



[www.teamsters495.org](http://www.teamsters495.org)

# Local 495

**Automotive, Industrial and Allied Workers**

# TEAMSTERS

## Flash!

Robert M. Lennox, Secretary - Treasurer

Winter 2010

## Shop Stewards' Training Brings Out the Best



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[www.teamsters495.org](http://www.teamsters495.org)

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# A Proud Heritage

## *A Message to the Members*

from Robert M. Lennox  
Secretary-Treasurer, Local 495

In November the Executive Board of Local 495 was once again re-elected by the membership without opposition..

Since the Local was chartered in 1939, there have been only three Secretary-Treasurers. The founder, Frank Hatfield, Sr. served until his retirement in 1971. The second Principal Officer was Karl Ullman, who served until his retirement in 1991.

I was first elected in 1991 and now I begin my 20th year as Secretary-Treasurer with the new term on January 1. I have served you for 38 years, beginning my career as a shop steward in 1973, and I was hired as a full-time Business Agent in 1976.

The 71-year history of this local has been guided by steady and experienced leaders who have weathered every storm and who have built a powerful voice for our membership.

Local 495 is the only Local Union in IBT history to achieve a 71-year record of uncontested leadership. The Local has always been at the forefront of service to the members, aggressive organizing and solid contracts. We have protected and advanced the interests of our members over a long period of time.

The Local's power extends well beyond the jurisdiction of the Local Union itself. I also serve as Vice-President of the largest Joint Council in the IBT, JC42, and as the Western Region Director of the IBT Industrial Trades Division.

I am pleased to have been re-elected along with President Rigo Tirado, who is recognized statewide as the go-to guy for issues about the Race Track Industries, where the Local represents

a broad variety of job classifications in Northern and Southern California.

The other members of your Executive Board are all rank and file members. This has always been the case since 1939. Our E-Board includes Bob Sanchez, Vice President and Chief Steward at the Disney Resort in Anaheim; Lori Cazares, Recording-Secretary and our Chief Steward at Avis/LAX; Felipe Contreras of UPS, Rick Newell of Toyota Logistics and Jeff Weber from the Race Track.

We are proud of our Local Union and its many achievements, and are even prouder to represent our great membership, who have stood with us through thick and thin and have always been our rock and our foundation.

Together we have built a powerful and dynamic organization, and we look forward to conquering the many challenges which lie ahead, standing tall together, Union Proud!

Again, thank you for your continued support.



Local 495 Executive Board: Robert Lennox, Sec-Treas.; Rigo Tirado, President; Bob Sanchez, Vice President and Chief Steward at the Disney Resort in Anaheim; Lori Cazares, Recording-Secretary and our Chief Steward at Avis/LAX; Felipe Contreras of UPS; Rick Newell of Toyota Logistics; and Jeff Weber from the Race Track.



# Shop Steward Training Brings Out the Best

Over 60 stewards from all industries represented by Local 495 gave up one of their Saturdays in October to develop skills that increase their successful efforts on behalf of the members.

The training seminars are part of the local's ongoing effort to provide its membership with quality representation. Shop steward education on important issues, including their responsibilities as union representatives, helps them do a tough job well.

Secretary-Treasurer Bob Lennox opened the seminar with remarks stressing the vital role of informed and motivated stewards. "They act as the local's on-site presence to make sure member concerns receive the attention they deserve," he declared. "This is a



tremendous value to all of us at Local 495."

Lennox then gave the stage to Sally Payne, Associate Director for

the International Brotherhood of Teamsters Department of Training and Development. Payne is well

*CONTINUED on next page*



Over 60 shop stewards attended training to develop skills to increase their successful efforts on behalf of Local 495 members.

# Shop Steward Training

*CONTINUED from Page 3*

experienced in conducting shop steward training, and she has been holding seminars for decades at locals throughout the nation.

“The Local 495 stewards were very attentive and motivated to learn,” Payne said after the training, which lasted all day. “It was a long day with a lot of information being given to them, but they stayed on task the entire time. I’m very impressed with their level of commitment to being stewards.”



The first half of the training focused on contract enforcement and grievance handling. Shop stewards are the eyes and ears of the union and provided the members with their first line of defense in contract enforcement. They must be fully prepared to handle any problem that might arise on their job sites, involving business agents when necessary.

Later in the seminar, effective communications with the members was the topic. As Payne explained, listening to members on the job site is one of the most important aspects of being a steward. Communicating with management is also important, and the Local 495 stewards learned effective ways to accomplish this sensitive task.



***When shop steward training takes place, all stewards are encouraged to attend to bring their skills up to date and learn how to best represent the members.***



*MORE PHOTOS on next page*





MORE PHOTOS on back page



**NEW!  
IMPROVED!**

*Local 495 is proud to  
announce the launch of our  
improved local website.*

**www.teamsters495.org**

**T**he goal of the newly designed site, [www.teamsters495.org](http://www.teamsters495.org), is to help better educate members on all aspects of their Teamster representation.

From questions about benefits to information on local officials, contract information, and an online photo gallery, the Local 495 website is designed to be a one-stop-shop for all things relating to your Teamster local.

## TAILORED SPECIFICALLY FOR YOU

The website offers a quick and uncomplicated way to look up information that is vital to you as a Teamster member. The “Members” tab at the top of the site is tailored specifically for you, to help answer questions you may have about your membership in Local 495. You can view the benefits of membership, as well as the rights and responsibilities that come with being a Teamster. Information on scholarships, privilege programs, and ways to get involved are also included in the “Members” section.

### MEMBERS

**YOUR CONTRACT**  
**RIGHTS AND RESPONSIBILITIES**  
**GET INVOLVED**  
**BENEFITS OF MEMBERSHIP** ▶  
**PRIVILEGE PROGRAMS** ▶  
**MEMBERSHIP GUIDE (PDF)**  
**NOTARY SERVICES**  
**EDUCATION AND JOBS** ▶  
**FORMS** ▶  
**UPDATE YOUR INFO**

### HEALTH & PENSION

One of the most important benefits of Teamster membership is health and pension, and sometimes this can be the most difficult to understand. A special section of the website, “Health & Pension,” aims to point you in the right direction on questions regarding health, dental, vision, pension and job injuries. Phone numbers are provided under each section should you have a more complicated question you need answered.



## "ABOUT LOCAL 495"

The new website is a great resource for members of Local 495 to learn more about their union. Under the "About Local 495" section, you can learn about the history of the local, as well as the benefits of organizing and representation. You can also view a list of locations where other Local 495 members work, so you can do business with companies that hire union members.

## MEET THE UNION LEADERSHIP

In "The Union" section, you can meet the union leadership that operates the local and represents the members. If you've ever wanted to know what the role of the executive board is, what the job description of a business agent includes, or just see the person you talk to when you call the local office, this is the place to go.

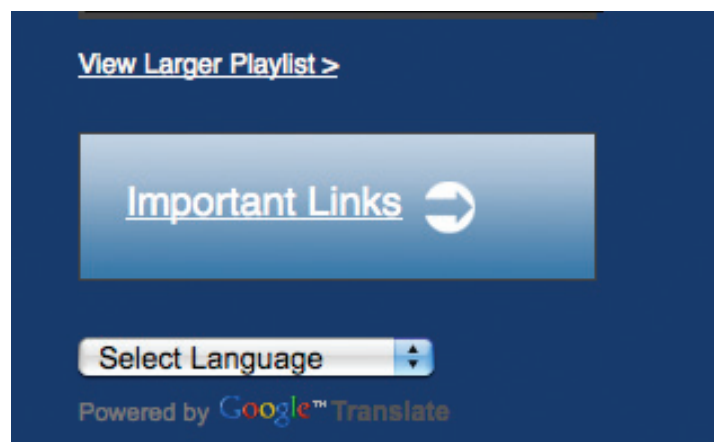
## KEEP UP WITH MEETINGS AND SOCIAL EVENTS

The "News" and "Gallery" sections provide a place to keep up with past and future meetings and social events. In the "News" section you can view dates and times of upcoming union meetings, as well as view past Local 495 Flash publications.



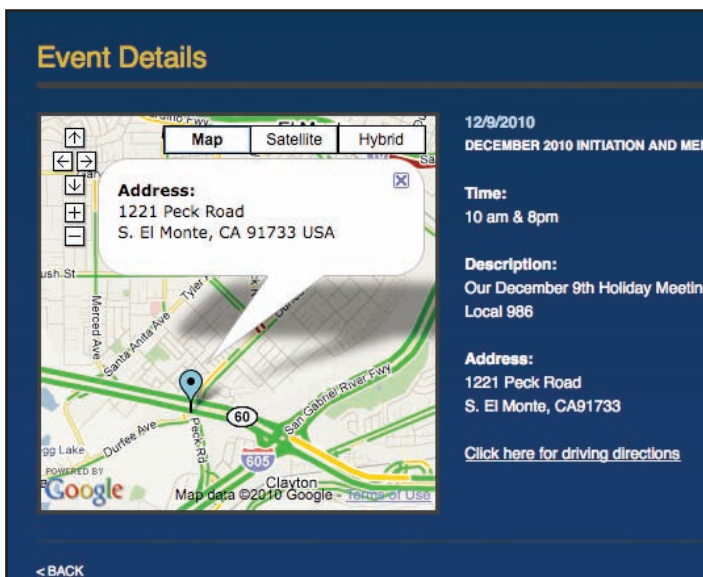
## DOWNLOAD ARCHIVED ISSUES OF YOUR FLASH PUBLICATION

Find present and past Local 495 stories and pictures.



## SELECT YOUR LANGUAGE

Our new website allows you to choose from over 50 languages. To find the language menu, scroll down to the bottom left, just beneath "Important Links."



The "Gallery" section gives you a chance to view photos of fellow members on the job and at local events, including the local's 70th Anniversary party. Who knows, there might be a picture of you as well!



# Hard Fought Victory For Food Industry Teamsters

***After intense and often fiery negotiations that lasted several months and included locals all over Southern California, a stunning victory has been won by food industry Teamsters.***

An overwhelming 97% of working members voted to ratify a new five-year contract that affects Local 495 members at Ralphs in Compton, La Habra, Glendale, Paramount and Riverside; Unified Western Grocers in the City of Commerce and Santa Fe Springs; and Vons in El Monte and Santa Fe Springs.

"This is a home run for our members," said Secretary-Treasurer Bob Lennox. The new contract includes pension increases, protection of health care benefits, and job security during tough economic times.

Near the end the negotiations lasted day and night. Representatives from Local 495 – as well as five other Joint Council 42 locals – pressured management into accepting contract language that protects their members. Local 495 represents garage, fueling, washing, tire and engineering personnel at the affected shops.

"These were some of the toughest negotiations we have ever faced," explained Bob Lennox. "The different



Food Industry Local 495 Teamsters

locals came together and pushed management hard the entire time. This is just another example of how Teamster unity can turn the tide at the negotiating table."

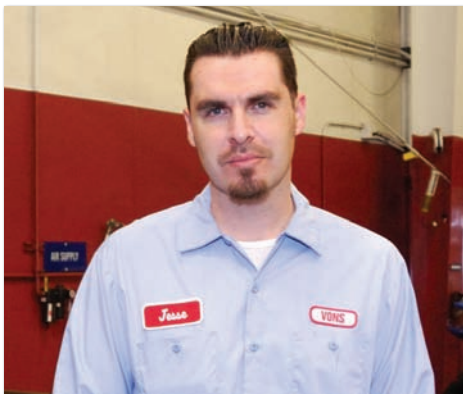
Leonard Chavez, a shop steward in the mechanical warehouse department at Unified Grocers in Commerce, said he and his fellow members are excited about the new contract. "We got a great contract,"

he stated. "Everything turned out the way we hoped it would."

"I was pleasantly shocked and very pleased," said Jeff McDonough, a steward at the Vons El Monte forklift division. "I'm happy we have our Teamster jobs because, as you know, jobs are hard to come by these days."

The new contract covers 106 Local 495 members at many Southern California locations.





Jesus Suarez, Fork Lift Dept.

***"This is a home run for our members..."***

Local 495 Secretary-Treasurer  
Bob Lennox



Food Industry Teamsters



Jeffrey McDonough, Shop Steward



Edgar Tista, Jr. (8 years), Steve James, Shop Steward (34 years),  
Richard Livoti (28 years)



Jose Javier Barragan (18 years)



Trucking crew shows approval for new contract.



# Strong Ratification Vote at Hertz Rent a Car

**A**fter three days of voting spread across five different cities, Southern California Teamsters have ratified a new contract with Hertz Rent a Car. The five-year deal received over 90 percent approval from the members, a clear sign that the hard work of the negotiating team had paid off.

Voting took place at LAX, Burbank, Ontario, Orange County and Long Beach locations, with members from 11 Teamster locals taking part. Local 495 represents 260 members who work as service agents, bus drivers, mechanics, and tire and lube technicians at the rental car company.

## ***“Very Pleased”***

“We are very pleased with the new contract, and judging by the extremely positive vote, the members are as well,”

said Secretary-Treasurer Bob Lennox, who led the negotiating team. “Any time a contract ratification gets this much support, it’s very rewarding to members of the bargaining committee who work hard to hammer out the best contract possible.”

Also involved in the negotiations were Local 495 Business Agents Jim Lennox and Kevin Barrus. “We charged in and negotiated with management ten times over the course of two months,” explained Lennox,

who represents Hertz. “In the end, we won them wage and pension increases, medical benefits, and language that helps protect jobs.”

Comments from members at LAX showed a positive response to the ratification. “I know I speak for at least 90 percent of our members when I say this is a very good contract,” said LAX Shop Steward Mary Gavin. “We understand the political climate and we thank the union for the hard work on our behalf.”

“Every day at the airport I see the difference between union and non union workers,” said another member. “We have a guaranteed wage scale, medical benefits and a contract that sets fair rules. It’s no wonder other workers ask me how they can become union.”



**Teddi Pajaud, second in seniority at Hertz LAX**



**Local 495 at Hertz LAX**





John Beltran



Johnny Jackson and William Jennings,  
both in Shuttle Services



Marlo Martinez, Shop Steward (20 years) and  
Mike Takigawa, Shop Steward (30 years)



Rafael Garcilano, Thomas Williams and Jorge Perez



Maintenance Group at Hertz LAX



Willie Mann, James Hayes, Fredrick McDaniel (Shuttle, Lead Driver) and Harry Harper



Michelle Lawrence Wysocki, Rental Rep (27 years)  
and Judy Warne, Rental Rep (20 years)



Sharon Ferguson, Driver/Garage (13.5 years)





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# 495

## Visit the NEW [www.teamsters495.org](http://www.teamsters495.org)

Local 495 is pleased to announce the launch of our completely new web site! Not only does it have a new look and new features, our award-winning web site has been revised and reformatted with you in mind. Be sure to check out [www.teamsters495.org](http://www.teamsters495.org) today!

## Shop Steward Training Brings Out the Best

Story starts on Page 3



***"The Local 495 stewards were very attentive and motivated to learn...."***

— Sally Payne, Associate Director for the International Brotherhood of Teamsters Department of Training and Development