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Local 495

Automotive, Industrial and Allied Workers

TEAMSTERS

Flash!

Robert M. Lennox, Secretary - Treasurer

Summer 2010

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Scholarship Winner: Melinda Gonzalez

Parent: Luis Gonzalez, Avis

It took only one moment for Melinda Gonzalez to realize that pursuing higher education could change her life and the lives of others. The daughter of Luis Gonzalez, an auto technician at Avis Rent-a-Car, Melinda had a harrowing experience while walking home: she was mugged. "When I think back to the moment when I felt they had taken away everything I had, I realized that I have something they can never take away from me: an education," she recalls. Gonzalez will be attending Cal State Long Beach to major in Liberal Arts, which she hopes to use in helping other young people. "Whether it is through teaching or counseling," she explained, "I hope that one day I can help the young girls who will walk in my shoes, so they won't be too afraid of walking in their neighborhoods."



Local 495 2010 Scholarship Winner Melinda Gonzalez and family

Scholarship Winner: Kathleen Gilliland

Parent: Albert Gilliland, WWL

Finding happiness by pursuing her passions is what Kathleen Gilliland is striving for. A lifelong interest in politics has led the daughter of Albert Gilliland, a Quality Control Technician at Wallenius Wilhelmsen Logistics, to pursue a degree in Political Science and Pre-Law at George Washington University. "I believe in upholding social justice for all human beings at all costs," stated Gilliland, "and I plan on devoting my life to that." She feels that a career as a lawyer, politician, or journalist will help her promote the most change, although she has yet to settle on a future job. "I am a very determined individual," continued Gilliland. "When I have my mind set on anything, including changing the world, I know I can do it."



Local 495 2010 Scholarship Winner Kathleen Gilliland and family

Scholarship Winner: Lance Boyts

Parent: Roger Boyts, Penske

The world of business has always interested Lance Boyts, the son of Penske Truck Leasing Technician Roger Boyts. "I plan on majoring in Business at Cal State San Marcos," said Boyts, "and after I receive my degree, I will continue on to be a Real Estate Agent and move my way up to a Broker." A degree and career in Finance could also be in the cards for Boyts, and he isn't one to limit himself to a particular job. The idea of becoming

a Lender also catches his fancy, and only time can tell what he will choose. "No matter what my major, I plan on going into sales and marketing of some sort," he explained. "All my life I've been interested in selling products and making a profit, whether it be \$10 at a garage sale or \$6,000 from selling a house."



Local 495 2010 Scholarship Winner Lance Boyts and family

Scholarship Winner: Mallory Hill

Parent: Timothy J. Hill, Ralphs

As the saying 'the pen is mightier than the sword' is true, Mallory Hill hopes to become a very powerful woman. Hill, daughter of Ralphs employee Timothy Hill, will attend UC Berkeley in the fall. With hopes of one day becoming a writer, Mallory will earn a degree English with an emphasis on creative writing. After her undergraduate studies she would like to move to New York to attend NYU and obtain a Master's in creative writing. While working or interning in the publishing industry, she will continue to pursue her passion of putting pen to paper. "I will all the while be writing," she explained, "in the hopes that I will achieve my ultimate goal of becoming an esteemed novelist."



Local 495 Sec.-Treas. Bob Lennox, 2010 Scholarship Winner Mallory Hill and Timothy Hill (Ralph's)

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Avis Agreement Overwhelmingly Ratified

In early July, Local 495 members working for Avis overwhelmingly ratified new three-year agreements with the company. The two separate contracts were ratified by a 5 to 1 margin. One covers rental and return reps, dispatchers, service agents, mechanics, and tire and lube employees at LAX and Burbank; the other covers service and return agents at Ontario.

"The negotiations were contentious and long," Local 495 Business Agent Jim Lennox explained. "They fought us tooth and nail for the bare bones. But ultimately, it is a darn good agreement, considering the economic times we live in."

Chief Shop Steward and Executive Board Member Lori Cazares agreed. "We had a fantastic team and we went in knowing that there has been a real downturn in the economy."

"We had great expectations, but the truth is you go in asking for the world, but you're lucky if you get one state. Considering the economic situation, it's definitely a fair and equitable agreement with no takeaways."

The negotiating committee included Lennox and Cazares along with Local 495 Secretary-Treasurer Bob Lennox, Business Agent Kevin Barrus, and members Karen Debry, Diane Trietiso, Jon Sakaguchi, Aide Hernandez, Louis Gonzales, Alex Martinez, Mark Emmanuele and Dennis Stone.

Cazares said the wage increases, an extra floating holiday, maintenance of health benefits, along with an improved pension and a signing bonus, helped contribute to the contract being ratified successfully.

She was also quick to point out that none of the improvements were a given. "We had to fight for these things. We fought like warriors and there were even a few tears."

Cazares also commended the Local 495 leadership. "Bob is an angel who does his homework. Sometimes I bet the company wishes they had him on their side," she quipped. "And Jim is another force to be reckoned with. He's an excellent business agent and he knew exactly what we were feeling during negotiations."

LAX Avis is the company's biggest location in the world. Cazares said she knows how valuable the Teamsters are to Avis and this new agreement took a united effort to accomplish. "We are strong, but we're stronger together."

We need to continue to stick together and look out for one another. That solidarity showed in this contract." 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."



Alex Martinez



Local 495 Members Prove Their Worth In the New World Of Automation

"The company realizes that no matter how technologically advanced their equipment gets, they still need Teamsters to make sure they stay online."

— BUSINESS AGENT GEORGE PARK

Local 495 has been awarded jurisdiction for the new Ralphs automated distribution center in the city of Paramount, CA. This new facility, when fully operational, will employ almost forty Teamster members.

The new distribution center is state of the art, designed to move products quickly and efficiently to stores throughout its region. All of the de-palletizing, sorting, and repacking is handled by mechanized equipment.

"The company feels they need to become more automated in order to compete financially," said Secretary-Treasurer Robert Lennox, "but they still need Teamster workers to keep the place running. Without our members, the machines would break down. They are an integral part of the new distribution center."

Currently, over twenty Local 495 members are employed as facility maintenance associates at the Paramount center. "We do repairs and preventive maintenance on the equipment," said Shop Steward Ed Hervey, a Teamster member for over 20 years. "We are just getting up and running, and so our members are also deeply involved in fine tuning all of the machines to make them more efficient."

The equipment that Hervey and the rest of the Local 495 members are responsible for is designed



to handle most of the work through automation. Full pallets of the same product arrive at the facility and are separated (de-palletized) by the

machines. The product is then sorted and re-packaged onto mixed pallets with other products before being loaded onto trucks bound for the stores.

This is the second automated distribution center that Hervey has worked at, having just moved over from the Ralphs shop in Glendale. A new building with new equipment means a steep learning curve, and Hervey says the members have had their work cut out for them.

"At the older facility all of the equipment was American made," he explained. "Now, we are having to deal with German-made gear. We are using metric tools instead of standard and there is sometimes a language issue. It's definitely a challenge, but one that we are up for."

Business Agent George Parks, who represents the new Ralphs facility, is grateful that the company sees the value of keeping union workers in the facility, despite the need to automate. "The company realizes that no matter how technologically advanced their equipment gets, they still need Teamsters to make sure they stay online."



Local 495 Members at Ralphs

Disney Adds 'World of Color' to California Adventure

CONTINUED from Page 4

later – 11 p.m. – which means additional hours for members.

Depending on seniority, Teamster members can request working the show. Johnson noted that many members have changed their schedules to be a part of the 'World of Color.'

"The company's success is obviously our success as well," Local 495 Business Agent Roman Delgado pointed out. "Thanks to these nightly events, our members get more hours, more shifts and the pleasure of diversifying their work. They get to experience something different and get to be

a part of something fantastic for Disneyland guests."

Both cast members highly recommend the show and advise everyone who wants to see the shows to get their FASTPASS early. Without it, less-than-ideal areas providing very limited views might be the only choice.



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Disney Adds 'World of Color' to California Adventure

Story starts on Page 3



"The company's success is obviously Local 495's success as well....Thanks to these nightly events, our members get more hours, more shifts and the pleasure of diversifying their work. They get to experience something different and get to be a part of something fantastic for Disneyland guests."

— Local 495 Business Agent Roman Delgado

It's A Wonderful World

A Message to the Members

"Local 495 is proud to represent countless cast members throughout Disneyland and California Adventure."

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



*I*t's summertime and the best occasion for our Teamster members to spend quality time with their families and friends. If you're looking for a great Southern California vacation or the perfect place for the family to have a terrific weekend, there's no better choice than the Disneyland Resort in Anaheim.

In this issue of The Flash, we're celebrating summer by highlighting "World of Color," the newest attraction at Disney's California Adventure, profiling some long-term members at the park, and showcasing our members at Disney's Ontario Distribution Warehouse.

The "World of Color" is a huge addition to California Adventure and attendance has been exploding because of this fabulous addition to the park. As you'll read, it has also meant more hours for our Teamster members working in operations and guest relations.

And the news just keeps getting better. Disney officials have advised us that even more big things are coming to the resort. In the Spring of 2011, California Adventure will be adding a Mermaid attraction, and in 2012 Cars Land, both based on the hit Disney movies. We can't wait to hear all the details.

Local 495 is proud to represent countless cast members in both parks. There are 27 different labor unions at the resort and we are the largest organization

representing the biggest number of cast members. This distinction puts us in the unique position of being the most influential union voice in the Master Services Agreement.

Your brothers and sisters can be found throughout Disneyland and California Adventure. From parking and transportation to attractions, boat ride operators, and ranch and warehouse employees, these dedicated members ensure that each and every guest thoroughly enjoys the Disney experience.

This bargaining unit also has the biggest network of union shop stewards in our Local. Eighteen dedicated people work on behalf of Local 495 assisting their co-workers. They not only serve as union liaisons, the Disney shop stewards also provide invaluable guidance and support helping cast members with every type of issue pertaining to their employment.

Business Agent Roman Delgado serves as their union representative and he's doing a fine job in all things Disney. Together, this group is a shining example of an outstanding team and we couldn't be more proud of the entire group.

We hope that you and your family will have the opportunity to visit Disneyland and California Adventure soon. It is a great way to spend a day or two with your family – and the perfect opportunity to support thousands of your fellow Teamster brothers and sisters working at the resort.

Disney Teamsters

Disney Adds 'World of Color' to California Adventure

If you've ever wondered who coined the phrase 'Go big or stay home' you may want to consider the Walt Disney Company. In classic Disney fashion, the company unveiled a nightly water extravaganza on June 11 at California Adventure. It has turned out to be a great hit both for the park and for Local 495 Teamsters.

"The World of Color" is a water spectacular that intertwines more than 1,000 jets of water, color, fire, music and your favorite Disney characters in a 26-minute spectacular show over Paradise Bay. At first it was slated for two shows



14-year cast member Jimmy Johnson

each evening through Labor Day, but company officials have added a third show and may extend it past the traditional end of summer.



Brian Freeman, a 10-year cast member

This dazzling new addition to the park requires a FASTPASS but means extra hours and more

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Disney Adds 'World of Color' to California Adventure

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work for the approximately 100 Teamsters handling guest relations for the roughly 4,000 attendees at several viewing stations during each show.

"The crowd reaction has been fantastic. All three shows are booked out by 4 pm," 14-year cast member Jimmy Johnson said. "The FASTPASSES are color coded. We check them and direct the guests to the correct viewing station."

"We have a lot of people out with the guests to put a face on the show and to take care of any questions they may have," Brian Freeman, a 10-year cast member explained. "That's a lot of faces out there ... which means a lot of work for us."

Freeman also said that to accommodate the additional show, the park is now closing an hour

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Disney Teamsters Disney Warehouse Celebrates 10th Anniversary



iles from the resort and far removed from the magic at 'The Happiest Place on Earth' is a dedicated team of Local 495 members who play an important role in Disney's success. They are the roughly 60 Local 495 cast members at Disney's Distribution Warehouse in Ontario.

Ten years ago, the company moved the warehouse to its current 285,000 square-foot location housing virtually everything sold at Disneyland, Disney's California Adventure, stores at Downtown Disney and in resort hotels.

To celebrate the facility's 10th anniversary and the major role the cast members have, the company held a very special celebration in early June.

"It was a wonderful party," Shop Steward Nancy Herrera said. "We're kind of far away from the park and feel a little left out. This kind of celebration made us feel like we are part of the Walt Disney Company."

In addition to Disney officials and management personal, the company invited Local 495 union



10 YEAR ANNIVERSARY ONTARIO DISTRIBUTION CENTER



Members of Teamsters Local 495 at Disney Warehouse

leaders Secretary-Treasurer Bob Lennox, and Business Agents Roman Delgado and Jim Lennox.

“This was the first time we’d been invited to this kind of celebration,” Delgado said. “We were honored to be a part of it. But more importantly, I think it’s very significant that the company recognized the employees

on the 10th anniversary. The celebration really made us feel like the company cares about the employees.”

“Our union officials being there also made us feel important. We were really happy they came. Having all three of them there was good representation,” Herrera said.

The event included a luncheon, cake, speeches, a video presentation, and a specially designed collectible print for each warehouse member.

From custodial needs and mouse ears to stuffed animals and custom Disney clothes and gear, the Ontario Warehouse has it all (except food items) and because of enthusiastic and committed Local 495 cast members, they make sure these items add to everyone’s magical Disney experience.



Local 495 Business Agent Roman Delgado



Disney TEAMSTERS — MAGICAL CAREERS

Local 495 Disney Cast Members Celebrate **DECADES** at the World's Most Famous Theme Park

Many Local 495 members have made an entire career working at 'The Happiest Place on Earth.' They dispel the myth that teenagers and college students fill the ranks of Disney's large ensemble of cast members.

Young adults certainly enjoy work as seasonal or part-time cast members, but many, many more have long years of continuous service at the famed Southern California resort.

We spoke to three of our members about their lengthy careers at the park. As you will read, their common feeling is that they thoroughly enjoy both their coworkers and the throngs of park guests they see each year.

MALOU PARK

Malou Park had visited Disneyland only once. It was 'Grad Night' in an era when the girls wore fancy dresses and the boys sported coats and ties. "I was freezing cold," she recalls of her initial trip. With a memory like that, it might seem odd that Malou would later apply for a job there — but she was in college studying to be a teacher and needed a job.

Her first day was Dec. 27, 1969. Now, looking back over 40 years, Malou can highlight her decades of service with the opening of legendary rides and attractions such as America Sings in 1974 and Space Mountain in '76. After years working in Operations on countless



Malou Park, a 40-year cast member

rides, she moved to the parking lot in April 2000 and became a tram operator.

"We call it our retirement place," she giggled. "There are a lot of high seniority and long-term employees in my area."

Today, she has a coveted shift starting at 4:00 a.m. shuttling employees via van from the parking structure to Downtown Disney. Later she drives a tram full of eager and excited park visitors, helping to transport an average of 45,000 people a day.

"The best part of my job is the people I work with. The hardest part is when I think about retiring. We're like a family here," she said. Over the years, the Riverside resident has made a flock of friends both inside the park and with regular visitors.

"I really enjoy my job and the people I work with," she proudly noted. "And I wouldn't work anywhere without a union. I'm happy to be a Teamster and have good representation. I feel secure."

CHRIS WEIDE

"At 18, I just thought I'd try Disney for my first job," Chris recalled. "I started part-time in food service at the park's Mexican restaurant while going to college. I spent 10 years in food service and moved to the warehouse. Now here we are 40 years later. I made a career out of Disney."

Over the years, Chris never worked in attractions or was a ride operator, but he has memories of many wonderful events. "It's been a lot of fun working here. I met my wife, Lisa, working in the Anaheim warehouse and we were married in 1991." His brother, Mickey, also works for the company and is a fellow member of Local 495.

One of Chris' favorite memories was meeting – and helping – actor Anthony Daniels,



Chris Weide, 40 year cast member

who played C3PO in the movie Star Wars. The actor was on hand during the celebration of the opening of Star Tours, a ride based on the movie.

"He couldn't move in that big gold costume. I had to lift him up with my forklift and put him on the large stage platform. It was a pretty cool memory for me. I'm a big Star Wars fan."

Ten years ago, Chris moved to the newly established Disney Ontario Distribution Warehouse. Today, he's the general foreman and has served as a Local 495 Shop Steward for the last decade. "The Local is great. We keep everything working smoothly."

Chris hopes to retire in five years but admitted, "The cast members keep me here. I'm working with a wonderful group of people." He also admits that job diversity has contributed to his longevity with the company. "I've been able to move around. Things were always changing, which kept it nice and held my interest."

BOB SANCHEZ

The next time you visit the park, stop by 'Great Moments with Mr. Lincoln' at the Opera House – it reopened last December – and say hello to Bob, a cast member since 1980 who has proudly spent his career as an 'attractions host.' "The old timers call us ride operators or RO's," he laughed.

Bob explains how easily and quickly Disneyland can become a career, and for him it has been 30 years. "We all came for just one summer. You like the attractions, like working with the guests and your co-workers. Your life starts



Bob Sanchez, 30 year cast member

to rotate around the park because you're working holidays, weekends and late nights, so it's hard to schedule after-hours dates outside the park."

It's a unique environment, Bob said, where the people you work with are the people you end up seeing socially.

Bob has served on the Local 495 Executive Board since 1998 and is a longtime shop steward. "I get to meet the new cast members as a steward. If there's information I can give them to help out, then I want to share that. And it's just not about the contract, but life at Disneyland in general."

Bob likes to share his insights gained through the years. "Those of us with longevity try to make sure our coworkers have the same feeling we had when we first started. We want them to have that enthusiasm for people coming to the park. I tell the kids, treat our guests as part of the family. If you do that, you're going to have a good time."

One comment is shared by all the longtime cast members: "People's eyes light up when you tell them you work at Disneyland. They have very fond memories."

❧ *Congratulations to all our Winners* ❧

2010 Scholarship Awards



Local 495 Sec.-Treas. Bob Lennox, Robert Lucas (Hertz), 2010 Scholarship Winner Erika Lucas and Local 495 President Rigo Tirado

Scholarship Winner: Erika Lucas

Parent: Robert Lucas, Hertz

More than ever before, America's younger generation is concerned about our planet's environmental future. Erika Lucas, who has always been interested in the natural sciences, hopes that a degree in Biology and Environmental Science will help her help the planet. "This has always been a passionate interest of mine," said Lucas, whose father Robert Lucas is a Vehicle Service Attendant at Hertz. "I will work to have an influence on the movement toward a sustainable future." A swimmer and thrill-seeker, Erika will be attending UC Santa Cruz and is strongly considering a career in scientific research, possibly after medical school.

Scholarship Winner: Matthew Martinez

**Parent: David Martinez,
Santa Anita Race Track**

Southern California is the home to Hollywood, so it is no surprise that Matthew Martinez grew up in awe of the film making process. "Ever since I was a child, I became fixated with the mechanics and beauty of storytelling through the power of films," explained Martinez. After attending Cal State Fullerton he hopes to become a film director and screenwriter. The son of David Martinez, a Water Truck Driver at Santa Anita Race Track, Matthew is eager to share his vision with others. "To have work that is discussed in the circles of the creative community would be an absolute honor," he said.



Local 495 2010 Scholarship Winner Matthew Martinez and family

Scholarship Winner: Brian Pando

Parent: Luis Pando, Disneyland

Brian Pando certainly picked up some Teamster values from his father Luis Pando, a Shipping and Receiving technician at Disneyland resort. Although the younger Pando will attend UC Berkeley as a way to advance his marketability, he won't forget the importance of community service. "I want to come back to my community



Local 495 Sec.-Treas. Bob Lennox, Luis Pando (Disneyland), 2010 Scholarship Winner Brian Pando and Local 495 President Rigo Tirado

after college," he explained, "and give back to it for all the help I received from numerous people and programs." Education will remain a high priority for Pando after he graduates, and he plans on working toward an advanced degree. His experiences in higher education will make him "a smarter individual both inside and outside of academics," he explained, "and make me ready to be a leader in my community."