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# Local 495

Automotive, Industrial and Allied Workers

# TEAMSTERS

## Flash!

Robert M. Lennox, Secretary - Treasurer

Winter 2011-12

## BMW WAVES A WHITE FLAG

**Karl Ullman**  
*A Special Tribute*

Jackson Lewis  
Helps BMW  
-DESTROY-  
American Jobs

Unions Across the World Unite

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# *A Message to the Members*

## **A Tribute and a Challenge**

from Robert M. Lennox  
Secretary-Treasurer, Local 495



**I**n this issue, we pay a special tribute to Karl Ullman, retired Secretary-Treasurer of Teamsters Local 495, who left a huge legacy and was known for being a tough negotiator for the rights of hardworking Americans.

Karl Ullman passed away on August 10, 2011 at age 86. He had spent nearly 50 years working for the Local, starting in 1945 and retiring in 1992.

In 1999, Karl was awarded the honor of Secretary-Treasurer Emeritus in recognition of his lifelong dedication to Local 495. He will be greatly missed and long remembered. I'm particularly proud of the fact that I was hired by Karl as a business agent in 1976, when I served as shop steward at a custom auto-parts distributor. After Karl retired, I became Secretary-Treasurer, and I feel honored to have worked with someone who was so devoted to Teamsters everywhere.

In this issue, we also celebrate the outstanding victory on behalf of those 65 members at BMW's Ontario distribution center. They had been told in June that they would lose their jobs. After months of hard campaigning by Teamsters and union members from as far away as Europe, the Ontario members learned they would keep

their jobs! Not only that, they gained job security for nearly 10 years. Members were overjoyed to hear the news. This is a huge victory our Local worked very hard for — and it makes me extremely proud to be a Teamster!

You'll also read an informative story on the shop stewards training session we offered in October. Our shop stewards are learning valuable skills on how to handle grievance situations. They received a full day's worth of training, worked on important new skills, and we got an overwhelmingly positive response.

As we welcome in the New Year, 2012 promises to bring great change and opportunity to unions on a global scale. Throughout the world, labor groups are coming together to exercise their right to organize. On December 17, domestic workers in Brussels, Belgium got on their hands and knees to scrub the pavement in front of Parliament, seeking laws to protect over 52 million people worldwide employed as domestic servants.

A complex global economy means countries are becoming increasingly more interdependent through company outsourcing. As multi-national corporations use cheap labor in underdeveloped countries, trade unions worldwide are collaborating in alliances to promote and defend

workers' rights and interests in emerging global markets. This is an historic opportunity to raise the voice of workers internationally and actually fight fire with fire!

In this issue, you will read about Unite the Union, Britain's largest trade union, and how they supported Local 495 union representatives in reaching an agreement between BMW Munich and members from the BMW Distribution Center in Ontario whose jobs were threatened. This provides one more example of how union members are defended through a growing international cooperation among labor organizations that share a vision of equality, non-discrimination, and solidarity.

While these are indeed challenging times, there is also great hope and inspiration to be found through overcoming our problems, as we work with a shared commitment to the ideals and principles of the labor movement.

**See exciting Local 495 Teamsters videos on You Tube!**



**Visit [youtube.com](http://youtube.com) and search Teamsters 495.**



# Unions Across the World Unite in Support of “The Ontario 65”

## A LOCAL BATTLE TURNS GLOBAL

*When Local 495 members nearly lost their jobs at the BMW Distribution Center in Ontario, the chain of events that followed was so spectacular that it created an international stir among union leadership and their members around the world. The massive campaign designed to counter-attack BMW efforts to sack senior-level union employees was largely facilitated by an important arm of the IBT: the Strategic Research and Campaigns Department.*

Each year, the Strategic Research and Campaigns Department of the IBT takes on from 40 to 100 ‘tickets’ of problems from members across the nation. These grievances are the most severe and difficult cases to resolve – almost impossible to win. Sensitive and challenging issues are treated with kid gloves by highly trained individuals who design complex strategies to resolve extreme situations.

Such was the case when Secretary-Treasurer Bob Lennox contacted the department asking for help on a serious issue involving 65 members at the BMW Distribution Center in Ontario. The situation was precarious – nearly desperate –and needed immediate attention.

Once representatives heard the story, the Strategic Campaigns Department was quick to jump on board. The first step was to get in front of the dealerships. They wrote very dramatic leaflets, created banners, and took over sporting events where they flew signs with slogans, such as: “BMW Wants Los Angeles to Lose”



The Strategic Research and Campaigns Department. of the IBT wrote very dramatic leaflets, created banners, and took over sporting events where they flew signs with slogans, such as: “BMW Wants Los Angeles to Lose” over Angels Stadium during a crowded baseball game.

over Angels Stadium during a crowded baseball game.

They reached out to Unite the Union in the U.K., which had several large BMW facilities under contract. Their union executive at the Oxford Mini Plant, Chris Bond, was also a sitting member under the BMW European Works Council.

A website was quickly designed and uploaded to really send the message home: [www.bmwmisery.com](http://www.bmwmisery.com).

The attention resulting from that strategic move was impressive. Now, the movement had gone viral.

Next, they reached out to unions around the world to share their story. They contacted the BMW Union in Munich, IG Metall, and educated members there about the tragic situation affecting their brothers and sisters at the small plant back in America. From there, they made

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contact with port unions – anywhere in the world where BMW products depart or come in, from Thailand to South Africa.

The global response was positively overwhelming, as over 20 countries stepped up to show their support through protests and rallies, resulting in international news coverage of the event. Among the strongest supporters of the Local 495 cause came from Unite the Union, Britain and Ireland's largest labor union, with over 1.5 million members.

All havoc broke loose at BMW's US headquarters in New Jersey, and in Munich, Germany, when Local 495 purchased massive ads on the Internet, designed to 'pop-up' on the home page of all employees' computers who worked at either location. No matter what website headquarters executives visited, the haunting slogan would always appear: "BMW: The Ultimate Misery." It was a play on the BMW tag line "The Ultimate Driving Machine." It was a sophisticated operation. When the ads came up on computers in Munich, they appeared in German.

No one really knows which straw broke the camel's back. But all the ruckus and noise of the campaign created such havoc, union leaders across Europe, especially Unite in the U.K., wanted to help. Union leaders



Secretary-Treasurer Bob Lennox stated: "It was a tremendous achievement not only for our members, but for union members around the world. Through this act of cooperation and unity among international leaders, we have shown the world the power of labor organizations when we unite for the benefit and wellbeing of workers in every nation...."

from Unite approached the European Works Council, an organization representing workers across Europe who are employed by large-scale companies. The Council, a collective committee representing various European unions, acts as governing body for unions and large companies. Traditionally, the European Works Council meets only once a year to resolve conflicts between labor groups and corporate management.

In an act of international support for the 65 members of Local 495, union leaders — from Unite in Britain and IG Metall in Germany — helped organize a special meeting with the European Works Council and BMW. The meeting was put on calendar. There was only one topic to be discussed: What was BMW doing to the members in Ontario, California? Next, union leaders contacted Bob Lennox and Local 495, extending an invitation to attend

the meeting. Lennox, along with Business Agent and organizer Gene Rivera and BMW Shop Steward Albert Bautista, graciously accepted the invitation. This dedicated act of support from European Union leaders over an American labor dispute is unprecedented in modern history.

All of the pressure on BMW resulted in Local 495 being able to hammer out a landmark agreement which protected the members and their families.

Secretary-Treasurer Bob Lennox stated: "It was a tremendous achievement not only for our members, but for union members around the world. Through this act of cooperation and unity among international leaders, we have shown the world the power of labor organizations when we unite for the benefit and wellbeing of workers in every nation. We are deeply grateful and appreciative of the support we received from union representatives who acted in solidarity, as a global family, to help our brothers and sisters in America resolve what could have been a devastating crisis for our members and their families."



This dedicated act of support from European Union leaders over an American labor dispute is unprecedented in modern history.

# BMW Waves White Flag After Losing Battle to Local 495

It was a monumental victory for members of Local 495, marking an important milestone in the war against workers. After an arduous battle, with the eyes of the world watching, 65 employees from the BMW Distribution Center in Ontario won back their jobs, with wages and benefits secured for almost ten years.



**T**his unprecedented achievement in labor negotiations has now drawn attention from unions worldwide, many of which joined the battle to support their American brothers and sisters when they heard the tragic story of the massive layoff that affected 65 of the employees at the BMW plant in Ontario. (See also: 'Local 495 Triumphs with International Support' on pages 10-12.)

As reported in our previous publication, the battle began in early June, when the Local approached BMW to begin negotiations for a new contract, to go in effect September 1. Instead, members were shocked when the company announced that the plant would be outsourced to an unidentified third party – effective August 31. The Union contract would be terminated, and all these employees laid off.

Members and union representatives received this unexpected news with shock and disbelief. The plant, under Teamster contract for nearly 40 years, had never seen a labor stoppage. Business



***“Our department put together a strategic plan, put together based on research done by 495 members and Bob Lennox, as well as corporate researchers in Washington. We also got info from parts distribution facilities around the country who gave input. Also, UAW and there was the ILA Association that represented BMW on the East Coast. So, those contacts confirmed Bob’s assessment that this was a super serious problem. We had to work really hard and fast to turn around the position of the company.”***

— Tim Beaty, Director of Global Strategies

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# BMW Waves White Flag



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was solid, supplying dealer service departments throughout California, Nevada, and Arizona. As stated in the L.A. Times: "BMW's parts distribution warehouse is one of the jewels of the company's system."

Then, what motivated the layoffs?

According to a company statement appearing in the L.A. Times: "It brought in outside logistic contractors at Ontario and four of its other five parts depots nationwide because it prefers to focus on its 'core expertise' of engineering and making cars."



Despite BMW's attempt to justify subcontracting, the popularity of outsourcing practiced by corporations reflects a growing social malady. It is part of the ongoing 'hollowing out' of the American workforce – an epidemic nurtured by an ailing global economy where corporate greed often overshadows human kindness and common decency.

Simply swap out high-paid, full-time employees, with lower paid, subcontracted workers (i.e. outsourcing), and eliminate the corporate expenses of high wages, health benefits and pensions. For members at BMW, almost half with more than 20 years' seniority at the plant, the news was devastating.

"Take something like that and digest it and bring it home to your family. . . it was one of the most stressful things I've ever had to do," said Daniel Johnson, who works at the BMW facility. "We had no idea what we were going to do in this economy."

In response, Local 495 and Joint Council 42 launched a hard-hitting

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ground campaign. With layoffs scheduled for August 31, there was no time to delay. Teamster organizers went immediately into action. Within days of the announcement, the IBT Strategic Campaigns Department joined the fray and the battle ensued. By June 16, Joint Council 42 mobilized over 200 Teamsters who attended a rally in Ontario at the BMW plant to show support for Local 495 members and their families.

As part of their public information campaign, the Teamsters hired an airplane to fly over Angels Stadium pulling a banner that read: "BMW Wants Los Angeles to Lose." The



campaign grew nationally, with leaflet distribution and protests, as the full resources of the union were engaged.

Protest letters were sent to BMW from Democratic politicians, including US Senator Barbara Boxer and Congressional Representatives Joe Baca and Loretta Sanchez. The Los Angeles Times published a 1400-word column outlining the injustices to these workers and the threat to all middle-class workers.

The national campaign included efforts by Longshoremen, Teamsters and United Auto Workers. Local 495 received help from both Joint Council 42 and the International Brotherhood of Teamsters. The informational campaign targeted potential car buyers and asked them to reconsider their purchases until BMW

changed its anti-worker tactics.

"We had a lot of support," Business Agent and campaign leader Rivera said. "From all across California to Portland, Seattle, Chicago — and overseas, too."

"One key component in accomplishing our campaign objective was the low-tech approach. This came from massive leaflets and bannering at the dealerships," said Secretary-Treasurer Bob Lennox. In July, Lennox attended the IBT Convention, where he addressed over 1400 delegates, and shared the plight of the BMW members. Lennox had placed a pledge on each delegate's seat, asking him or her to go back home and handbill the dealership in their area. "Over 1300 delegates and alternates signed, so we were able to hit dealerships across the nation," said Rivera.

General President Hoffa fully supported the effort and asked delegates to assist Local 495 members in their struggle.

For a member like Daniel Johnson, the turn of events was exhilarating. "We were so encouraged by the union staff and our Secretary-Treasurer Bob Lennox. They stepped



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# BMW Waves White Flag

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up and encouraged us every step of the way. It was a humbling experience for me to see how — locally and nationally — people stepped up to help us. It was very encouraging.”

What began as a tragedy, ended in victory — a testament to the vitality and power of union organization. “After nearly two months of ever increasing pressure, BMW called for a meeting and agreed to a six-month contract extension, a commitment to work out a new contract and the withdrawal of the 60-day termination notice,” said Lennox.

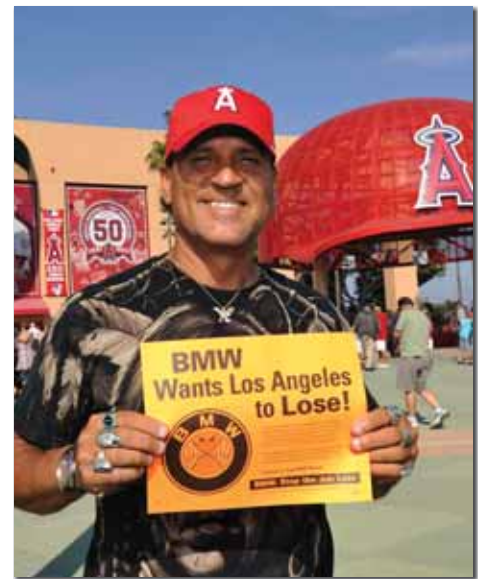
Under the new agreement, Teamster members receive job security for 9.5 years, regardless of whether a third party is hired to run the BMW facility. BMW Group plans to hand off management duties to another company on Jan. 1, but the new pact with the Teamsters means that BMW will guarantee that current employees keep their jobs.

All workers will maintain their positions and seniority, Business Agent Rivera said. Base wages will fall from \$25 per hour to \$23.50 per hour, but the contract includes performance incentives that could actually raise wages up to \$32 an hour, he noted. In addition, workers maintain full medical benefits. They will also receive a good increase in pension: 28 cents in the first year and 14 cents each additional year per hour worked.

The chain of events that ensued following BMW’s attempt to harm their dedicated employees and their families with this careless decision resulted in one of the greatest accomplishments not only for Local 495, but for all union members.

The mobilization of thousands of members across the country who

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***“The most important thing is, we stopped people from buying BMW cars. We showed the dealerships we meant business.”***

*Elissa Laitim,  
Strategic Campaigns Department*





# VICTORY!!



***“It is an amazing story, but it was such a wonderful thing to work for members of 495. We won because we did it smart and we did it, this was special for us and our staff. We were all like a family working together to save the family homestead. It was wonderful. We did it smart. We did it tough. We did it both, and it was great.”***

*Andy Banks, Director of IBT Strategic Campaigns Department*

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attended rallies and demonstrations, passed out flyers and carried signs, sent a strong message to Corporate America: Injustice to workers and unfair practices by management will not be tolerated.

“In the end,” said Rivera, “and thanks to the global campaign, our members are protected in their jobs and will enjoy unprecedented job security over the next decade. As we like to say, it pays to be a Teamster.”



BMW members applaud the news that their jobs were saved.

# Local 495 Triumphs With International Support

**In a demonstration of international solidarity among labor unions, Britain and Ireland's largest union, Unite The Union, recently extended an invitation to Secretary-Treasurer Bob Lennox and Local 495 business agent Gene Rivera and shop steward Albert Bautista to speak at an important general meeting for Britain's auto workers.**

The invitation coincided with one of Britain's largest union protests which took place on November 30, when two million public service workers across Britain walked off the job, protesting against pension 'reform' — after the government proposed changes to state pensions calling for workers to extend hours on the job while reducing pension benefits.

Unite, whose membership numbers over 1.5 million, was instrumental in showing support for Local 495 members, and helped organize the meeting with the European Council and BMW Munich.

"If it hadn't been for Unite, the situation might have gone to a whole new level. They were in the perfect position to negotiate with BMW and arrange the meeting with the European Council, because they had already established a good relationship with them over their own issues," Lennox stated.

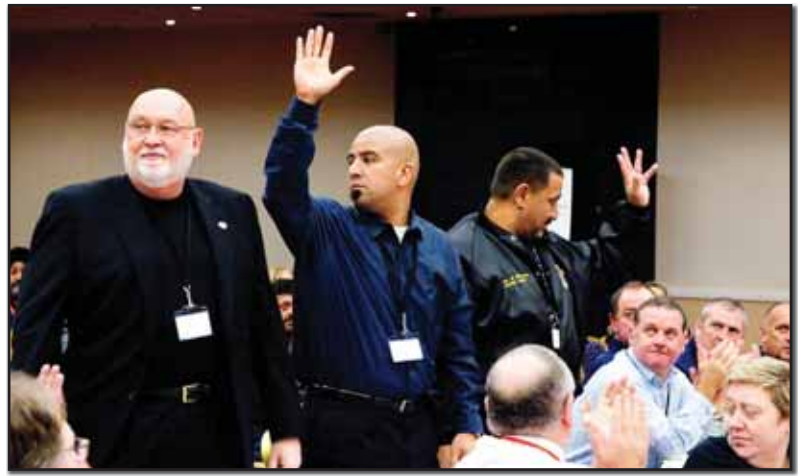
Now, with the political unrest prevalent in the streets of London and Manchester, Local 495 representatives were able to reciprocate, and show their support for members in the UK who were facing similar economic

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London set the stage for one of Britain's largest union protests November 30, 2011, attended by Local 495 Secretary Treasurer Bob Lennox (holding red flag) and BMW Shop Steward Albert Bautista.





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hardship as American citizens.

Lennox and Bautista traveled to South Hampton, outside London, where Lennox addressed thousands of protesters. "I told them that President Hoffa was sending his support to all our brothers and sisters. I talked about the war on workers, and how we were all one," said Lennox. At the same time Business Agent Rivera journeyed to Brighton where he addressed thousands of union members.

The following day, Unite representatives took them to a BMW plant in Oxford, where Lennox spoke to union members. "I told the auto workers about what our members were facing with BMW, and the strategies we were using to achieve victory. Gene Rivera was also asked to speak. It was a wonderful experience," said Lennox.

A plant tour was conducted by Chris Bond, who is the plant's union executive, and was instrumental in assisting Local 495 by leading demonstrations in the plant and also by his contacts directly with a BMW executive who ultimately attended the negotiations in the U.S. and helped bring the matter to a successful resolution.

Born in Canada of Scottish



***"Unite was unique among unions that helped us. They were effective in creating a broad understanding of the challenges that were faced by the 495 union members in California. A lot of solidarity developed."***



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Business Agent Gene Rivera marching in Brighton, England.

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descent, Lennox was making his first visit to the United Kingdom. The short trip that lasted just under a week did not leave much time for sightseeing. Most days were spent attending union meetings and speaking publicly to protesters during the massive 24-hour strike that closed schools, hospitals, and all government agencies throughout the country.

Reflecting on the experience overseas, Lennox stated: "Political and economic hardships are being felt by people all around the world. There has never been a more important time for collaboration and solidarity among all unions. If any union in any country is going to have leverage against multi-national corporations, it makes sense to work together. Multiple unions combined to apply pressure will bring effective results. All unions have to become more globalized."



Business Agent Gene Rivera, Unite The Union General Secretary Len McCloskey, Secretary-Treasurer Bob Lennox, and Shop Steward Albert Bautista.

***"Unite in the UK and Ireland were proud to have Bob Lennox and his comrades from Local 495 attend our sector conferences this week. We hope your visit to BMW in Oxford, UK was a success. Thanks to Bob, Gene and Albert for joining Unite and the UK public sector workers on the picket lines on November 30th. We will send over the pics and hope you can publish them on your website. Check out my website: [www.powerinaunion.co.uk](http://www.powerinaunion.co.uk)."***

*Tony Burke, Unite Assistant General Secretary*



Shown at the Unite the Union 2011 Conference are, BMW Shop Steward Albert Bautista, Unite officers Roger Maddison and Tony Murphy, Unite union leader at BMW in Oxford Chris Bond, Secretary-Treasurer Bob Lennox, Unite Assistant General Secretary Tony Burke and Business Agent Gene Rivera.





# Holiday Cheer 2011

Members celebrate at a holiday meeting.







# Stewards Learn Grievance Process and Political Action



*When shop steward Pat Spangler of Ryder Truck Rental in Riverside recently ran into a grievance situation on the job, he knew what to do: “Take notes and document everything. Get quotes from everyone involved.” This procedure was a skill he learned recently at the Local 495 shop stewards training seminar held Oct. 8 that covered the grievance process.*

**How should a shop steward handle the situation and what is the outcome likely to be? These questions and more were answered at the training seminar.**

“Our shop stewards had an overwhelmingly positive response to the specialized training,” said Local 495 Secretary-Treasurer Bob Lennox. “They learned important skills on how to deal with grievances.”

After a welcome from Lennox, the shop stewards launched into their training seminar on developing needed skills. Shop stewards are the first line of defense when there are issues or questions at the workplace. A shop steward is often called upon by an employee to handle a particular situation. The training seminar helped prepare them to deal effectively with the grievance procedure and enforcement of the labor contract.

Shop stewards were given a broad view of the process — from the selection of an arbitrator to the actual presenting of a case. Then they broke into small groups and were given sample cases to discuss. They were presented with a problem and told to give an argument. There were four or five actual cases and the shop stewards had to estimate the outcome. The instructor revealed the



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# Stewards Learn Grievance Process and Political Action



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actual rulings after the exercise.

“We learned what would pass through arbitration and what would not,” shop steward Spangler noted. “We also got some practical advice: the trainer suggested that we get a spiral notebook to take notes and document the process and be specific with dates. I started taking notes for a situation we are dealing with and turned it over to the business agent. It consists of statements from workers, a grievance letter, and my notes.”

“As Stewards, we need to do a proper investigation, talk to the employees, and document important points,” he added. “Then, if possible, we need to get them to sign the statement.”

Spangler said he enjoyed arguing sample cases that made it to arbitration. “We learned which kinds of cases work and which ones don’t. We had to figure out which cases were accepted and which ones were not —and how we would decide on a case and why. I really enjoyed this seminar.”

## Get out and register new voters!

In addition to stewards training, guest speaker Randy Cammack, International Vice President and President of Teamsters Joint Council 42, spoke about the importance of voting and supporting the labor movement in a political climate that is not always favorable to hardworking Americans.

“We are trying to preserve and protect what we’ve worked for,” Cammack said. “Labor should be more involved.”



Cammack and Local 495 Secretary-Treasurer Bob Lennox both discussed the general election next year. “If we don’t get active and get everyone registered to vote, social security and Medicare will be hijacked by the Republicans,” Lennox said.

“Corporate greed has caused erosion of some of the middle class. Unions are important because they set a standard for working middle class people in general. But what’s going on in today’s world is a blatant effort to destroy and weaken unions.”

More than ever, they both stressed the importance of registering to vote, encouraging others and then actually casting a ballot.

“A lot of important issues in history were impacted by just one vote — so every vote counts!” Cammack stated. “Every adult has an obligation to vote and get others to vote and participate in the process.”

Lennox stressed that members should hold politicians accountable for their actions. “Write your politicians. Hold them accountable, especially when you give them money,” he said. “And remember that unions stand up for working people.”





Karl Ullman

## Karl Ullman: Peerless Builder of Local 495

**“He never gave up when he was in negotiations. He kept fighting and fighting and kept getting more for the workers.”**

— Lee Dahlenburg, former Sec.-Treas. of Local 88, which merged with Local 495

If there's one thing people remember most about Karl Ullman, former Secretary-Treasurer of Teamsters Local 495, it's that he was a tough negotiator. “Karl was the hardest working Teamster. He never gave up at the negotiating table,” said Frank Hatfield, former President of Local 495. “I remember one time we negotiated all day and all night over an issue. Karl would talk and talk, and talk some more. The employer finally gave in.”

Karl Ullman passed away on the evening of August 10, 2011 at age 86. He had spent nearly 50 years working for the Local, starting in 1945 and retiring in 1992. In 1999, he was appointed as the Secretary-Treasurer Emeritus of the Local Union by the Executive Board, in recognition of his historic accomplishments and lifelong dedication to Local 495 and Teamsters everywhere.

Karl's son, Rick Ullman, recalls his father's devotion to both his family and the Local. “The love for

his family was pretty incredible and he was hugely dedicated to working people. I was lucky to grow up with it,” Rick said.

Rick remembers that his dad would refuse to buy products that weren't supported by unions. “When we were growing up, we couldn't drink 7-Up or Coors. My dad would say, ‘You can't drink that stuff’ because they didn't have unions (back then). He was very loyal and he lived it.”

Lee Dahlenburg, former Secretary-Treasurer of Local 88, which merged with Local 495, recalls Karl Ullman's dedication. “He never gave up when he was in negotiations,” he said. “He kept fighting and fighting and kept getting more for the workers.”

### How Karl got started

Born in Frankfurt, Germany, Karl moved with his family to Los Angeles in 1928. He joined Local 495 after he was discharged from the US Navy in 1945, after serving on the USS Riddle during the World War II Pacific War campaign. He first became a Teamster



Celebrating Local 495's 70th Anniversary aboard the Queen Mary in 2009

in January, 1945, working as a parking attendant for System Garage in downtown Los Angeles.

Back then, recalls Hatfield, Karl was very active and outspoken at the Local's membership meetings.

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# Karl Ullman

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“My father, Frank A. Hatfield, was the Secretary-Treasurer of Local 495 at the time, and he thought that Karl would be a tremendous asset to the Local, so he hired him,” Hatfield said. “Three years later, I met Karl at Caliente Race Track when I was 14 years old. He and his wife, Barbara, became part of our family.”

Hatfield recalls spending time with the Ullman family on many occasions. “Karl’s children became my good friends,” he said. “Karl also loved to tell jokes. He knew and remembered hundreds of them, which took the pressure off the job.”

Hatfield spent time fishing with Ullman, too. He said, “I remember going to Ensenada with Karl and fishing in the bay. We were in a little 16-foot fiberglass boat with a 25-horse motor. We started trolling out by the Three Sisters Islands, and within a few minutes we were bringing in 30 to 40-pound bonitas. We filled the boat within a couple of hours. It was an exciting adventure I will never forget.”

In 1949 Karl became a Shop



Karl hard at work.

Steward and he was hired as a Business Agent for the Local in July, 1952. Karl served as a B.A. and Organizer until becoming the President of the Local in January, 1965. Karl went on to be elected as the second Secretary-Treasurer of Local 495 in 1970.

“Some of the best times we had with Karl were in Hawaii. Karl believed in sending the representatives

of the Local to attend conferences to better equip themselves to represent the membership,” said Hatfield. “He always made me feel that I worked with him and not for him. He had a tremendous work ethic that set the pattern. The membership always came first.”

## Karl helped develop early retirement plans

Beginning in 1974, Karl served for many years as a Trustee on the Western Conference of Teamsters Pension Trust Fund. He was influential as a Trustee in improving retirement plans in the Western States.

Karl Ullman also served the membership as a Trustee on the Teamsters Miscellaneous Security Trust Fund from 1972 until his retirement, securing quality health care benefits for Teamsters.

He served on every major bargaining committee that formed the building blocks of the union. He was instrumental in establishing the Master Freight Automotive Supplement,



Rigo Tirado, Frank Hatfield, Karl Ullman and Bob Lennox at an IBT Convention.



# *A Special Tribute*



Karl Ullman

(the green book). He also served on the first National Agreement on the Auto Transport National Automotive Negotiating Committee. Karl was the Automotive co-chairman on the first National Earl Scheib Negotiating Committee, the first National UPS Automotive Negotiating Committee and was the architect of the first Western Conference of Hertz Master Garage Agreement.

Karl's visionary leadership was recognized throughout the Union. In February, 1978, Karl was elected as the Secretary-Treasurer of Teamsters Joint Council No. 42, the largest Joint Council in the IBT. In Joint Council 42, Karl served on industry bargaining committees, including the Teamsters Bakery, Dairy, Food and Rock and Gravel Negotiating Committees.

Karl was a ground-breaker. He founded the first Western Conference Master Penske Truck Leasing Agreement, the first Hertz Master Truck Rental Agreement and the Southern California and Southern Nevada Ryder Truck Rental Master Agreement.



In 1982 Secretary Treasurer Karl Ullman presented the first pension check to James Lennox as his proud son, Bob Lennox, looks on.

## **He built a statewide contract for the California Race Track Industry**

Karl and the founder of Local 495, Frank Hatfield, built the California Race Track Industry into a statewide powerhouse contract. Beginning with just the Parking Attendants, Frank and Karl went on to organize the Security, Outriders, Racing Officials and Patrol Judges as well as the Clockers, Truck & Water Wagon Drivers and Paddock employees.

Karl also served as the Western Conference Automotive Director throughout the 1980's until his

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Bob and Karl in 1994



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## Karl Ullman

### *A Special Tribute*

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retirement. Karl retired from Local 495 in 1992, but remained as a consultant to the Local Union until October 2001.

“Karl’s love for the Teamsters Union continued long after he retired,” Hatfield said. “I talked to Karl in July of this year when he was attending the Teamsters Convention.”

He told me that he had attended every convention since 1952. I do not know of any other leader who has accomplished that. Karl’s legacy was honesty, fairness, hard work, and integrity. He built a strong local union with these ideals. He will long be remembered by the labor movement, and he will always be in my heart.”

Karl’s son couldn’t agree more.

“More than anything, Karl said that working class men and women are the backbone of this country and you have to respect them,” Rick Ullman said. “He was dedicated to improving their wages and benefits. He had

tremendous respect for people.”

He is survived by three children, Rick, Sunnie and John; three stepchildren, Vaughn, Ted and Brenda; and eight grandchildren and 13 great-grandchildren.

