



# Flash!

Fall 2019

## TEAMSTERS LOCAL UNION No. 495

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

Robert M. Lennox, Secretary - Treasurer

1939



2019

### Special Anniversary Issue

## A MESSAGE FROM SECRETARY-TREASURER ROBERT M. LENNOX

# Happy 80th to Local 495!

Welcome to a special publication celebrating Local 495's 80th anniversary. In the face of continued and increasing



Robert M. Lennox

attacks on the labor movement, 80 years of local union strength is truly something to celebrate.

We could not have gotten here without you, the members—the men and women who have built this local and who make it stronger every day. We thank and salute all of you who have helped make Local 495 strong through your dedication and determination.

Considering the anti-union actions of the Trump administration, a strong union is more important now than ever. Solidarity has made us strong for 80 years, and to keep it up we need to be stronger and more united

than ever before.

Local 495 is proving that we can do it, with record-high membership levels. Your local union now has more than 10,000 members.

This union has made it to 80—and counting!—because we have always built on our successes. We have also adapted to changes in the economy. We will continue to do so for years to come.

***Thank you for being a part of this local union. Happy 80th birthday, Local 495!***

*Robert M. Lennox*

## LOCAL 495: 80 YEARS STRONG



The world has changed a lot since Local 495 was founded in 1939.

Through it all, our local union has fought for the best life for working people.

Eighty years ago the average full-time worker's salary was \$1,730 a year – that is just 83 cents an hour. Milk cost 15 cents a quart, the price of a movie ticket was 23 cents, and gas (for those who could afford \$700 for a new car) was ten cents a gallon. America was recovering from the Great Depression of the early 1930s and World War II had begun in Europe.

Around that time, groups of parking-lot and automotive workers were impressed by what

Teamster organizer Frank Hatfield, Sr., had to say. They were earning 40 cents an hour – less than half the national average – and were inspired by the Teamster pledge to bring them a significant wage increase. Hatfield delivered.

***What began as a Teamster local of a few hundred members has become a powerful and influential organization of more than 10,000.***



## LOCAL 495 OFFICERS, TRUSTEES AND ADVISORY BOARD

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SECRETARY-TREASURER

**GEORGE A. PARK**  
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**ALBERT BAUTISTA**  
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**FELIPE CONTRERAS**, UPS

**ORLANDO HENDRIX**, WWL

### *Advisory Board Committee*

**NICKI TAYLOR**, HERTZ RENT-A-CAR

# Members at Ontario Airport Celebrate Local 495's 80th Birthday



Sonia Howard



Mirna Guerrero - National Alamo Shuttle



Joseph Mendez - Pref Booth Avis



Angelo Warner, Chief Shop Steward Avis Budget



Avis-Budget Service Agents with Angelo Warner, Shop Steward

"Without the union, people would lose vacation, half their holidays, benefits. Wages would drop. We work to support our families and to have paid time off that we can spend with our families. You lose that and you're stuck, starting from the bottom. Congratulations on going strong for 80 years, Local 495!"—**Angelo Warner, Avis Budget, Chief Shop Steward, Customer Service Representative**



Alex Gomez - Shop Steward-Avis Budget



Sara Graham and Mark De La Cruz Sr.

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# Ontario Airport

*continued from page 3*



National Alamo Service Agents



John Bituin



Lorraine Fritsch



David Aguayo - Hertz Mechanic



Laura Rosas - Pref Booth

"Because of the union, the company can't just say, 'You're fired' or terminate you anytime they want to. They have to go through protocol. I've been through situations where Jim Lennox and the union saved my job.

"With the union, we're getting better raises and we have more time for our lives—vacation time, personal days. With a non-union job we wouldn't have this much time. I come to work feeling comfortable, knowing I can't get fired just because a customer got mad. I love this union and wouldn't trade it for anything." —

**Tyeska Williams, Avis Budget Customer Service Representative**



Tyeska Williams - Avis Budget Customer Service Representative



Patti Swanlund, Shop Steward, and Jennifer Tan



Felicia Williams

As a shop steward, it is gratifying to be able to step in and help somebody out when they're in trouble. I've always had good support from Jim Lennox and Bob Lennox and everybody at the union. When we run into a problem, we can work it out.

"Keeping people employed is one of the most important parts of what I do as a shop steward. I also enjoy teaching new members about the advantages of being in a union. I'm there to teach them, answer questions, and make sure they know the union is on their side. Having someone who can step in and help, who knows what to do and what questions to ask, helps people avoid common pitfalls they might face alone." —**Patti Swanlund, Shop Steward, Hertz Customer Service Representative**



James King, David Aguayo and Roy Espie - Hertz mechanics



Dave Robeck



Hertz - Vehicle Service Attendants



Maria Mendiola - Hertz



Quintin Leggette



Joe Patricio - Instant Returns Hertz

# STAR WARS: GALAXY'S EDGE OPENS AT DISNEYLAND

## Teamsters Enter a New Land

Enter Star Wars: Galaxy's Edge and it's like you've stepped out of Disneyland and into a whole new world. You can't even see—or hear—the rest of Disneyland from inside the new Star Wars-themed area. The 14-acre land opened on May 31, inviting visitors to fully immerse themselves in life on the frontier planet of Batuu.

Visitors explore a land full of rock towers from an ancient forest, signs written in the fictional Aurubesh language, and cast members who are always in character. It is a completely immersive experience, like you have left one world and entered another.

Local 495 members who were working at Disneyland had the opportunity to apply to be transferred to the new land. New hires were made to fill the spots of those who transferred.

The members who are now part of the cast at Galaxy's Edge greet

visitors with new phrases that are unique to the land of Batuu. They say “Bright suns” instead of “Good day.”

“Everybody is a true character there,” said Business Agent Carla Rodriguez.

Manny Padilla had been working at Disneyland for two-and-a-half years when he asked to be transferred to Galaxy's Edge because he is a big fan of Star Wars.

“I love it out there—the atmosphere, the attractions. Being part of the crew that helped open the new area has been a great experience. Seeing guests walk into the Millennium Falcon for the first time is really special,” he said.

***Next time you're looking  
for a fun weekend activity,  
support your fellow  
members of Local 495 and  
travel across space and time  
to Star Wars: Galaxy's Edge.***

“Thanks for everything the union does for us in protecting our rights. Keep up the good work!”—Manny Padilla, Disney



# A NEW CONTRACT AT EATON LIGHTING

When Eaton/Cooper decided to separate its lighting division from the rest of the company, Local 495 stepped in to ensure a strong, fair contract for the 104 newly named members at the new Cooper Lighting Solutions.

Negotiators first had to ensure that the newly separate division would still be under a union contract. Once that was secure, task number two for the union was keeping jobs at the same location in Bloomington.

Through hard work and determination, Local 495 achieved the successor language necessary to maintain a union contract for members at Eaton Lighting. Since the contract had been originally created by an electrical union before it came to Local 495 a few years ago, negotiators then turned to improving the contract.



Jim Rush

“We rewrote the contract, top to bottom, to turn it into a true Teamsters contract,” said Jim Lennox, who served as chief negotiator.

The new contract features an improved vacation schedule, a major improvement to the premium for the graveyard shift, and the highest wage settlement this group has ever seen.

Negotiations were guided by the input of shop stewards Jim Rush, David Dominador, and Dana Montclar. The stewards served on the negotiating committee to fight for a contract that members would be happy with.

“The company wanted to take a lot, but we held our ground. Jim

Lennox and Mark Manning gave us good strategy. In the end, the company didn’t take anything away from us,” said David Dominador.

“It’s rare not to get something taken away, and I’m really happy about that,” said Jim Rush.

Members overwhelmingly ratified the new contract in an August 28 vote.

***“Through the guidance of the negotiating committee and the solidarity of the workforce at the Eaton Cooper Bloomington facility, we were able to achieve the best contract they’ve ever had,” said Jim Lennox.***



“495 has been an active, productive local. They’ve done a great job for us. Thank you.”—  
**Jim Rush, Eaton/CooperLighting**



Local 495 members at Alta Dena Dairy

## Union Strong at ALTA DENA



Frank Alatorre Shop Steward

It has been about a decade since the mechanics at Alta Dena Dairy in the City of Industry became members of Local 495. And what a difference a union decade makes. The 14 mechanics no longer have to pay for their medical benefits. The union has also achieved incremental improvements to their pensions. By the time their current contract is up, their pensions will match dairy industry standards for the area.

"We have better medical than we have ever had. It's a big relief knowing that if something is wrong, we can go to the doctor comfortably," said shop steward Frank Alatorre, who has been at Alta Dena Dairy for nine years.

Alatorre believes the union plays an important role in the company culture.

"There are people at Alta Dena Dairy whose families have been there for generations. It's a place where the employees should be thought of highly. The union ensures that employees are able to speak up and have a voice," he said.

"Thank you, Local 495, for being persistent and getting the union into Altadena. It has helped unite people who now know the union is there as a helping hand. Happy 80th, Local 495!"—**Frank Alatorre, Alta Dena Dairy**

# Shop Steward Appreciation Dinner

*In celebration of the 80th anniversary of Local 495, shop stewards dined and danced the night away at the Disneyland Hotel on October 5.*

*The shop stewards were treated to a gourmet dinner and an evening of dancing in thanks for their dedicated service on behalf of the membership of Local 495.*

*“Shop stewards are the backbone of our union. They are on the front lines every day serving members. It is an honor to thank them with a fun-filled evening of celebration,” said Secretary-Treasurer Bob Lennox.*

*At the celebration, the shop stewards thanked Local 495 for its 80 years of service.*



“The local union’s 80th anniversary means 80 years of continued excellent representation on behalf of many workers who have benefited enormously. This local has made it possible for many families to live the American Dream.”—Berry Ross, Hertz

“When I see ‘80 Years’ and ‘1939,’ I feel nostalgic and a feeling of respect for all the battles that were won in order to get to right now. I feel honored to be a part of the Teamsters.”—Sue Pecenka, Racetrack





"It is an honor and privilege to be a small part of this amazing local. Thank you to Bob and George and all the business agents for working with us to achieve the contracts and working conditions that we have."  
—Nicki Taylor, Hertz



## Shop Steward Dinner

*continued from previous page*

"I'm proud to say I'm a Local 495 member. Thank you, Teamsters Local 495, for all you do. Let's go another 80 years, so my children and grandchildren can experience this great brotherhood."—**Andrew Ramos, Penske**



"80 years strong—we need to celebrate our past. Our forefathers fought to have a better life for their families. We salute you, Local 495."—**Lydia Surface, Disneyland**



"Thank you, Local 495, for a legacy of championing the worker."—**Taryn Bates, Disneyland**



"Here's to 80 years of respect, benefits, great pay, and brotherhood."—**Joe Turnbow, SuperValu**





“Teamsters have been fighting for fair and safe working conditions for us for the last 80 years. If not for the Teamsters, we wouldn’t have all the benefits we have today.”—**Jimmy Johnson, Disneyland**



“80 years is the sign of labor-friendly leadership, and people that have made a difference in at least four generations. Our livelihood and futures have been affected to a greater good by Local 495.”—**Manny Espinoza, Penske**



“Thank you, Local 495. 80 years and going strong. Let’s stay united always and forever.”—**Jorge Barron, Kuehne + Nagel**

## Shop Steward Dinner

*continued from previous page*



"If you can last 80 years, we can go 200 years!"—**Orlando Hendrix, WWL Solutions**



"The best union in the world. My home forever and my protection for life. Thank you, Teamsters. I love you." —**Anuar Romo, Hertz**



"What Local 495's 80th anniversary means to me is brotherhood, having a voice, and fair and healthy living for us all."—**Raymond Ibarra, Ryder**





"We have been very blessed with strong leadership for 80 years. With Bob Lennox at the helm, we will continue to be one of the best locals in the Western Conference."—**Ben Denovel, Santa Anita Racetrack**



"Thanks to the union, the little guy has a voice in the workplace. Where else does the employer have to abide by fair rules that apply to all?"—**Patti Swanlund, Hertz**



"Thank you, Local 495. 80 years and going strong. Let's stay united always and forever."—**Jorge Barron, Kuehne + Nagel**



# President George Park

In his 31 years as a Teamster representative, President George Park has served almost every industry imaginable. Over the years



he has represented automotive and facility mechanics, tank cleaners, food industry employees, dairy industry members, linen and industrial laundry drivers, office workers, freight and warehouse employees and UPS members. He has served as a negotiating committee member or chairman for many of these units.

Park began his career in 1966 as a ride operator at Disneyland. Seven years later he became a shop steward, and he became a Business Agent in 1986. He was elected Local 495 President in 2012.

“It is an honor for me to serve as President of this large and effective local union,” Park said. “It is one heck of a responsibility, because each one of the members deserves the local’s full attention. But it is a responsibility that is also



an honor. This is one of the best-run locals in the country, and the leadership is top class.”

Park, a father of two sons, has been married to his wife, Ruthie, for 23 years.



George Park, Local 495 President

“Local 495 has been very good to me and all the members. Bob Lennox and George Park do an outstanding job. If you have a situation, Bob Lennox wants to listen and gives the best possible advice. The packages this local union negotiates for us are exceptional. I could go on and on in celebrating this great local union—happy anniversary!”—**Gary Diaz, Shop Steward, UPS**



“Happy 80th anniversary Workers get forgotten about having our back and being a throughout the whole United pride in every day.”—**David**

# Secretary-Treasurer Bob Lennox

Secretary-Treasurer Bob Lennox is a devoted Teamster leader who has served the labor movement his entire adult life. Robert Lennox, born in Canada, lived in Detroit, Michigan, until he was 14, when he moved with his parents to Los Angeles. Immediately after high school, Lennox enlisted in the United States Marine Corps; he served from 1969 to 1973, including a tour in Vietnam in 1970.

Upon completing his service in the Marine Corps, Lennox landed a job at auto-parts distributor Cal-Custom, whose employees were represented by Local 495. Within his first month there, he was elected as a shop steward.

In July 1976, Lennox began his career as a



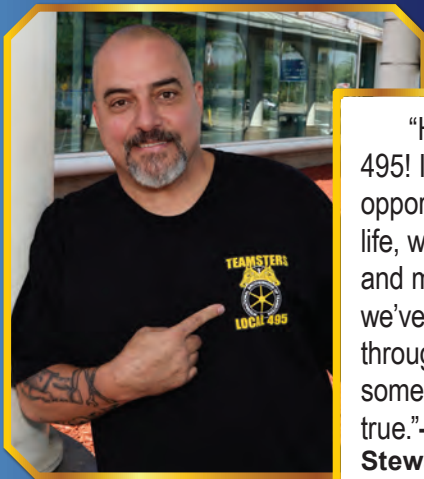
Business Agent for Local 495. In 1987, he was elected President of the local. In 1991, he was elected Secretary-Treasurer. The following year, Lennox was elected to the Executive Board of Joint Council

42, of which he is now Vice President. Also in 1992, Lennox was appointed director of the IBT's Western Region Industrial Trades Division.

Over his long Teamster career, Lennox has held many posts, serving on the Western Conference of Teamsters Pension Trust Fund, several Teamster healthcare funds, and the California State Training Panel.

"It has been my great pleasure to serve the labor movement all of these decades and in so many ways," said Lennox. "I am extremely proud of the legacy of Local 495, and we pledge to carry forward our ideals and goals on behalf of the members."

As devoted at home as he is to the labor movement, Lennox has been married for 35 years and has two adult children and two grandsons.



"Happy birthday to Local 495! I thank Local 495 for the opportunities they opened in my life, which have changed my life and my family's life. Everything we've gotten working for Ryder through the union has helped some of our dreams come true." —**Gabriel Lopez, Shop Steward, Ryder**

sary to Local 495! Thank you for worrying about the employees. out unless they're part of a union. Thank you to Local 495 for ng a voice for us and the many employees that get done wrong ited States. Being a member of this union is something to take vid Dominador, Cooper Lighting



Bob Lennox, Local 495 Secretary-Treasurer

# Members at LAX Congratulate 495

## AVIS



Avis Maintenance



Denise Punch



Diana Perez, Pam Hebert and Adrian Castillo



Diane Trevizo, Shop Steward Avis

"I really appreciate what Local 495 does for us members. My family has benefits. My daughters have received Local 495 scholarships for college. When I say the name Bob Lennox, my daughters and my wife see him as a family member. Bob, Jim, and Kevin are role models. As big as the union is, I feel a personal connection with the leaders of Local 495 and that is a big deal. Happy 80th anniversary to this excellent union."—**Luis Gonzalez, Avis, LAX**



Geneva Shobey - Quality Assurance Avis  
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Jimmie S. and Deandre Shobey S. A. - Avis



Heather Hammock - Avis



Ron Stewart - Avis Show Room



Tatiana Hill - Avis



Sharif Sahak - Avis



Frank Mendez, Mario Olivera and Mike Campbell - Avis Dispatch



Miguel Castillo - Avis



Edwin Gardner - Avis



Patricia Benoit - Rental Sales Associate Avis



Maria Ibarra - Avis

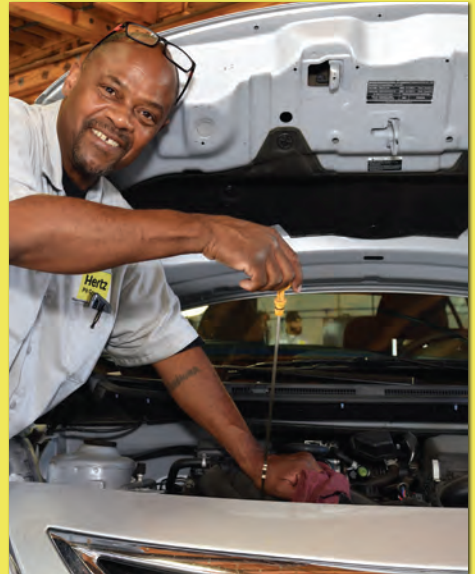
## Members at LAX *continued from previous page*



Chhour Touch - Hertz Pit Crew



Edwin Garris - Hertz Mechanic



Gerald Thomas - Hertz Mechanic



Daelene Tupuola - Transporter



HERTZ VSA Agents



Nicki Taylor, Shop Steward - Hertz

"Local 495 is the greatest bunch of people. Bob, Jim, Kevin, Mark—they are all so supportive. Especially in this political climate, the union is more important than ever. Trump is completely anti-union and trying to get rid of unions. It's awful. I always tell the younger people: if it wasn't for the union, we wouldn't have the security we have, the benefits, the pay. We need it so much now. Those who are anti-union are trying to get rid of those protections because they're not out for working people—they're out for the rich." —**Nicki Taylor, Hertz Shop Steward, Local 495 Executive Board Advisory Committee**



Joshua Taotoai, Ramiro Ortega, Tracy Moss and Tupu Talou



Jonathan Marantan - Hertz Mechanic



Labetta Lewis - Transporter Hertz



Raul Carrillo, Marlo Martinez and Roy Hanamoto - Hertz Mechanics



Mark Moore - Hertz Pit Crew



Michael Takigawa, Shop Steward

"I appreciate Bob Lennox for all he's done through all the years. His expertise and knowledge is so important for all our contracts, now and in the future. I've been in the union for decades and it's been great for my family. We've got the best medical and pension benefits in the industry, thanks to Local 495. Happy 80th anniversary, Local 495!" — **Michael Takigawa, Shop Steward, Hertz, LAX**



Miguel Castillo - Avis



"Local 495 is like a village, and that's what it takes to make progress. Thanks to Bob Lennox for being the head of the village, and happy 80th anniversary to Local 495!"

—**Sharon Carter, National Alamo, LAX**



Sharon Carter Shop, Steward - National Alamo



Ronald Campbell - Pit crew



Pablo Cabañas and James Redmon - Hertz Mechanics  
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# Local 495 Scholarships

We are proud to present this year's winners of the annual Local 495 scholarships. These exceptional Teamster sons and daughters received \$3,000 each to support their dreams of higher education.

*"It is a great honor to support the next generation of our Teamster families in taking steps for a bright future through higher education," said President George Park.*

*Local 495 has awarded these scholarships for 19 years . . . and counting!*

*"Every year, we are so impressed by the quality of the applications. Local 495 members are raising truly wonderful young people. It gives us high hopes for the next generation," said Secretary-Treasurer Bob Lennox.*

**Meet this year's scholarship winners:**



**Isaiah Ambriz** strives to always be "the best version of myself that I can be," he wrote in his scholarship-winning essay. He thanks the union for providing his father, Rogelio Ambriz Jr. of Volvo, with medical benefits that have covered a medical condition Isaiah was born with. The active student was involved in volleyball, tennis, and soccer during high school.



**Naddya Bringas**, a varsity cheerleader, made the National Honors Society for two years in high school. She plans to attend Cal State L.A. and eventually become a pediatric surgeon. Her father is Jesse Bringas, a member at Penske.



**Francis Bautista** is heading to UC Berkeley to study computer science. The stellar student took 10 AP courses in high school while participating in several student clubs. His father, Francisco Bautista, works at Avis in Burbank.



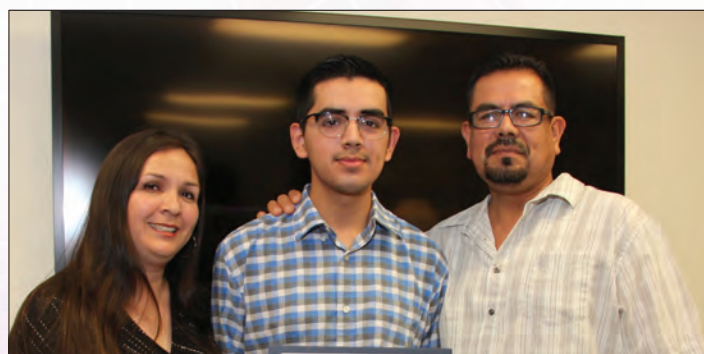
**Ivoree Gerena**, the daughter of Waste Management member Albert Saiz, is a student of many talents. In high school, she was busy with musical theatre, softball, and basketball, as well as volunteering for a local Humane Society. She aspires to a career where she can help conserve and protect our planet and its wildlife.



**Aida Gonzalez**, the daughter of Luis Alberto Gonzalez of Avis, aspires to be a nurse. She made the honor roll all four years of high school. The caring student also contributed to her community by working as a teacher's assistant in a kindergarten class.



**Raquel Guillen** made both the Advanced Dance Team and the principal's honor roll at her high school. She is the daughter of Jose Carlos Guillen, a member at Volkswagen.



**Carlos Leano** achieved perfect attendance and made the principal's honor roll in high school. He also found time to volunteer at the public library. He hopes to one day design graphics for a major sports team or a gaming company. Carlos is the son of Alfredo Leano of Ryder.

**Kristy Lopez**, the daughter of Penske's Alberto Lopez, co-captained the varsity tennis team at her high school and spent two years in the Peer Leading program, through which teens counsel their peers to support mental health and sobriety. She also maintained great grades and received seven gold academic medals during high school.



**Pedro Ramos** has been a dedicated participant in the Harmony Project, which uses music education to help students thrive. His father, Pedro Ramos, has been a union member at Hertz since 1983. The younger Pedro plans to employ the union values of integrity and empathy in his future career as a music educator.

**Cassandra Vasquez** had an impressive high-school record, serving as student body president, making the honor roll, and playing varsity volleyball. She thanks the union for saving her life by ensuring her father had medical benefits to cover her two emergency surgeries. Her father, Jose Vasquez, is a member at Penske.





"I've been a member of Local 495 for more than 20 years. The union has increased my salary a lot, my benefits are great, and I can support my family. I'm so happy to be a Teamster. Thank you to Bob Lennox for your knowledge and leadership. Happy anniversary to Local 495!"—Adrian Cervantes, Shop Steward, Waste Management



Adrian Cervantes-Shop Steward



## Waste Management Congratulates Local 495 on 80th Anniversary





# 80th-Anniversary Picnic

The Local 495 annual picnic celebration was bigger than ever for the union's 80th anniversary. New rides and more family activities offered a fantastically fun day for all.

Members gathered at the Whittier Narrows Meadows on May 19 for a day of food, family-friendly fun, and raffles.

"The members of this local union are hardworking people who give so much to their jobs, their families, and this union all year round. It's a pleasure to give back with a day to celebrate and have fun together as a union family," said Secretary-Treasurer Bob Lennox.

This year's picnic had a petting zoo, gladiator games, volleyball, and little kids' favorite activity—a bounce house. Members and their families had a chance to compete in a hula hoop contest and a lawn bowling tournament, among other events.

Everyone fueled up for all the activity with fajitas, hot dogs, and other delicious food. Popcorn and cookies were on offer throughout the picnic.

As always, a raffle drawing sent lucky members home with an array of exciting prizes.

***"Thank you to everyone who turned out for the 80th-anniversary picnic. It's a pleasure to get together with you and your families and to show our thanks for all you do to make this union strong," said President George Park.***

**MORE PHOTOS PAGES 26-28!**





# 80th-Anniversary Picnic







TEAMSTERS LOCAL 495  
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West Covina, CA 91791

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*Happy 80th Birthday, Local 495!*

