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TEAMSTERS Local 495 *Flash!*

Automotive, Industrial and Allied Workers

Robert M. Lennox, Secretary - Treasurer

February 2010

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A Message to the Members

A Personal Tribute

by Robert M. Lennox
Secretary-Treasurer, Local 495



In October, I had the privilege of attending a very special event honoring a remarkable group of people: Local 495 Shop Stewards and Alternates. The Local reached a milestone in 2009, and when we looked at how to commemorate our 70th Anniversary, it seemed only fitting to celebrate these unsung heroes. Our success over the years couldn't have been possible without the unwavering dedication of countless brothers and sisters who have taken on the role of Shop Steward.

Their achievements and triumphs – particularly during the recent challenges we have faced – have been inspiring. The current stewards who serve us illustrate a fundamental element of our history that sets Local 495 apart from the others. Throughout our great times and tough times, Local 495 Shop Stewards have always stood united, proud and strong for the betterment of the entire membership.

Now, as we embark upon a new year and a new decade, my hope is that each of you can be as inspired and motivated as I am by the unity and professionalism shown by our Shop Stewards.

I couldn't be more proud of their commitment to the Local and their fellow members, particularly during the past 18 months.

The past year has been difficult for our country and for many of our members. While a few indicators suggest that the worst is behind us, there is no doubt that unseen challenges will always lie ahead for organized labor. It is the way we bravely face and overcome those challenges that makes the difference for our members now and in the future.

This year we will be negotiating several pivotal contracts that will affect many of you. Wages, health care coverage and job protection will be key elements in those talks. It is important for each member within those bargaining units to stay informed, educated and united. The best way for us to reach a sound agreement is to have solidarity on the shop floor.

We are one of the most well-respected and recognized Locals within the IBT. We are also the largest automotive local within the union.

The contracts we negotiate set the standard for locals around the nation. Likewise, Local 495 members are held to the highest standard because of your decades-long display of unity, strength and Teamster pride.

As we begin 2010, take stock of the role you play in your union, help a fellow

member in need, and take a moment to thank your shop steward. Let's also look forward to a healthy, peaceful and prosperous year filled with hope and solidarity.



Teamster Jobs Protected at Ontario Airport



Filomeno Esquivias, Business Agent Jim Lennox and German Montes



Cindy Diaz



Javier Hernandez

Things just got a lot busier for Local 495 members who work at National/Alamo at the Ontario Airport.

The service agents, mechanics and shuttle drivers who clean and repair returned rental cars just picked up twice the workload when Alamo Rent a Car merged with neighboring Enterprise Rent-A-Car. The two companies had united in 2007, but according to BA Jim Lennox, this is the first time two of their shops have actually been combined.

"This is an unprecedented move," exclaimed Lennox. "By combining shops there is more work for our members, which gives them more job security in these tough economic times."

When the fence between the two shops was removed and all cars routed to the Alamo shop, the union employees at Alamo were guaranteed job priority over the Enterprise employees because of their Teamster contract. Now, Local 495 members have twice the number of cars to work on.

The Shop Steward at National/Alamo, Johnny Macias, agreed with Lennox. "Not only is there more work now for our members, but they get better schedules and opportunities. Because we are so busy now, they know that their jobs are safe."

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Teamster Jobs Protected at Ontario Airport

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Even on a recent Monday morning, the lot was packed with cars waiting to be cleaned and returned to their spots, and members were in nonstop action.

The increased workload didn't bother any of the employees, however. "It is a lot busier now," noted Evelyn Delgado. "I don't mind at all, though, because I like the work."

"I left for vacation and when I came back the two sides were combined," remarked Laura Christy, who works in the National/Alamo office. "I haven't seen a difference inside, but it's much busier outside with the cars."

Enterprise Rent-A-Car bought Alamo in 2007 to increase its customer base and market share. Now that the two companies are under one roof at Ontario Airport, ideas and strategies can be shared more easily.

"The two shops merging brings in a lot of new ideas," Steward Macias added. "We are learning from each other, and that can only be a good thing, not only for the company but also for our members."

"This is historic," added Lennox. "Enterprise is non-union around the country. Nowhere else has Enterprise allowed the back lot to be merged with National/Alamo under the Teamster union."

We're proud to welcome these new members to the Local 495 family. This is the gift of job security for them, and nothing could be greater in this economy."



Evelyn Delgado



German Montes



Filomeno Esquivias



Fernando Ruvio



Laura Christy

Local 495's 70th Anniversary Celebrated on the Queen Mary

The grand and timeless Queen Mary – celebrating just over 70 historic years – was the perfect location to commemorate Local 495's 70th Anniversary and to honor the Shop Stewards, those brothers and sisters whose dedication and commitment to the membership have made Local 495 one of the strongest locals in the country.

On October 17th, over 220 shop stewards, Local officials and honored guests embarked on the majestic ship for a night of celebration and camaraderie. Local 495 Secretary-Treasurer Bob Lennox welcomed the group.

"This night is to say thank you for all your hard work, for confronting the challenges, and for

diligently working on behalf of the members," he said.

"We're here to celebrate and honor the stewards and the alternates for their enormous contributions to the Local."

Bob Lennox, Local 495 Sec.-Treas.

The festivities included a number of special guests including Local 495 Secretary-Treasurer Emeritus Karl Ullman, who was acknowledged for his tremendous contributions in building the foundation of Local 495. His vision and leadership, Lennox emphasized, were the qualities that helped the Local make great strides into the future.

Other esteemed guests included Local 63 Secretary-Treasurer, IBT

Vice President and newly elected Joint Council 42 President Randy Cammack, as well as Steve Mack, IBT Director of the Industrial Trades Division.

"As the largest automotive local in the IBT, you set the stage and form a pattern for other locals around the country," Mack pointed out.

"I want to thank the stewards for their commitment and hard work, as well as Bob Lennox, President Rigo Tirado and the staff for all of your efforts on behalf of the IBT and other locals around the nation."

In addition to a grand shipboard dinner, the evening included dancing, with Local 396 Business Agent Hector Delgado serving as DJ, and a spectacular raffle.

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Honoring Shop Stewards Aboard the Queen Mary

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Several dozen gifts were raffled off throughout the night. Special congratulations go out to Johnny Macias (Enterprise/Ontario) who won four Disney Hopper tickets; Sharon Carter (National/Enterprise) who won an IPOD Nano; Morris Clardie (National/Alamo) who won a Macintosh computer, and Jeff Caudel (Penske) who walked away with the evening's top prize, a fantastic television and home theater system.

"The stewards are our eyes and ears on the shop floor. It is only fitting to honor their contributions and commitment," Lennox said after the event.

"Because of all of their efforts, their triumphs and success, Local 495 will continue to be one of the most respected locals within the IBT."





Business Booming for Local 495

Visit the bustling WWL (Wallenius Wilhelmsen Logistics) Port of Los Angeles facility and you just might wonder if the country is really in a recession.

Thousands of different model Nissan cars roll off massive cargo ships weekly, and they must have accessories added and undergo processing. The global company's web site boasts \$2.3 billion in annual sales.

Local 495 has represented WWL members for decades in a variety of key positions: allocation, delivery zone, yard services, rail, accessories, quality control, surveying, vehicle maintenance, parts, car wash/detail and buff, and facility maintenance. The group is currently working under

a five-year agreement set to expire on April 1, 2010.

"The company is not struggling like others," Local 495 Business Agent Gene Rivera noted. "However, our biggest challenge will be maintaining our benefits."

"Money is always a top concern," Chief Shop Steward Gilbert Rios points out. "But our main concern is medical benefits and maintaining what we currently have."

Rivera said the group enjoys a cordial and professional relationship with the company, where they work together to resolve issues. "The

members are a very proud group of individuals who have no problem standing up for what they believe in. They're a strong, dedicated group of Teamsters."

That strength, and union solidarity, will be key in the upcoming negotiations.

"It will be important prior to and during bargaining that the unit stays united and supports the Local leadership and the negotiating team to secure a good contract," he added.

"There are millions of Americans who don't have a union," 17-year employee and longtime Shop Steward Orlando Hendrix pointed out. "I'm stressing daily to my coworkers how



Rudy Genido-Prod_ Dept- 27 Years



German Urzua-23 years- Productions Dept



Jose Arrizon-Productions Dept_30 Years



Francisco Ruiz- Prod_ Dept- 10 Years



Jaime Villanueva-10 years



Lenny Ruiz- 15 Years

at WWL Port of Los Angeles

important it is that we stick together and support the union.”

“It’s always important to show a solid front to the company because it says ‘all the members are behind what we are proposing to you,’” Rios emphasized.

The nearly 150 Local 495 Teamsters play a vital role in the company’s success.

Moving the vehicles from ships to different areas of the facility, then onto either rail or truck for distribution to US dealerships is done quickly and with precision. In addition to processing the paperwork, members are also responsible for adding accessories such as carpet,

roof racks, splash guards, kick plates, alarms, audio/video systems, and customer-ordered specialty items. Most members log a 4-day, 10-hour shift work week.

Up to 4,000 vehicles can be crammed into a shipload, Hendrix explained. However, the norm is roughly 2,500 cars.

The facility receives – on average – a cargo every other week, but recently they had ships come in on Saturday and Sunday. “Cars are in and out ... it’s a very fast turn-around time,” he said.

Rivera noted that contract proposals will start in December, and encourages members to participate.

Rios underscored that sentiment.

“The membership needs to put some thought into what they really want, especially if it’s a long contract. We need to get serious and make proposals that will benefit all the members.”

“The company is doing well right now and business is booming,” Hendrix said. “I think we can be pretty positive going into negotiations. It’s just a matter of coming to terms and ironing out some issues.

One thing is for sure, WWL just secured a long-term lease with the port, so we know the company isn’t going away.”



Leo Trujillo-Prod_ Dept-23



Mariano Carungcong-26 years



Mary Oden-26 years Productions



Luis Lopez-Maintenance Tech Dept- 20 Years
Cx



Orlando Hendrix-Steven Lynch-Jose Cazares-Gilbert Rios and Gene Rivera

JOINT COUNCIL UNANIMOUS

**By a unanimous Joint Council vote,
Randy Cammack was elected Joint Council President and
Local 495 Secretary-Treasurer
Bob Lennox was re-elected Vice President.**

The two Joint Council veterans – Cammack had previously served as Secretary-Treasurer – began their new five-year terms in January.

Lennox started his career at Joint Council 42 in 1992, a year after he became the principal officer at Local 495, when he was appointed to a trustee position. Over the last 19 years he has worked tirelessly at both local and joint council levels to earn Teamster members fair wages, pensions, and medical benefits.

Before he was nominated for Vice President, Lennox stepped up to the microphone at Local 986's meeting hall – where the Joint Council session was being held – to nominate his long-time friend Randy Cammack for the position of President. "It's an honor to nominate a great Teamster and a great man," Lennox said to an extended round of applause.

Along with Lennox and Cammack, the officials elected to the Joint Council were: Mike Bergen, Secretary-Treasurer; Arthur A. Cantu, Recording Secretary; and Trustees Ron Herrera, Leo T. Reed and Pat Kelly.

"I know these are difficult economic times for the entire nation," said President-elect Cammack. "Our highest priorities are to preserve Teamster jobs and protect medical benefits." He stressed that organizing



By a unanimous Joint Council vote, Randy Cammack was elected Joint Council President and Local 495 Secretary-Treasurer Bob Lennox was re-elected Vice President.

will also be of great importance. "Non-union companies have an unfair advantage," he explained. "They pay less, provide fewer if any benefits, and are in direct competition with union companies."

A new decade means a new approach to the way the labor movement works, added Lennox. "We need to adapt to this growing global economy, as well as use the new technology available in this Information Age," he stated.

"We have a unified board which will be working closely with our local, as well as all in the Joint Council, to help our members flourish in the new American economic climate."

~ Celebrating a Decade of Giving ~

10th Annual Scholarship Awards

When Local 495 made the decision 10 years ago to honor outstanding Teamster children for their academic accomplishments through a scholarship program, we knew offering financial assistance would be an important union benefit.

The Local also knew there were outstanding Teamster children who should be recognized and rewarded for their efforts. The level of excellence the Local has seen from these young people over the years makes us all proud.

Past awardees have come from virtually every bargaining unit. These students have excelled in the classroom and in their communities. Many have been highly accomplished student athletes, as well.

“We couldn’t be more proud of this program and the children who have been beneficiaries,” Local 495 Secretary-Treasurer Bob Lennox said. “It has truly been our privilege and an honor to assist these students and their families with higher education.”

Since 2000, the Local has awarded scholarships to nearly 100 children totaling well over \$100,000. When the program first began, students received a \$1,000 gift. In 2005, the Local 495 Executive Board increased the scholarship award to \$1,500.

“That was an important and needed increase,” Lennox pointed out. “As many of us know, the cost of

higher education continues to grow every year – whether at a trade school, college or university.”

2010 Scholarships

The 10th Annual Local 495 Scholarship Awards will be presented at the General Membership Meeting in June. Again, 10 students will each be awarded a \$1,500 scholarship. Parents of high school students graduating in 2010 are highly encouraged to apply. This year’s application deadline is May 31.

The Local 495 Executive Board reviews all applications and considers Grade Point Average (GPA), SAT/ACT scores, activities, work experience, honors, distinctions and achievements when awarding the scholarships.

The applicant must be a son, daughter or grandchild of an active,

retired, disabled, deceased or laid-off Teamster 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 application form and complete scholarship information is available online at the Local’s website, www.teamsters495.org.

Additional Teamster Scholarship Programs

In addition to the Local 495 Scholarship, members are encouraged to explore other Teamster scholarship programs provided through Joint Council 42 (www.teamstersjc42.com) and the International Brotherhood of Teamsters (www.teamster.org).



Local 495 Scholarship Winners from 2009



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for the remarkable service they provide.

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