 cars in 2017.



Mary Oden - 35 years

The year 2017 was a banner one for Teamsters at WWL Vehicle Services at the Port of Los Angeles. They processed 216,700 cars during the calendar year. It was the highest number ever for the facility that opened in 1969.

WWL Vehicle Services meets Nissan and Infiniti vehicles when they arrive on ships at the Port of Los Angeles. Teamsters unload the brand-new cars from the ships and transfer them to a truck or train that will bring the cars to dealerships for sale.

But before sending the cars off to the dealers, the members

have work to do. Cars don't travel across the ocean fully ready for new buyers. Some of the final touches need to be added once the cars arrive at the Port of LA. Your fellow Teamsters are the ones who make it happen.

At WWL, Teamsters take care of those final bells and whistles that buyers love on their new vehicles. They are responsible for adding accessories like carpet or Bluetooth. It's not until these final details are in place that WWL members can send the cars off to find their new owners at dealerships throughout the region.

Processing 216,700 vehicles is no small feat. The year before, this unit worked on 162,500. It took a lot of work to blow that number out of the water and set an all-time record for the plant.

The members worked overtime. "Cars came in, and we processed them right out," said shop steward Orlando Hendrix. "We did something great," he said, as he reflected on his unit's record-setting year.

Kudos to our members at WWL for their hard work and record-setting results!



Rosemary Nuñez - 24 yrs



Orlando Hendrix, Shop Steward - 25 Yrs



Samuel Rendon - 26 yrs



Julia Dajnowski - 19 years



Benny Jordan - 30 yrs



Francisco Ruiz - 18 yrs



Local 495 members at WWL Vehicle Services



Carmela Zanni - 31 yrs



Jose Munoz - 28 yrs, Lenny Ruiz and Jaime Villanueva - 19 yrs



Jorge Navarro - 15 yrs



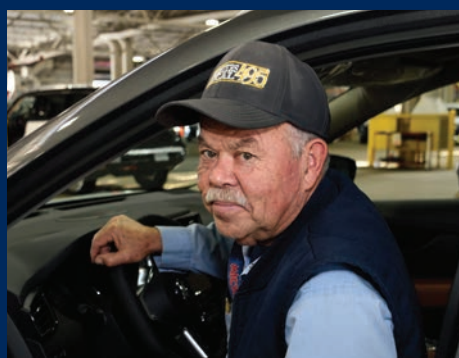
Silvano Lopez - 30 yrs



Javier Villanueva - 30 yrs



Francisco Orozco - 13 yrs



Jose Arrizon - 38 yrs



Lucia Gaspar - 18 yrs

RSI Merges with American Woodmark, Union Contract Intact

New owner honors the existing union contract.



In January, cabinet manufacturer RSI merged with American Woodmark. For the 214 members of Local 495 who make cabinets there, little has changed. The Anaheim location where they work will continue to be called RSI. Most importantly, their existing union agreement was assumed by the new owners, with all benefits intact.

At a time when importing resulted in the loss of many US manufacturing jobs, Local 495 is proud to continue to represent the members at this shop. It is one of the last large manufacturing facilities left in Southern California.

"The union has helped me a lot," said member Jackeline Siguenza, who has worked for the company for two years. "They have been there when I call. Without the union, I would feel alone and without the rights that the union provides."

Siguenza's co-worker, Aurelia Ontiveros, agrees. "The union makes us strong," the 22-year member said. "They protect, strengthen and represent us all."







The Teamsters Behind the Beverage Business

Members make the soda business pop at DPSG/7-UP.

In San Fernando, Vernon, and Orange, members represented by Local 495 play key roles in the operation of popular soft-drink maker Dr. Pepper Snapple Group/7-Up.

From production mechanics to those who perform maintenance on vending machines and trucks, Teamsters enhance multiple parts of the beverage operation.

Vending-machine technician Chris Jimenez appreciates how the union fights for members' long-term interests. "Pensions mean security for the future," he

said. "That really matters to me."

In a time when few people have any retirement savings at all, union pensions are truly exceptional.

The members at DPSG/7-Up have the benefit of four unions negotiating on their behalf. They are covered by a contract that involves Teamsters Local Unions 896, 848, 952, and our own 495.

"We know how important pensions are," said Local 495 negotiator and President George Park. "We are committed to fighting for these members, for today and for tomorrow."



Chris Jimenez - 10 yrs



Woody Woodard - 41 yrs

Teamsters Behind 7UP



Juan Hernandez - 4 yrs



Derek Hernandez - 3.5 yrs



Shop Steward John Jackson - 20 yrs



Julio Roldan - 12 yrs and Jose Valdivia - 14 yrs



Christain Arellano - 2.5 yrs



Manuel Cano - 15 years.



Voice of a Member

A longtime member at TCi Tires shares what union membership means to him.

At more than 150 locations across the United States, TCi Tire Centers serve both commercial-truck and passenger/light-truck customers. If a truck – or an entire fleet of trucks – needs tires, TCi can provide it.

Local 495 members work at their Santa Fe Springs, Fontana and Van Nuys location. These Teamsters play an important role in ensuring that trucks on our roads are outfitted with high-quality, reliable tires.

“Our members at TCi help keep Southern California moving,” said Business Agent Art Carrillo.

They are currently under a five-year agreement that runs through 2020.

Luis Jauregui has worked at TCi Tires for 12 years. We asked what union membership means to him.

“The union is very important,” he said. “It is how employees can know their rights and receive all the benefits they are entitled to.”

TCi Tire Centers - Fontana



Frank Ramirez - 5 years



Juan Ortega - 15 yrs



Lazaro Ramirez - 22 years



Armando Ramirez - 14 years



Ramiro Perez - 24 yrs



Luis Ayala - 13 yrs



Gustavo Diaz - 15 years



Juan Huertero - 9 yrs



Ray Uini - 10 years



Santos Del Real - 23 yrs



Steve Wade - 24 yrs



Fernando Correa - 15 yrs, Adalberto Vargas - 23 yrs and Isidro Perez - 25 yrs

TCi Tire Centers - Santa Fe Springs



Carlos Sanchez - 35 yrs



Shorty Villegas - 18 yrs



Rene Castro - 1 yr

AVIS

Local 495 Wins a Fantastic Five-Year Agreement at Avis

The two-city agreement proves the power of collective bargaining.

In the face of competition from worker-unfriendly rideshare apps and non-union rental-car agencies, it's not an easy time for union negotiations in the rental-car industry. Yet Local 495 stays strong in bargaining for quality contracts for our members. Through skilled and dedicated negotiations, more than 400 members at Burbank and LAX airports have won unprecedented economic improvements under a new five-year agreement at Avis.

The two-city master agreement received an enthusiastic "yes" from more than 90 percent of voting members in early August.

"This is by far the richest economic settlement we have ever achieved on behalf of this group," said chief negotiator Jim Lennox, who has negotiated Avis agreements for the past 15 years.

Lennox was able to secure the best Avis contract

in more than a decade through savvy negotiation alongside Business Agents Kevin Barrus and Mark Manning, and shop stewards Lori Cazares, Luis Gonzalez, Mark Emmanuel, Carnel Lyons, Diane Trevizo, Aide Hernandez, Ron Stewart, Alex Martinez, Francisco "Frank" Mendez, Don Marzullo and Dennis Stone.

The agreement also includes substantial pension and 401k increases and a dramatic improvement in paid time off for part-time employees.

Shop steward Lori Cazares has been at Avis for 37 years. She has been through many rounds of negotiations. "These negotiations were absolutely fantastic," Cazares said. "We have some of the best people in the business doing the negotiating for us and we got one of the best contracts we've gotten in a long time."

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Jim Lennox acknowledges the work of Cazares and the other shop stewards on the bargaining committee for their role in making it happen. "The stewards made many difficult decisions and did a fantastic job on behalf of the entire membership," Lennox said.

Like all great union contracts, it was a group effort.

Mark Manning reported, "Jim Lennox was relentless in his determination to win the best contract he could possibly achieve from management on behalf of our great membership at LAX and Burbank."



Congratulations, Scholarship Winners!

For the 18th year, Local 495 awarded scholarships to sons and daughters of our members. This year's winners were awarded \$3,000 each to help with the cost of college tuition.

"Offering scholarships to Local 495 members' sons and daughters is a way we can support the future of our union members' families," said Secretary-Treasurer Bob Lennox.

Education is a path to opportunity and

empowerment. By offering scholarships, Local 495 hopes to contribute to the next generation's good life.

Scholarships were awarded to graduating high-school seniors with track records of academic success and community commitment.

Meet this year's scholarship recipients:



Emily Carlson won awards in high school for her hard work, academic achievement, choir membership, and community service. She received straight A's every year and raised \$29,000 to help build an elementary school in Guatemala. The aspiring movie director is the daughter of parents who have a combined 56 years in the Teamsters union. Her father, Trevor Christian Carlson, is a Local 495 member at Sysco Foods.

Diana Carranza plans to study sociology and become an international aid worker. The Honor Roll student performed in numerous high-school plays. Passionate about human rights, she appreciates how unions strengthen people's voices to speak out against injustice. Diana's father, Carlos H. Carranza, is a member at Eaton.



Alfredo Leano is a scholar-athlete who balanced basketball, academic excellence, and volunteering for a local animal shelter during high school. He hopes to head to Santa Cruz or San Francisco for college. His father, Alfredo Leano, is a diesel mechanic at Ryder Truck Rental.

2018 Scholarship Recipients

Darling Garcia is a member of the Cum Laude Society, a national organization that honors outstanding high-school students. A winner of school prizes in both biology and art, this well-rounded student wants to combine her passion for math, science, and visual art as a plastic surgeon. She is the daughter of Lorenzo Jimenez Garcia of Hertz.



Benjamin Constable is excited to attend the College of Wooster in Ohio. The son of Local 495 member Matthew Constable, of 2Am, Benjamin was inducted into the Inland Empire High School Hall of Fame for balancing community service with varsity sports while maintaining a high GPA. When he was just 10 years old, Benjamin saw the Teamsters fight for his dad and fellow workers during a BMW strike. It made a lasting impression. "The Teamsters union . . . means you have a family that is willing to be by your side to help you succeed in life," he wrote in his scholarship-winning essay.

Michael Lopez is an honor student, soccer player, and church volunteer who placed in the top 10 of a physics boat-building competition. He plans to study mechanical engineering so that he can design products to help people with birth defects. "I grew up in a household where my parents raised me to care for others," he said. One of those caring parents is Luis Lopez, a Local 495 member at WWL.



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2018 Scholarship Recipients

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Summer Pecenka was on the varsity water polo, swimming, and diving teams at Upland High School. She also volunteered with the Key Club and created holiday cards for kids at local children's hospitals. Summer plans to go to college to become a forensic science technician. Her mother, Susanna Pecenka, is a Local 495 member at L.A. Turf Club.



Colton Ramirez plans to attend the University of Portland in Oregon. A member of the National Honor Society, he spent four years on his high school's Scholars List and Scholar Athletes List. The varsity soccer captain served his community as a volunteer for A Place Called Home and Toque Futsal, organizations that provide opportunities for local youth. Colton's father, Hector Silva Ramirez, is a Local 495 member at L.A. Turf Club. "The Teamsters Union has provided my dad with great opportunities, which has in turn provided me with great opportunities," Colton said.

Nicolas Ruvalcaba likes to help people, so he plans to go to college and then become an EMT/firefighter and later a Registered Nurse. He is grateful to the Teamsters for giving his family so many opportunities for success. The union previously awarded a scholarship to Nicolas's sister. Their father is Rudy Ruvalcaba at Penske Truck Leasing, "I want to be able to make a difference in the world or at least in someone's life," said the honor student.



BACK BY POPULAR DEMAND!

FUN FOR ALL AT THE TEAMSTERS LOCAL 495 FAMILY PICNIC AND HEALTH FAIR

By overwhelming popular demand, Local 495 brought back the annual picnic and health fair for 2018. Nearly 3,000 members attended the family-friendly event at Whittier Narrows on Sunday, May 20.

"A wonderful time was had by all," said Local 495 President George Park.

The springtime social event brings together union members and their loved ones for a day of food, fun, and camaraderie.

Members, union staff, and their families enjoyed picnic favorites like hamburgers, hot dogs, and chicken, with baked beans, potato salad, and watermelon. Cookies and ice cream were on the menu for dessert. Soft drinks and popcorn were available all day.

The delicious food fueled guests to enjoy volleyball, hula hoop contests, and a host of other fun

activities. There was face-painting and a moon-bounce for the kids.

"It feels different to go back to work with someone after your kids have moon-bounced together," one member laughed. "It's great for building team spirit."

A picnic raffle awarded major prizes. Jose Manuel of RSI won the grand prize of \$2500. Gustavo Morales of Driftwood Dairy took home \$1500, and Gary Scarbrough of K&N won \$500. There were also non-cash prizes, such as the bike won by Morris Clardie of WWL. Amerit's Henry Covarrubias will be enjoying a new George Foreman Grill this summer. A Sonicare toothbrush went to Disneyland

member Lydia Surface.

Attendees also had the opportunity to learn how union benefits can help them live a healthy lifestyle at a special mobile health fair.

"The picnic is a wonderful way to come together and thank our members for all they do to advance the cause of working families all year long. We can't wait to see you at next year's picnic," said Secretary-Treasurer Bob Lennox.

MORE PHOTOS PAGES 26-28!





PRIZES



FAMILY



FOOD



HEALTH FAIR

FRIENDS







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