



Automotive, Industrial and Allied Workers

Flash! TEAMSTERS

Robert M. Lennox, Secretary-Treasurer

Spring 2009

www.teamsters495.org

Disney Members Celebrate Exceptional 4-Year Contract

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Toyota Teamsters Vote to Ratify 3-Year Contract

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Local 495 Engineers at **Ralphs**
Keep Supply Chains Humming



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Don't Miss the Teamsters Scholarships Deadlines! See Back Page



Robert Walker, Lynn Coffey, Joseph Lee, Andre Mccray



Jojo Santos, Modesto Madarang, Joey Villamor



Jose Chavez, Brenda Lopez and Jesus Chavez



Rick Newell, Rigo Tirada, Alberto Hernandez, Jeifrem Hall,
John Kobren, Gene Rivera and Wes Brown



Dana Cheevers, Desta Stephens, Linda Weick, Cindy Goff (front)
Charles Stephens and Jim Edgerton (back)



Panchito Torres, Frank Ruiz, Jenny Garcia, Rudy Alamillo and
Juan M. Guitierrez (all with Dept. 235 and 251)



Son Park, Chai Rodnuson, Duk Kim and Al Perez



Sergio Estrada and Luis Macias



Meeting Hall



Jesus Magaña, Victor Alvarez, Francisco Mendoza,
Jorge Melendez, Gerardo Garcia, Ernesto Villegas and Rigo Ont

Disney TEAMSTERS





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www.teamsters495.org

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Deadlines for Teamsters Scholarships

Local 495 members who have a high school senior graduating in the 2008-2009 academic year, and who meet all the criteria and plan on continuing their education at an accredited college, university or trade school are highly encouraged to apply for the following Teamsters scholarships:

Local 495 8th Annual Scholarship Awards

The Local 495 8th Annual Scholarship Awards will gift \$1,500 each to 10 outstanding high school seniors.

The applicant must be a son, daughter or grandchild of an active, retired, disabled, deceased or laid-off Teamsters member who has or had at least 12 months of consecutive membership in good standing in the Teamsters. (Laid-off members must be eligible for recall per the member's labor agreement at time of filing.)

The Local 495 Executive Board reviews all applications and considers Grade Point Average (GPA), SAT/ACT scores, activities, work experience, honors, distinctions and achievements. Applicants must also complete a hundred-word essay.

The application form and complete scholarship information is available online at www.teamsters495.org.

Please note: The application deadline for the Local 495 8th Annual Scholarship Award is May 29, 2009.

Joint Council 42 Annual Scholarship Awards

The Joint Council 42 Annual Scholarship Awards present \$1,000 each to one outstanding high school senior from each of the 26 affiliated JC 42 unions throughout Southern California, Southern Nevada, Guam and Hawaii.

In addition to academic achievements, award winners are selected by the Joint Council Scholarship Committee based on scholastic and community involvement. Applicants must also submit a written essay.

Complete applicant criteria and eligibility requirements is available by calling JC 42 at 626-573-4242. Application forms can also be requested by emailing jc42@aol.com or by visiting www.teamstersjc42.com.

The application deadline for the Joint Council 42 Annual Scholarship Awards is May 4, 2009.

Shoulder-to-Shoulder

A Message to the Members

"...during these hard economic times we are standing shoulder-to-shoulder with all of our members."

Robert M. Lennox
Secretary-Treasurer, Local 495



The nation is weathering a horrendous fiscal storm and the middle class has been hit particularly hard. Non-union workers especially are seeing their wages, pensions and jobs slashed. Yet as economic conditions continue to be difficult for most Americans, through a solid Teamster contract you are better able to protect your hard earned wages and benefits.

We are working hard to safeguard as many jobs as possible.

This is of paramount concern to your Local leadership. But as you know, we are all at the mercy of the recession.

Fortunately, with President Obama in the Oval Office, working families finally have a friend in Washington.

We are working with the Obama administration on a wide variety of fronts, from job creation strategies to healthcare reform, from unemployment benefit extensions to supplemental government payments to help laid-off workers extend healthcare for their families in their time of need.

And, with the passage of President Obama's landmark American Recovery and Reinvestment Act of 2009, hope and help are on the way to thousands of American Communities hit hard by the economy.

And we are working closely with our members at every bargaining table throughout the Local Union, fighting to keep our hard won wages, healthcare and retirement plans in place. We are stepping up and pushing back hard against concessions and give backs.

Times are tough, but we remain determined and vigilant to ensure the best interests of our membership are always front and center.

I have adopted a new motto, one used successfully in the U.S. Marine Corps and that is "No better friend, no worse enemy."

Employers get it real fast and it doesn't require a lot of explanation. We will not tolerate any employer who is not legitimately in a bind to take advantage of our members and their families by exploiting the bad economy.

So as we navigate the choppy waters ahead, let us all remember that there is strength in numbers, and that when we stand tall, Teamsters Strong and United, shoulder to shoulder, front to back, we can defeat those who would destroy everything we have built over the last 70 years.

So as we begin to commemorate our 70th Anniversary, I would like to thank the membership for their outstanding support over the years, and tell you how proud I am of all of you in building this dynamic organization. While there are many accomplishments to celebrate, during these hard economic times, I am always reminded that everything we have accomplished has been done by all of us working together, pursuing our shared goals and dreams, and always putting our members first.

This is what has made all of our progress possible, and solidarity will be the strength and foundation of our future success.

Here's to another 70 great years for the membership and families of Local 495!

Disney Teamsters

Celebrate New 4-Year Contract

After reaching a new four-year agreement with one of the world's most recognizable companies, Local 495 Secretary-Treasurer Bob Lennox was quick to give high praise to the Disney members who played a huge role in the negotiation's outcome.

"Our Teamster committee members distinguished themselves as leaders during the often contentious bargaining sessions with the employer and the other three unions that make up the Master Services Council," he proudly stated.

"Their experience and first-hand knowledge of the situations and problems raised by both parties went a long way in helping resolve all the issues at the bargaining table," Lennox said.

The new agreement took about a month to negotiate and was ratified by over 80 percent of the over 7,000



Teamsters Local 495 negotiating committee celebrate an exceptional contract.

full-time and seasonal members at Disneyland and Disney's California Adventure, of which Local 495 represents 2600 cast members.

Calling it a fair and equitable contract, both labor and management wanted to get the best possible

CONTINUED on next page



Members of Teamsters Local 495 at Disney fill out ballots.

Disney Negotiating Committee

Members:

Mike Wheat
John DiFlauro
Kim Seegers
Brian Freeman
Nancy Clements
Lydia Surface
Brent Malone
Andrea Raney
Carlos Flores
Andy Zablan
Vance Cardenas
Bob Sanchez

Special Recognition to the Following Stewards:

Gabriel Perez
Shawn Stengel



agreement considering the difficult economic times, Teamster officials said. The contract features wage increases each year, newly established wage premiums for Red Triangle attractions, and positive contract language affecting break times and hours off between shifts.

"The committee did a fantastic job," Local 495 Business Agent Roman Delgado reiterated. "They stood out from the rest, intelligently getting their points across and carefully explaining why their proposals were made and needed."



Delgado said he's also gotten a bevy of compliments directed toward Bob Lennox, who once again served as Co-Chair of the negotiations.

"Bob did an amazing job. All of the different committee members involved from each of the unions told me how much they appreciate having Bob in the leadership position."



Roughly 25 different unions represent employees at the Disney properties; the Teamsters are the largest group.

News of the exceptional agreement swiftly spread throughout the parks.

"After the agreement was signed, we heard from a number of employees who congratulated us and commented that we had done an amazing job. These other unions recognized the

hard work that was put into this contract, and realize that the gains we made really set a precedent," Delgado explained.

"I'm happy to say that we have a very professional relationship with Disney and there is a lot of mutual respect," Delgado emphasized. "They know they have very good employees who are committed to the company and to the union as well."



"Teamster members are directly responsible for making a lot of the magic that goes on at both parks. They are directly involved with the guests and enhancing their experience. The company sees how valuable that is."

— Bob Lennox



Local 495 Cast Members at Disney celebrate ratification of new contract.

Disney TEAMSTERS



Local 495 Secretary-Treasurer Bob Lennox (second from left) and Roman Delgado (far right) are flanked by Disney Circle D cast members.

MORE pictures of Disney Teamsters on page 11

Teamsters Local 495 Keeps Supply Chain Humming

It's been said that there is only a 24-hour supply of food at your local grocery store.

Keeping those shelves stocked has become a high-tech business. For many companies, only mechanized, mass distribution warehouses can keep pace.

Fortunately for Ralphs, one of Southern California's largest grocery chains, Teamster engineers employed at the Glendale warehouse have the necessary skills to keep the 21st Century supply chain humming.



“Our members are very skilled mechanical technicians,” Local 495 Business Agent George Park emphasized. “They are a great group of dedicated and experienced individuals. It’s a pleasure to work with them, and represent them.”

Local 495 members since 2002, the 17 engineers man the massive Glendale facility that employs roughly 300 people and operates three shifts.

“The biggest challenges are staying up-to-date on the programs, motor controls and new automation,” Assistant Chief Engineer Ed Hervey pointed out. “It’s our job to keep the operation running strong and streamlined. If it breaks down, nothing moves until maintenance gets it fixed. If we can’t fix it, the process stops.”

The list of the engineers’ responsibilities at the 40-acre, six-building facility is almost endless. The group is composed of certified electricians and welders, an HVAC tech and machinist, commercial and general contractors, military trained electronic techs, a programmer and Class “A” mechanics – and their expertise is utilized in every facet of the operation.

While they regularly inspect a wide variety of commonly used items such as elevators, compressors, safety gear, lights, fire extinguishers and 2-ton battery hoists, they also maintain emergency equipment including the diesel generator, fire/sprinkler system and support paraphernalia like saws, sanders and concrete cutting and coring equipment.

They are also responsible for all office remodels and minor construction projects, and service over 100 dockplates, traffic lights, roll-up doors, a hydraulic trash compactor, four hydraulic dock levelers, the trailer washer, paint booth and fuel island.

The 10-story, 170,000 square-foot Automated Storage and Retrieval Service



A member of Teamsters Local 495 at Ralph’s shows how it’s done.



Center (AS/RS) and attached 500 square-foot selection warehouse has 57,000 storage locations and over 15 million cubic feet of space. The AS/RS system features over 5,750 feet of chain and a roller-driven conveyor system with hundreds of electro-magnetic motor starters, fluid couplers, electric brakes, pneumatic clutches and Variable Frequency Drives.

The Local 495 members regularly inspect, maintain and upgrade all of the equipment including pallet transfer, lift and rotator tables; stackers; dispensers; pallet collectors; two scales and two bar code scanners.

At the heart of the AS/RS system are the 15 Eaton, 100-foot tall storage/retrieval machines. Utilizing infra-red communication modules and lasers, the machines require over 400 feet of wire rope to hoist pallets to the top tier and run on thousands of feet of steel track – all inspected, repaired, maintained and overhauled by Local 495 members.

Nothing gets thrown out or replaced without a complete evaluation by one of the engineers, Hervey reports.

And to top it all off, the members are CPR certified and serve as Caregivers and First Aid Responders.

Hervey, who works the graveyard shift and serves as the Chief Shop Steward, just began his 20th year with the company. He was also the one who spearheaded Teamster representation and adds that things couldn't be better.

"Labor-management relations are going great," he said, explaining that there is mutual respect. "We bend over backwards for them and they do the same for us. We have an open door policy where we can really resolve an issue. Our relationship with management is spectacular."



Teamsters Local 495 members at Ralph's

"Our members are very skilled mechanical technicians. They are a great group of dedicated and experienced individuals. It's a pleasure to work with them, and represent them."

— BUSINESS AGENT GEORGE PARK

Local 495 Members at Toyota Ratify 3-Year Agreement

There is no doubt the recession has hit the auto industry particularly hard. Yet, the members at Toyota Logistic Services in Long Beach began 2009 overwhelmingly ratifying a new three-year agreement that brought substantial language improvements, wage increases and securing the full MOB.

"We enjoy a cordial relationship with the company and there was a common goal at the bargaining table," Local 495 Business Agent Gene Rivera explained.

"However, this exceptional contract is attributed to the leadership of Bob Lennox and Rigo Tirado, and the hard work of the bargaining committee."

"Despite the ongoing calamity in the auto industry for both foreign and domestic makers, Local 495 was able to protect not only our members' healthcare and pensions, but also to enhance both during the term of this agreement," Local 495 Secretary-Treasurer Bob Lennox said. "I'm very proud of all the committee members.

They were very instrumental in putting a solid agreement together."

While economics was a big factor, the talks began in December with 224 Toyota members in agreement that this was also their opportunity to enhance the language in the contract for several issues that have come up over the last couple years, Rivera said.

One of the hottest issues was mandatory overtime the weekend before or after a vacation. "Members were required to call in before and after the five-day work week they were on vacation to see if there was mandatory overtime. Prior to this agreement, they had to request that off. Now it's automatic."

"This was a very good win."

—Gene Rivera
Local 495 Business Agent

Other critical language improvements included a streamlined grievance procedure that favors the members; an additional floating holiday; increased funeral leave; a doubling of the sick leave hourly increments; and the addition of Personal Leave, a new section the members had never had before.

"Overall, I believe the members were quite surprised that we achieved what we did, given the economic times."

We maintained our pension, health and welfare and are even getting a raise at this point," committee member Jay Hall commented.

"I was very impressed with the Local leadership. I would like to say 'thank you' to those guys for doing a great job. It was a pleasure working with them and the entire committee."

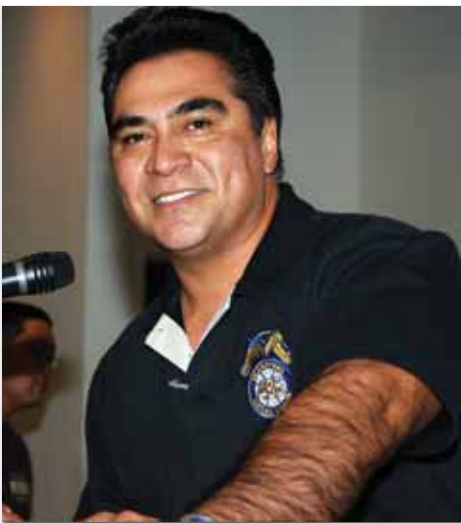
—Committee Member Jay Hall

"Times are rough and we work in the auto industry," 34-year employee and committee member Wes Brown pointed out. "And we started negotiating after the stocks hit bottom. The overwhelmingly vote in favor of accepting this agreement explains how the members feel."



Tom Bertrand, Kenny Sessions, Lalo Mata, Jeifrem Hall and Dave Minter

MORE pictures on page 10



Rigo Tirado, President, Teamsters Local 495



Oscar Ortiz, Mathias Dorado, Rigo Ontiveros, Mike Ibarra, Alfonso Sanchez and Gerardo Garcia



Jose Medina, John Oste, Margaret Toilolo, Esther Ofoia and Alex Ramirez (Night Shift)



Brown has been at the bargaining table in the past.

"This was pretty much the hardest one. Maintaining health and welfare benefits, and increasing our pension were big goals and the Local represented us very well. Bob Lennox is my hero."

—Committee Member Wes Brown



John Romo, Gerardo Garcia, Momi Dagdag, Micah Kirton and John Madrigal