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# Local 495

Automotive, Industrial and Allied Workers

# TEAMSTERS

## Flash!

Robert M. Lennox, Secretary - Treasurer

Summer 2011



## All-Out Effort to Save BMW Jobs



## *A Message to the Members*

# **The War on Workers is in our back yard.**

***"The entire Teamsters Union pledges to do all we can to save these jobs for longtime, well-experienced and skilled members of our local."***

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



**O**ver the last several months we have been telling you about the 'War on Workers' that Corporate America has been waging against our country's middle class. Now that War has come to 65 members and their families employed at the BMW Distribution Center in Ontario and as you will read in this issue, we have launched a nationwide counter offensive on the Company.

Our members are fighting for their jobs, with the Company planning to fire them all on August 31st and outsource their jobs to a low wage, third party contractor.

But these 65 members are not standing alone, and neither is Local 495. The full resources of our International Union have joined the fight and we are taking it not just here in the U.S. but also to England and Germany.

You can stay up to date on all the developments at BMW on our website, [teamsters495.org](http://teamsters495.org) and visit our Facebook page linked to our homepage.

This is one of the first signs of the 'War on Workers' coming into our backyard, and it was essential for us to make a stand. I want to thank all of the members and their families who attended the rally in front of the facility, as it is vital that we do not let foreign companies destroy middle-class wage earners.

At Ryder, our local's staff worked with many members on the negotiating committee to help earn one of that bargaining unit's best contracts

ever. Considering that our country's economy is still recovering, we are very pleased with the language in the new contract. We are proud of the members who dedicated long days working at the negotiating table. Every time our local wins a strong contract it gives us more leverage going into the next negotiations.

Local 495 members at Disneyland continue to provide the amazing customer service and technical abilities that make this park one of the world's premier attractions. Recently, the aging ride Star Tours was upgraded to Star Tours: The Adventures Continue and a new ride opened — Little Mermaid: Ariel's Undersea Adventure — both operated by our members.

Finally, in the continuing effort to help our union families meet the costs of higher education, we have announced the winners of our local's College Scholarships. Not only do we praise the winners for showing the motivation needed to succeed in higher education, but also their parents for all the hard work it took to get their children to this point.

The strength of the Teamsters Union comes from its members, and we will continue to support you during this economic recovery.

***Our members work hard for themselves, for their families and for their employers, and they deserve recognition.***

# All-Out Effort to Save BMW Jobs

*In an aggressive campaign to save the jobs of sixty-five members, Local 495 has mobilized every level of the Teamsters Union to fight against unfair layoffs at the BMW Distribution Facility in Ontario.*



Union members and their families show solidarity at the rally in front of the BMW facility.

In early June, the local approached BMW to begin negotiations on behalf of these hard-working members. Many of them have been working at the company for over 30 years. Instead of starting negotiations, however, the company announced that on August 31, the plant and all Teamster jobs would be outsourced to a non-union third-party contractor.

The workers at the facility have an average seniority of 20 years and are all very well experienced. They help supply dealer service departments throughout Southern

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Local 495 President Rigo Tirado (far left) and Sec-Treas. Bob Lennox (center) join members of Local 495 in the fight against the war on workers.



# Progress Report



## Meetings

Periodic meetings with BMW members have been held to update members on the progress and plans.

## Rally outside BMW facility

More than 200 Teamsters attended a June 16th rally to show support in Southern California for the threatened BMW members and their families. The Ontario lunchtime event, covered by local newspaper and television reporters, launched an international campaign to protest the unfair tactics of this profit-hungry employer and force them to abandon this plan.



## Politics

Protest letters were sent to BMW from Senator Barbara Boxer, Congressional representatives Joe Baca and Loretta Sanchez. The offices of Senator Dianne Feinstein and Secretary of Labor Hilda Solis and Governor Jerry Brown have been alerted, as well.



***"... BMW has benefited greatly from the recent government bailout. The bailout was made at taxpayer expense. As one of the few members of Congress from the Inland Empire to support the government bailout, I ask that BMW return such goodwill by retaining these good paying jobs."***

-- US House Representative Joe Baca



## Dealership campaign

A nationwide information campaign to handbill BMW dealerships and inform the buying public of the injustice in Ontario has been launched. This campaign began in Orange and Riverside counties and has spread to Los Angeles, San Diego, San Francisco, Portland, Seattle, Denver, Detroit and Chicago. At the International Brotherhood of Teamsters Convention in late June, 1,300 delegates pledged to handbill BMW dealerships around the country and in Canada.

## Union support



International support has been pouring in from unions in Germany and England. BMW plants in Europe are unionized — from the professional staff down to the shop floor — and they have joined the California effort to prevent outsourcing of union jobs. British unions have pledged to leaflet at three BMW facilities. A national campaign now includes a coordinated effort by Longshoremen, Teamsters and United Auto Workers. An informational campaign targets potential car buyers and asks them to reconsider their purchase until BMW reconsiders its anti-worker tactics.

***“The harvest will be weighed in foreclosed homes, college educations deferred or abandoned, new cars left in the dealers’ lots (BMW’s not excepted) and consumer goods on the shelf, one more little cascade of blows to the U.S. economy.”***

— Michael Hiltzik,  
Los Angeles Times,  
Sunday, July 3, 2011.



## Press

Responding to a Teamsters press release, the Los Angeles Times published a 1,400-word business section column outlining the injustice to these workers. The story was picked up nationwide and made the point that what BMW is attempting poses a danger to all American workers and threatens the middle class. Sympathetic articles have appeared in a variety of publications.



# Teamsters Rally in All-Out



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California, Arizona and Nevada and have received gold medal awards for speed, accuracy and high productivity from BMW. In almost 40 years of Teamster representation, there has never been a work stoppage. The loyalty they have shown to BMW made the company's decision even more shocking to the members, their families, and the local.

Entire families who depend on the wages, benefits and pensions





# Effort to Save BMW Jobs

that a Teamster contract provides would be hurt by this potential shutdown. The mortgage on a family's home, children's college tuition and a car payment could be put in jeopardy. That is why Local 495 has called on and received help from both Joint Council 42 and the International Brotherhood of Teamsters.

So on June 16, with the Joint Council 42 big rig as a backdrop, over 200 Teamster members and their families gathered at the distribution facility to support the threatened workers. As Local 495 Secretary-Treasurer Bob Lennox stated the case: "The entire Teamsters Union pledges to do all we can to save these jobs for longtime, well experienced and skilled members of our local."

Protest signs reading 'BMW Destroys Good American Jobs,' 'BMW Declares War on Workers' and American flags were waving in the street and on the sidewalk as members came out to join the rally on their lunch break.

The event attracted the attention of many TV news stations that sent reporters to cover the rally. Both English and Spanish-language reporters and their camera crews interviewed workers and their families. They were successful in getting their message out to all of Southern California. ABF

Freight trucks, driven by Teamsters Local 63 members, drove past the rally and blasted their air horns in support.

***"The Teamsters are working hard for me and my family. Everyone at the distribution center is grateful that we have our union behind us."***

"We are not going to let them kick you into the street," declared Lennox to the crowd. He also revealed that BMW received \$3.6 billion

in taxpayer bailout money during the recent recession, aimed at saving American jobs. "We bailed them out; now who is going to bail you out if they are allowed to throw you onto the street?" he asked. "This is a foreign company taking advantage of American workers."

Lennox sees the actions by BMW towards the Ontario

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"My son is going to college in a few years and we weren't expecting this," explained Patricia Santaolaya, wife of BMW employee Jose Manuel Santaolaya. "This affects the entire family and our future."



## All-Out Effort

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workers as another example of corporate America's ongoing 'War on Workers.' "The company isn't closing the plant down and moving to a different state," explained Lennox. "They are reopening the same facility but with low paid, inexperienced workers.

**"Most of us have high seniority and the entire crew has provided the company with loyal and efficient service. We just want to be treated fairly."**

The money they save on wages won't be passed on to anyone who buys their cars, it will go into the pockets of the shareholders. This is just another example of corporate greed."

After the rally, Lennox led participants to a nearby BMW dealership to hand out informational flyers to anyone entering or leaving. The nearly 100

volunteers received support from passing motorists and potential customers at the dealership.

The fight continues nationwide, as Local 495 works with Joint Council 42 and the IBT to make sure the sixty-five Teamster voices in Ontario are heard by BMW. With the help of the International a plane trailing a banner reading "BMW Wants Los Angeles To Lose" flew above a recent Dodgers

vs. Angels game. Delegates at the IBT Convention pledged to adopt their own BMW dealerships and pass out informational flyers. Members of Congress have written letters to the company in support of the workers.

Lennox summed up the effort being put forth by the Teamsters: "This will be a war they will never forget!"

**"I'm glad that our Local 495, Joint Council and International Union have given us their full support. That is the great thing about having a strong union, we don't have to go through this alone."**

— Albert Bautista, Shop Steward





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# 2011 Scholarship Awards

Surrounded by proud parents and siblings, Local 495 scholarship award winners for 2011 received their honors during the May membership meeting.

In recognition of Local's 495's young people awarded scholarship grants for higher education, Secretary-Treasurer Bob Lennox said, "We have ten promising young adults today who are going on to college because of their parents' hard work and dedication. These parents are all dedicated to improving their families' future. We all wish the students great success with their higher education goals."



## Scholarship Winner: Yesenia Sandoval

Parent: Diane Trevizo –  
Avis Rent-A-Car

"The Teamsters Union represents to me taking an active role in improving my family's life. It is participating in the decisions that directly affect our future, and making sure that everyone's voice is heard. It has provided my mother the opportunity to give my sister and me a good life."

## Scholarship Winner: Noemi Navar

Parent: Eliseo Navar – Firestone

"The Teamsters Union has had a tremendous impact in my life. It has allowed my father to make the kind of living that has allowed me to pursue all of my dreams and interests. The Teamsters give my father the support and power of a politically strong union to ensure the best working conditions possible."





# 2011 Scholarship Awards

## Scholarship Winner: Ellen Lo

**Parent: John Lo – LA Turf Club**

“I found out that without the Teamsters Union, I wouldn’t have the life I have now because they help fight for everyone’s equality and help secure a stable income to raise a family.”



## Scholarship Winner: Kurt Goette

**Parent: Gerardo Goette – Kelley Fleet Service**

“Having benefits to help you as an individual sustain your family and well-being is crucial in these times of short income. I feel personally that the Teamsters Union itself is a family of workers, and each member has each other’s back.”



## Scholarship Winner: Vivian Martinez

**Parent: Jim C. Martinez – Ryder Truck Rental**

“The Teamsters are a strong community who fight for the rights of all workers. They are one of the strongest unions that provide help to its members by fighting for fair wages, fair working environments, working benefits, and other important worker protective rights.”







## **Scholarship Winner: Nancy Ramirez**

**Parent: Ignacio Ramirez –  
Hollywood Park**

“The Teamsters Union is an organization that focuses on providing for the people. They help the workers have a voice in the workplace and ensure that each worker will be treated with justice and respect by enforcing rules on the employers.”

## **Scholarship Winner: Alexis Martinez**

**Parent: David Martinez – LA Turf Club**

“Hard work, determination and perseverance are what the Teamsters mean to me. My grandfather has been a Teamster for over 40 years as well as my father, who has been a member for over 30 years. Through their examples they have taught me that all three qualities are needed to be successful in life.”

## **Scholarship Winner: Barry Soohoo**

**Parent: Tony Soohoo – National Car Rental**

“To me, the Teamsters Union has always stood for fair treatment of workers and I think that Local 495 symbolizes the hopes and wishes of all workers under their wing. The Teamsters Union is a way for the common person to unite and fight for fair wages and benefits.”

## **Scholarship Winner: Shaylen McNulty**

**Parent: Kathy Sciandra – Hertz Corporation**

“The Teamsters Union means there has been a type of underlying support for my family. It has been shown to me through my family’s many years of working, and that job stability has allowed us to maintain our household. I feel grateful and fortunate in these tough and uncertain economic times that the Teamsters Union has got our backs.”

## **Scholarship Winner: Mary Ellet**

**Parent: Cynthia Ellet –  
Santa Anita Race Track**

“Stability, support and fairness. I have seen first hand how much the union can help someone. For me personally it means that I have less stress in my, and my family’s, life because of the job security and financial stability provided to us by the union.”

❧ *Congratulations to all our Winners* ❧



# Members at Celebrate Substantial New Contract

*After a marathon two-week-long negotiating session,  
Local 495 members at Ryder have overwhelmingly  
ratified a powerful new contract.*

The 220 members, most of whom are journeymen mechanics, voted 107 to 14 to accept the new five-year deal. A six-member negotiating committee – Pat Spangler, Val Godina, Jim Spraggins, Dale Kirkpatrick, Adrian Amaro and Eladio “Lalo” Hernandez – participated in the entire negotiating process alongside Secretary-Treasurer Bob Lennox, President Rigo Tirado and Business Agent George Park.

“This is the best negotiating session by far, especially considering the current economic situation in America,” said Shop Steward Pat Spangler, who was participating in his third contract negotiations. “The members at Ryder are very pleased with the new deal and I’m glad to have been a part of the committee. We couldn’t have done it without Bob, Rigo and George.”

Secretary-Treasurer Bob Lennox was impressed with the negotiating committee and praised their hard work and dedication. “Whenever the members are motivated to spend long days at the

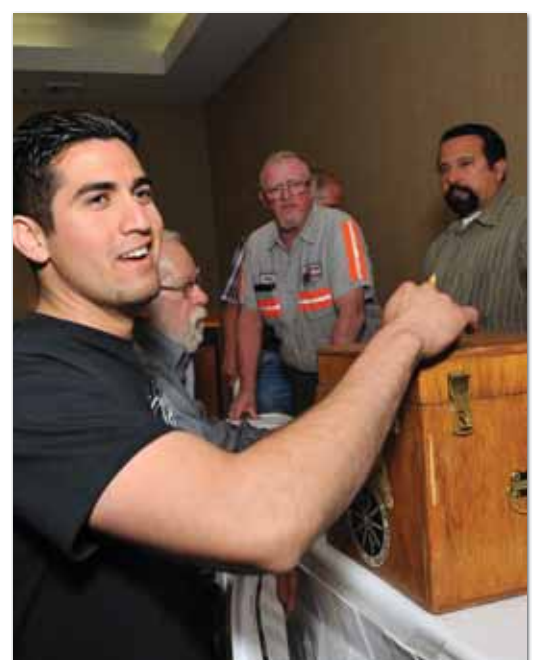
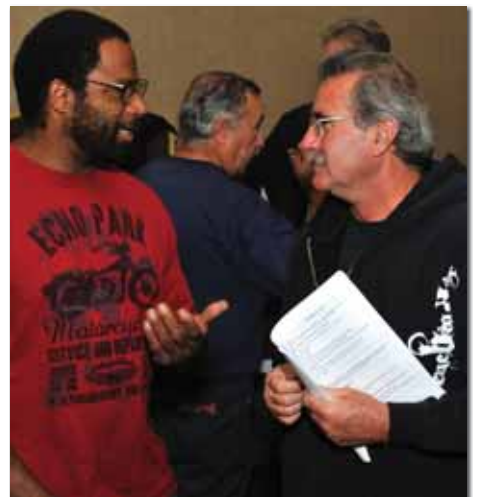
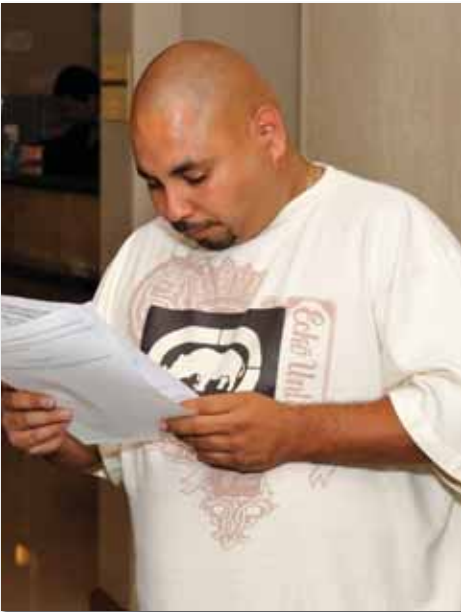


bargaining table for the benefit of their fellow members, it makes the whole process easier,” said Lennox. “It was a pleasure to work with the six members, and they should be extremely proud of themselves and what they accomplished.”

While some of the highlights of the contract are economic, others are more practical. For instance, a bargaining unit-wide bid will occur in October that will allow members to exercise seniority for moves to facilities closer to their homes. In addition, a new position

– Technician II – was created and will now be another opportunity for advancement.

Business Agent George Park was pleased with the outcome and with the reception the contract received from the members at Ryder. “We had a great vote which really shows that the members are happy with the new contract,” explained Park. “The members at Ryder work very hard repairing trucks, which isn’t an easy job. They earned a great contract that they can be proud of.”





# Disney TEAMSTERS

## Local 495 Members Operate New Disneyland Attractions

Next time you visit Disneyland and California Adventure, make sure to say hello to your fellow Local 495 members working on the new attractions **Star Tours: The Adventures Continue** and **Little Mermaid: Ariel's Undersea Adventure**.



variations in the ride. These are randomly programmed so that every visitor, each time they take the ride, is sure to have a new and different experience. Although the Starspeeder motion simulators look similar to the original, the visual effects are now stunningly realistic.

The brand new Little Mermaid: Ariel's Undersea Adventure attraction, located at the California Adventure theme park, was over 20 years in the making. The Disney 'Imagineers' have wanted to design and build a ride based on the popular children's movie since it was released in 1989. Now that

Local 495 members are becoming familiar with the new attractions as they accommodate guests into the rides' seats, check the safety restraints, handle crowd control and finally dispatch the ride.

The new Star Tours ride, which replaces the original that was built in 1987, features upgraded high-definition 3-D imagery and 54 possible



this fabulous new visitor experience is open, Local 495 members are helping bring the underwater world alive for eager families.

"Design technology has worked



well with both new attractions,” said Secretary-Treasurer Bob Lennox. “Star Tours makes use of advanced computer graphics and simulation techniques, while the Little Mermaid ride gives visitors the time-tested Disney animatronics technology they have loved for many decades – in a new bright adventure.”

**Business Agent Roman Delgado, who represents the members at the Disneyland and California Adventure parks, is enthusiastic about the opportunities for members that these two new rides provide.**







TEAMSTERS LOCAL 495  
800 S. Barranca Ave., Suite 320  
Covina, CA 91723

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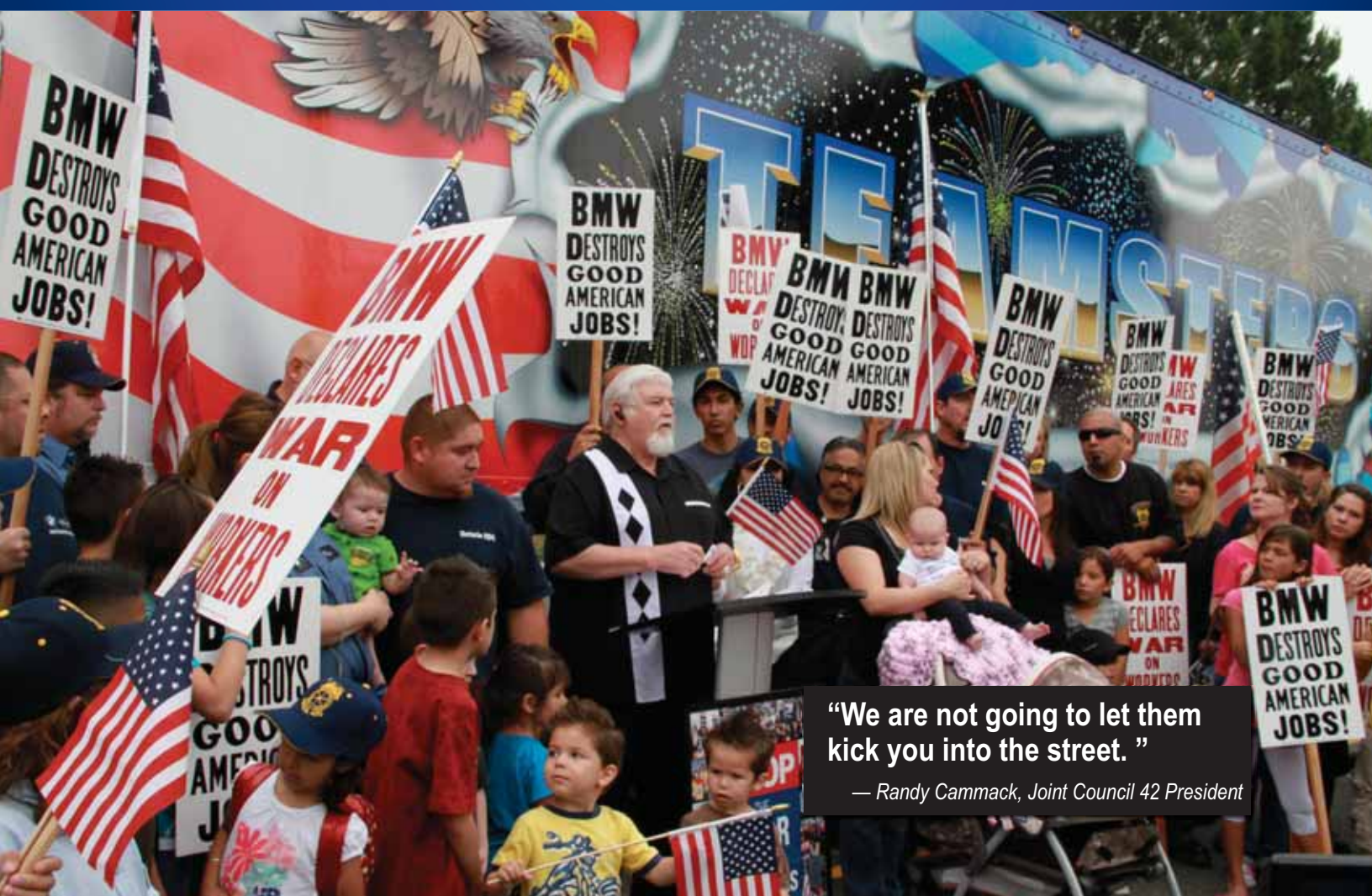
# 495

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**"We are not going to let them  
kick you into the street."**

— Randy Cammack, Joint Council 42 President