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# TEAMSTERS

## Local 495

### *Flash!*

Automotive, Industrial and Allied Workers

Robert M. Lennox, Secretary - Treasurer

Summer 2015

## WWL Vehicle Services Ratifies New Contract

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## Secretary-Treasurer's Message

# Why We Need to Talk About Income Inequality

by Robert M. Lennox



Income inequality has become one of the defining issues of our times, and with the upcoming election cycle it has become a buzzword for both Democrats and Republicans. In past years, all we heard from our politicians was that they all had competing plans for helping middle class Americans. Now focus group polling is showing that the words, "middle class", now provoke feelings of anxiety amongst the voters. People feel anxiety because they see their own jobs less secure, the inability to live as good as they once did.

Statistics can be used to support almost any point, but let's get the facts straight. The wealthy have gotten wealthier in the past decade, while working men and women have experienced a decline in their income adjusting for inflation. When good paying jobs have been cut, the workers usually get rehired at lower wages. The once powerful manufacturing base of our country has eroded into many lower-level jobs, at reduced pay scales and very often without full-time work, medical benefits or job security.

The only way we are ever going

to get a handle on this problem is for politicians who are trying to get your vote to stop just naming the problems we face and start fighting for real solutions. Slogans and 30 second sound bites won't cut it.

If our elected officials in Congress are truly interested in actually rebuilding what was once the envy of the world, both parties are going to have to face reality.

I believed that four specific measures would raise wages and start to bridge the gap in incomes and at the same time they will offer opportunities for people to once again move up to the middle class.

Education is prime as a way to prepare workers and promote new job skills.

Funds to rebuild our country's aging infrastructure. That will bring good jobs and make our roads, bridges and railroads safer.

Creation of higher quality jobs that do not require a Bachelor's degree from a college. Workers can be trained for most technical skills by matching actual skill levels and providing supplemental job training for the actual available jobs.

Advocating for a strong labor movement, because union protections support a healthy middle class and lay the foundation for future generations to succeed.

These are real world solutions which can be achieved if our politicians start putting what's best for working Americans ahead of corporate interests, who are only interested in ever large profit margins at the expense of all of us. That is not a solution, but simply doubling down on all our problems we face as Americans today. We can do better. This year register to VOTE! Let's stand united as brothers and sisters and send a strong message that we are sick and tired of the rigged choices.

**The only message politicians understand is the power of the Vote. Please do your part. Register your family and friends and let's stand with those who will stand with us, our communities and our nation.**

# New Contract Ratified at WWL Vehicle Services

**A hard-won agreement maintains union strength at the Port of L.A.**



After difficult negotiations, the local is pleased to report that a new five-year contract has been ratified at WWL Vehicle Services. The agreement will protect 210 members at the Port of Los Angeles and is an important part of maintaining union strength in the auto industry.

Shop steward Orlando Hendrix reported, "We were able to keep our full medical coverage and still have something added to our pension. It was one of the most difficult contract negotiations I've been on in 20 years. But it was worth it to achieve these benefits, which are extremely important to us."

The new contract also started the process of closing a major pay gap in the company's two-tiered pay system.

Local 495 members at WWL meet new cars

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Negotiation Committee: Morris Clardie, Salvador Jeronimo, Greg Hargrove, Orlando Hendrix, Gilbert Rios and Andrew Gomez





# New Contract at WWL Vehicle

*continued from page 3*

when they arrive at the port and get them ready to head out to their final destinations. They take them through the documentation process, add features like carpeting and Bluetooth, and drive the cars to the trucks or trains that will bring them to their final destinations to

meet their new owners. WWL's main customer is Nissan, which represents an important part of the auto industry in Southern California.

The negotiating committee included a mix of new and longtime committee members. They

were Orlando Hendrix, Gilbert Rios, Andrew Gomez, Gregory Hargrave, Salvador Jeronimo, and Business Representative Art Carrillo. Business Agent Damascus Castellanos led the union side, with Secretary-Treasurer Bob Lennox overseeing the process to ensure

***"Hats off to Damascus Castellanos. He and Art Carrillo did a great job. They were honest, they worked hard, and they stuck with it through a very difficult negotiation."***

— Orlando Hendrix, Shop Steward



Victor Murillo



Shawn Walker



Gilbert Rios



Jesse Guzman



Fernando Garcia

# Services

that members got a solid contract.

“Hats off to Damascus Castellanos,” said Hendrix.

“Damascus and Art Carrillo did a great job. They were honest, they worked hard, and they stuck with it through a very difficult negotiation.”

For his part, Castellanos thanked the members at WWL for making it possible to secure a fair and reasonable contract despite the company’s attempts to make many changes. “The members were more united than they have ever been before — and they held together till we were successful,” he said proudly.



Carlos Alcala - Luis Lopez and Van Khiev



Members of Local 495 at WWL



Orlando Hendrix, Shop Steward





# *Teamster Unity on Parade at the Magic Kingdom*

**Local 495 members are at the heart of the Disney magic.**

It may be showy and out-of-this-world, but Disneyland and Disney's California Adventure don't run on pure magic. Much of the fun is brought to the millions of visitors by union members — including thousands of Teamsters. From distribution centers to parking lots to popular rides, Local 495 members are the backbone of “the happiest place on earth.”

A day at the Disney theme parks shows the great range and success of Teamster assignments. This is due in large part to the incredible solidarity of the Disney shop stewards. Across many locations, more than 20 shop stewards work together to

ensure a great work experience for the Teamsters who help make Disneyland magic.

“We all have each other's cell numbers and email addresses, and each of us has specialties. Mine are report pay and rainy days. When a member has questions about those things, they call me. When they have questions about something else, we make sure they are in touch with the steward who is most knowledgeable,” explained Gabe Perez, a shop steward and ride operator at Adventureland.

Brian Freeman, a shop steward at Paradise Pier, enjoys the Disneyland shop steward camaraderie. “We're friends, and

most of us are longtime Disney cast members. We communicate on the phone, email, even Facebook. Almost 24 hours a day, a Local 495 member can get an answer from the right one of us,” he said.

The stewards also coordinate seamlessly with Local 495 Business Agents Johnny Espinoza and Jim Lennox. Perez said, “Our relationship with our Business Agents is awesome. When I have a concern, they handle it well. They value my input and the entire team's input.”

Freeman agreed: “Jim and Johnny are more than just Business Agents. We're a family.”

Nancy Herrera is a shop

*continued on page 8*



Debbie Groleau



Local 495 members managing the crowd





Ceci Benzler - 3 yrs and Amber Soto - 2 yrs



Tim Scotten - 4 yrs



Tyler Acosta and Robert Gallego - Finding Nemo



Eric Tienda - 25 yrs - World of Color



Kyle Rea - 5 yrs - Grizzly River Run



Greg Rodriguez - 12 Yrs - Red Car Trolley



Derrick Altman - 15 yrs, Frank Vasquez - 12 yrs, and Frank Gomez - 9 yrs



Anthony Marquez - 13 yrs and Ian McQuire - 7 yrs - Space Mountain



## Teamster Unity on Parade

*continued from page 6*

steward at the Ontario Distribution Center, where the toys beloved by kids and adults alike pass through before heading to the Disney theme parks.

Although they are at a distance from the parks, members at the distribution center receive quick responses from Business Agent Jim Lennox. "If we have issues, Jim will come to the warehouse right away," Herrera said. "He is a friend and a mentor, and he does a tremendous job for us."

Local 495's leadership connection to the Disney sites goes back a long way. President George Park worked at Disneyland for almost 20 years starting in 1966. He took a keen interest in the union while working at the park, and when a Business Agent position opened up, he was the logical choice. As union president today, he is as committed to the Disney Teamsters as ever.

As our exceptional members prepare for the huge crowds expected for Disneyland's 60th anniversary this year, we salute them for making everyone's time at "the happiest place on earth" nothing short of magical.



Keisha Shannon - 9 yrs - Carsland



Mickey Weide - 43 years - Fantasyland Classics



Megan Martin - 5 months



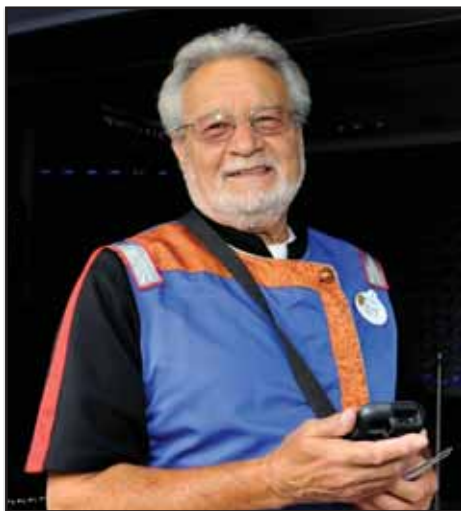
Brian Freeman, Shop Steward - Grizzly River Run



Ariana Guzman - 3 yrs



Bill Jenkins - 19 yrs - Monorail



David Hernandez - Star Tours





Teri Rider



Tony Castro



Erin Miller - 3 yrs, with Finn the horse



Ryan Hayden - 5 yrs - Monorail



Robert Luna - 6.5 yrs - Red Car Trolley



Raymond Sipe - 17 yrs



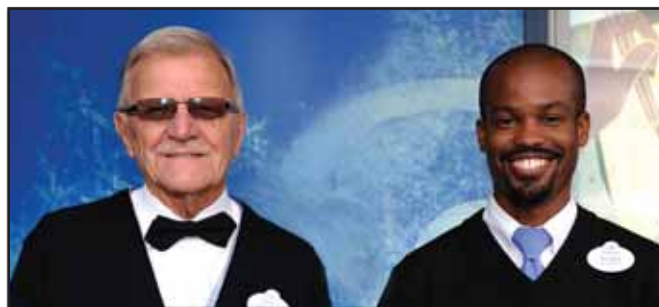
Christian Arevalo - 1.7 yrs



Midori Kamaya - 2 yrs - King Triton Carousel



Sam Toscano and Janet Horst - Star Tours



Lester Deemer - 15 yrs and Howie Earl - 11 yrs





## Local 495 celebrated another year of unity with a day of family fun at Whittier Narrows Recreation Area.

Union fellowship was in full, fun effect on Sunday, May 3. Members and their families came together at The Meadows at Whittier Narrows for games, food, contests, and more at our annual member-appreciation picnic.

“The picnic is our way of celebrating the wonderful members of our Local 495 family — and their families,” said Secretary-Treasurer Bob Lennox. “Members had a blast. It is always a thrill to see members and their families from around the union having so much fun together.”

Sports enthusiasts stayed active with volleyball, a basketball contest, and even gladiator jousting. Kids bounced in an inflatable farm and enjoyed real animals in the petting zoo, plus face painting and a toy pickup for the little ones. Carnival-booth games, water wars, and mini-golf appealed to all ages.





**HEALTH FAIR**

**T-SHIRTS**



**FOOD**



**JOUSTING**

***"It's such a pleasure to celebrate our exceptional union with a fun-filled picnic"***

*— President George Park*

Lunch and snacks were plentiful and tasty as ever, with cheeseburgers, chicken-breast sandwiches, and hot dogs accompanied by picnic favorites like baked beans, potato salad, and of course ice cream and cookies.

All of the karaoke fans sang their hearts out, but it was Arianna Rodriguez—the daughter of Jacinto Rodriguez of Ryder—who won this year's karaoke contest.

While they were enjoying the sun and fun at the picnic, members also had a chance to receive health-related tips and information from Kaiser Permanente, PacFed, LIBERTY Dental, Anthem Blue Cross, and Northwest Administrators. These providers joined us on-site for a health fair because we want to make it easy for members to live long, healthy, fun-filled lives.

As the day of fun wound down, everyone eagerly anticipated the raffle drawing. Members won tickets to Dodgers games and Disneyland. A few took home MasterCard gift cards ranging from \$100 to \$500. Greg Maiten, a member at Avis, was the lucky winner of a \$1,000 MasterCard gift card.

"It is such a pleasure to celebrate our exceptional union with a fun-filled picnic," said President George Park. "The annual picnic is a great way to enjoy the unity and strength of our Local 495 family."

*more photos on pages 12 & 13*



**PRIZES**







**PETTING ZOO**



**KARAOKE**







**FACE PAINTING**



**FUN!**





# Setting the Standard in the Rental-Car Industry

**Local 495 has been a leader in the rental-car industry for more than half a century —and we're only getting stronger.**

It was the 1960s when employees at Hertz, Avis, and National joined Local 495. Today, as the industry experiences merger after merger, we are continuing to expand union membership. In fact, these days Local 495 sets the standard for wages and benefits in the rental-car industry.

Our local union represents approximately 2,500 members at rental-car companies across local airports. Some are long-time union sites like Hertz. As the industry changes, we are working hard to include new members — most recently at Dollar/Thrifty at LAX and Budget at Burbank.

After two years of talks with the company, 47 drivers from Dollar/Thrifty at LAX voted to join Local 495 this spring. When Dollar/Thrifty was acquired by Hertz, the drivers were not brought into the Hertz contract. They were paying extremely high out-of-pocket costs



Oscar Orozco - 11 Yrs - main contact for Kevin Barrus during the organizing of the members - Dollar

for health care and had minimal or no raises for years.

"The drivers felt ignored when the merger took place," Business Agent Kevin Barrus recalled. "Now we are working hard to win for them the great Teamster medical benefits and pension plan they deserve."

Oscar Orozco, who has been a driver at Thrifty for 11 years, said he is "ecstatic" about joining Local 495. "We're doing the same job as union members at Hertz locations, and we deserve the better wages and benefits they are getting. I know it's not going to happen in one day, but this is a big step in the right



Eduardo Fajardo - 10 Yrs - Dollar



Elvis Mendoza - Dollar Thrifty



Cornelius Mitchell - 23 Yrs - Dollar



direction for us,” he said.

At Burbank’s Bob Hope Airport, Local 495 recently welcomed about 20 new members at Budget under the existing Avis agreement, after an Avis/Budget merger. These new members will now have a company match on their 401K plans, as well as a company medical plan and guaranteed raises — after years of having minimal, if any, raises.

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Honorio Carbajal Mechanic - National Alamo



John Matlock - 10 Yrs - Dollar



Local 495 members National Alamo



Jorge C. Enciso - 20 Yrs - Dollar



Local 495 members National Alamo



Jose Zelaya - 13 yrs - Dollar



# Setting the Standard in the Rental-Car Industry

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Our success in the industry comes from a legacy of strong leadership. Business Agent Kevin Barrus is a seasoned veteran who has been working in this industry since the '70s. Secretary-Treasurer Bob Lennox is director of the Western Region Industrial Trades Division. In that role, he is responsible for the car-rental industry region-wide.

Lennox led local Hertz

negotiations that resulted in a unanimous ratification vote. This year, he will chair the negotiations for the Western-Region Hertz master contract. He also assists other locals in the industry when there is a deadlock or an impasse. "I'm proud to say we have a 99 percent success rate," he said.

After a half-century of leadership in the car-rental industry, Local 495 is only getting stronger. The local is in talks now with

National/Alamo, and more advances will come. A half-century of success is just the beginning.



Norik Avanesian - 7 yrs and Josie Morales - 15 yrs



Local 495 members - National



Tameco Cook - 9 yrs - Dollar Thrifty



Local 495 members - National



Rinay Manish - 3 yrs - Dollar



Rogelio Vargas - 17 yrs - Dollar Thrifty



Jose Rodriguez - 32 Yrs - Dollar Thrifty





Local 495 members - National



Bill Espinoza - 18 yrs, Joy Stewart, Shop Steward - 12 yrs  
and Bobby Gibson - 30 yrs



Dave Owens - 35 Yrs - Mechanic, Hertz



Marisol Ruiz - 8 Yrs - Dollar



Dana McIntosh and Chris Fickley



Dem Mao, Janeth Novoa and Aisha Abrera - Budget



Eugene Campbell, Shop Steward - Kevin Barrus, B.A.



Local 495 members - National/Alamo



# Setting the Standard in the



Oscar Trujillo - 26 yrs and Frank Bautista - 21 yrs



Dionicio Vega - 10 yrs - Irma Esparza - 10yrs - Bill Mysliviec - 36 yrs - Jose Hernandez - 24 yrs - and Irma Sagastume - 14 yrs - Hertz Service



Mario Hernandez - Mark Brown - Jorge Urqujeta - Carlos Avila - and Angel Cantuna, Shop Steward - 33 yrs



Hector Guereca - 8 yrs - Mechanic National/Alamo



Group with Kevin Barrus - Avis



Jan Ogansian - Irma Sagastume - Eugene Campbell, Shop Steward



# Rental-Car Industry



Jose Sanchez - 17 yrs - Exit Gate Hertz



Jim Macleay - 25 yrs - Budget



Katrina Leverington - 9 mos - Hertz



Kent Shimada 38 Yrs Avis Service agent-2



Juan Cervantes and Juan Rodriguez  
Service Agents Avis



Walter Burlic - 35 yrs - Maintenance



Patty Moran - 1yr, Rover - Kevin Barrus, B.A -  
Sherri Khan, Shuttle Lead - 10 yrs - Maru Licon,  
Rover - 27 yrs - AVIS Returns Area



Kitty Lynn Chambers - 37 Yrs - National Burbank



Jorge Torres - 16 yrs - and Bonnie Levitt - 15 yrs - Hertz





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# 495



***WE'VE REDESIGNED OUR WEBSITE!***

Visit [www.teamsters495.org](http://www.teamsters495.org) to check out the new look. You'll find news and information about Local 495 and helpful tips for union members.



Alice Rodriguez - 25 yrs - Hertz

## **Setting the Standard in the Rental-Car Industry**

After a half-century of leadership in the car-rental industry, Local 495 is only getting stronger.

See story pages 14-19