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# TEAMSTERS Local 495

Automotive, Industrial and Allied Workers

## Flash!

Robert M. Lennox, Secretary - Treasurer

Fall 2015

## 495 MEMBERS DRIVE CATALINA ISLAND RESORT SERVICES



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## Secretary-Treasurer's Message

# A Changing Workforce Needs Unions More than Ever



**U**ber, Airbnb, and TaskRabbit. Outsourcing, temporary workers, and non-union contractors. You've heard all the buzzwords, but what does it all mean?

The economy is changing, with more and more companies trying to eliminate employees and hire temps or subcontractors instead. Some companies have built their entire business on people who are willing to work with no job security, no guaranteed hours, and no benefits.

This is already a major challenge in workplaces across America. Companies are trying to get rid of secure jobs that provide good benefits. More and more working people will be left in a frightening position, without benefits and without even knowing how much they might earn from day to day and week to week.

As a society, we need to get a handle on this. As a union, we need to protect our jobs now and into the future. As a labor movement, we need to organize to create and keep jobs with solid contracts, good benefits, reliable wage increases, and workplace protections.

From now on, we are going to see politicians battling over laws that could either protect or seriously harm working people. We will likely have some labor-related decisions handed down by the US Supreme Court.

We absolutely must ensure that pro-labor politicians make decisions that preserve our hard-won protections. You, your family and friends, **MUST** register to vote and then **ELECT** labor-friendly candidates in every contest – local, state and national.

**It will take all of us – working together -- to build a future of strong unions, solid jobs, and a decent quality of life for us all. Together, we have the power of our collective efforts to carry us forward!**

**— Robert M. Lennox**



# 495 MEMBERS DRIVE CATALINA ISLAND RESORT SERVICES

## Your next getaway could be a guided tour from a fellow Local 495 member

Cruising the back roads of beautiful Catalina Island, with stops at a surfing beach, an eagle habitat and a buffalo corral — it's not a bad way to spend a day. Local 495 member Bear Opah gets to spend many days this way, as a tour driver for Catalina Island Resort Services.

Opah is one of 14 Local 495 members at the tour company.

Some of them drive buses, some Hummers, and some minivans as they take visitors on entertaining and informative tours of the charming island off the coast of Southern California.

"They are a loyal, dedicated group of members who do an extremely good job giving visitors to Catalina a great experience," said Local 495 President George Park.

Becky Pryor Tamayo has been driving tour buses on Catalina for 20 years. At 78 years old, she drives because she loves talking with people from all over the world. "My job is awesome, and Local 495 is awesome," she said. "I welcome every member of Local 495 to come out here and ride my bus."

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**"This is my first Teamster job, and I'm very happy. Everyone at Local 495 — they are wonderful people."** — Bear Opah , Shop Steward



**"My job is awesome, and Local 495 is awesome," she said. "I welcome every member of Local 495 to come out here and ride my bus."** — Becky Tomayo



# CATALINA ISLAND RESORT SERVICES

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Located in the Pacific Ocean just 26 miles from Los Angeles, Catalina is a popular tourist destination for both day and overnight trips. There is the city of Avalon, full of interesting shops and restaurants. And beyond Avalon, there are miles upon miles of natural beauty, with flying fish and stunning Garibaldi in the

water, diving beaches, and wildlife including buffalo and eagles.

Through Catalina Island Resort Services, your fellow Teamsters are responsible for showing visitors all that the island has to offer on a variety of exciting tours.

Shop steward Bear Opah, who hails from the White Mountain

Apache Reservation in Arizona, loves living and working on Catalina Island. "This is my first Teamster job, and I'm very happy. Everyone at Local 495 — they are wonderful people," he said.

So next time you're looking for a Southern California getaway, consider a Catalina tour with a fellow member of Local 495.



Kim Oddone, Shop Steward - 9 years



Meriam Djelid - 6 months



Tim Sanchez - 5 months



Charles Oddone - 5 years





Cindy Lowe - 4 years



Mark Long - 4 years-



Jose Angel Jimenez - 3 years



Steven Cooper - 5 months



Anthony Pera - 5 months



# 2015 Local 495 Scholarship Winners

## Honoring outstanding Teamster sons and daughters

It is a great honor to announce the winners of the 2015 Local 495 Scholarships. In an enthusiastic and meaningful awards ceremony on June 11, Local 495 awarded scholarships of \$2,500 each to eight superior high school graduates.

Now in its 15th year, the Local 495 Scholarship Fund has helped more than 100 Teamster sons and daughters achieve their dreams of higher education. The fund helps outstanding students who have shown a commitment to their community and to Teamster values.

"I am very thankful for the Local 495 scholarship," said winner Arline Lemus. She will apply her scholarship toward tuition at the University of California at Davis, where she is studying psychology.

The Executive Board selected recipients based on academic achievement, SAT/ACT scores, character, goals, and the candidate's essay.

"As a local union, we aim to support our members and their families, now and into the future. Our Local 495 scholarships are one way to support members' goals for their families to continue to thrive in the next generation," said Secretary-Treasurer Bob Lennox.

## *The outstanding 2015 Local 495 Scholarship winners are:*

**Beverly Garcia,**  
who attended a special  
LAUSD/USC high school  
for cinematic arts and  
engineering, is attending  
UCLA. Her father, Lorenzo  
Garcia, is at Dollar Thrifty.







**Jose Guillen**, a graduate of North Torrance High, is attending El Camino College. His father, Jose Guillen, is employed at Volkswagen.



**Briana Gomez** will use her scholarship funds toward her education at UC Davis. She is a graduate of Northview High School and the daughter of Thomas Gomez, a Local 495 member at National Ready Mix.



**Amy Hanamoto**, the daughter of Roy Hanamoto at Hertz, is attending California State University at Fullerton. She graduated from Whitney High School.



**Daniel Sheeran** graduated from Lakewood High School and is attending Middlebury College. His father, Daniel Sheeran, works at Penske.

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# 2015 Scholarships

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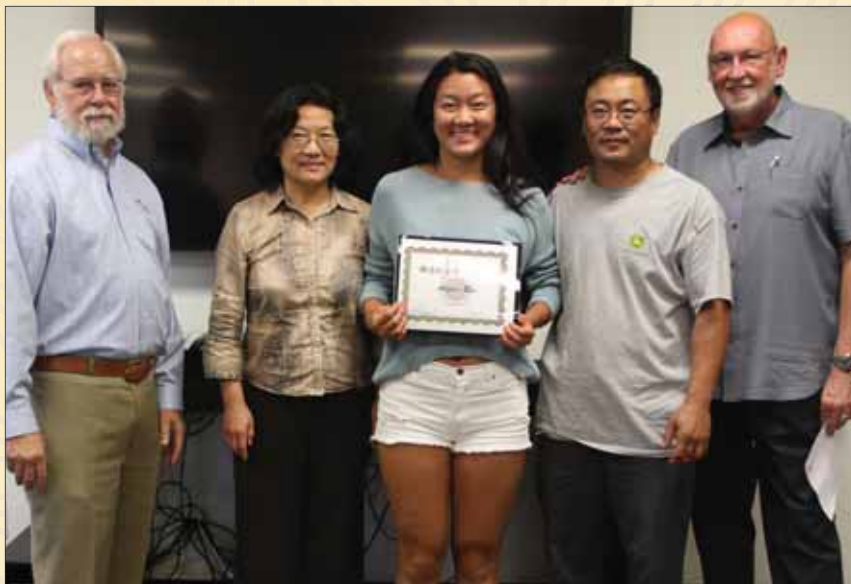
**Arline Lemus**, the daughter of Sonia Garcia from Hertz, graduated from Westchester Enriched Science Magnets. She is studying psychology at the University of California at Davis.



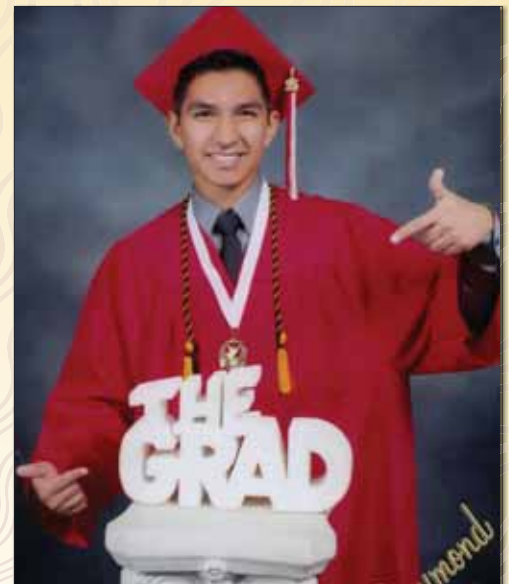
**Esperanza Ramos** is attending California State University at San Bernardino. She is a graduate of Sultana High School and the daughter of Sergio Ramos of Ryder.

**Monica Viramontes** is attending San Francisco State University. She is a graduate of El Rancho High School and the daughter of Baudelio Viramontes of Ralphs.

## Teamsters Award Additional Scholarships



Congratulations to **Angela Ren**, winner of the IBT's James Hoffa Memorial Scholarship. A winner of the 2014 Local 495 scholarship, this year Angela won the \$1,000 Hoffa Scholarship for her outstanding essay. Her proud father, Bo Ren, is a mechanic at Firestone in Redondo Beach.



We also proudly salute **Raymond Torres**, the son of Local 495's own Lanette Torres, who was awarded a \$1,000 scholarship from the Teamster Hispanic Caucus.



# Busy Shop Stewards GET THINGS DONE

**Meet two members who define the word “dedication”**

Benjamin Franklin once wrote, “If you want something done, ask a busy person.” It might seem unusual, but people who have a lot to do are generally very good at getting things done. And they are exceptionally good at managing their time.

Local 495’s shop stewards are perfect examples. They are responsible for their jobs and their families, and in addition they have committed to helping fellow

union members. That means answering calls -- day and night -- going to bat during negotiations and grievances, and even attending special training sessions to improve their skills at representing you.

Even after all these efforts, many of them still find time for hobbies and recreational activities. Meet two Local 495 shop stewards who truly make the most of the 24 hours in every day.

## Leo Reyes, Volvo

Leo Reyes has been with Volvo for 30 years. Sixteen years ago, he was asked whether he would consider running for shop steward. At the time, he was president of a football league and didn’t know if he could add being a shop steward to his already full plate.

He talked it over with his wife, who encouraged him. She knew that his vigilance and ability to speak his mind would be an asset for his fellow members. Leo decided to go for it, and his fellow members selected him by a landslide.

Since then, Leo has been dedicated to the role of shop steward.

***He is always available to answer members’ questions, and he is aware of every detail of members’ needs at the worksite.***

“I learned so much from Gene Rivera. He was a big influence,” he said.



Leo Reyes, Volvo

Leo never stops. A few years ago, he organized a cycling group that rides bikes during their lunch break. That expanded into a weekend cycling group that aimed to bring together Teamsters from across the union.

He is also a devoted family man,

happily married and involved with his three kids’ lives. He enjoys going to his youngest child’s soccer games, and talks to all of his children about what it means to be a union family.

That’s still not all. In his spare time — how does he have any? —

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# STEWARDS

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Leo is a passionate woodworker. He enjoys building things like tables, benches and shelves. He is even working on making a ballot box for Local 495.

"It's all about balance," he said. "I've got to organize my time to be on the field for my son and to be a steward and a husband and everything."

Leo has many years of practice in time management. When he was 21, he was working two jobs to make ends meet. "I was giving thanks to have them," he said. "It's a blessing to go to work. But someone said, 'You don't have to do that.' They told me about this Teamster job, where I wouldn't have to work two jobs. I've been a Teamster ever since."

## Ian McKenzie, Disneyland

In two decades of being a shop steward and four decades of working at Disneyland, Ian McKenzie has learned a lot about juggling. "That old phrase 'you can't please everyone all the time' takes on new meaning when you're a shop steward," he said.

One of the challenges of being a Disneyland shop steward is high turnover, which means Ian is frequently responsible for educating new members about the benefits of being a union member.

***"Today unions are more necessary than ever before," he said. "The great disparity in this country screams for representation for the working class."***



Ian McKenzie, Disneyland

That's why he is so committed to educating fellow members about their contract and what it means to be members of a union. "The better informed our members are about the contract, the fewer problems we have."

Ian knows that no union member does it alone. He credits Nancy Clements, also a shop steward at Disneyland, for mentoring him when he was new to the union. "I still consider her my coach, mentor, friend, and go-to person for questions," he said. "Also, being able to reach out to Jim Lennox, Johnny Espinoza, George Park, and Bob Lennox at any time is invaluable."

Ian started working at Disneyland in 1971. In the decades since, he has worked on two dozen different attractions, been a leader at Disney University, participated in the 1984 Disneyland strike, and has served as a shop steward since 1993.

When he is not on the job, Ian

enjoys doing wedding, portrait, and special-event photography services. He especially enjoys landscape and astrophotography.

Somehow, amid his job, his responsibilities as shop steward,



Ian McKenzie, left, with Disneyland cast members

and his photography, Ian also finds time for mountain biking, camping, hiking, carpentry, cabinetry, and woodworking.

All of the activity actually helps him be a better shop steward. "Shop stewards need balance," he said. "You're there for your fellow members, and you also need to do some things for yourself."



# New Contract Ratified by Overwhelming Majority at Eaton's Cooper Lighting

**After tug of war with new owners, Local 495 wins a solid new contract**

If you walk into any new building and look up, chances are you are looking at a Cooper Lighting product. The award-winning company makes just about every kind of lighting fixture you can imagine, and their projects fill the shelves at stores like Lowe's and Home Depot.

Three years ago, about 30 forklift operators, shipping clerks, and others at Cooper Lighting's Bloomington warehouse became members of Local 495. In just a few years, our membership there has grown to almost 100.

Last year, a competitor called Eaton acquired Cooper Lighting. So when Local 495 entered

negotiations for a new contract in August, it meant facing a new owner and representing a much larger workforce. It was a challenge, but the local union faced it head-on and came out victorious.

Local 495's negotiating team, led by Jim Lennox, fought fiercely to get members the best possible deal. "It was a roller-coaster ride, but we came out very successful. The members stood united and tall."

Shop steward Jim Rush has been at Cooper Lighting for 35 years under different owners and different unions. "Ever since we have been with the Teamsters, I feel like I am really getting representation and not just lip

service," he said. "Jim Lennox did an outstanding job in negotiations."

After a tug of war with the company, Lennox and a dedicated committee of members successfully negotiated a new Eaton's Cooper Lighting contract that includes wage increases, protections on health-care deductibles, a fifth week of paid vacation, and improvements in contract language.

"We got a great deal, thanks to the members and the shop stewards on the negotiating committee. It's a darn good contract," said Business Agent Jim Lennox.

Members agree. They ratified the contract by an overwhelming majority.

more photos on pages 12 & 13



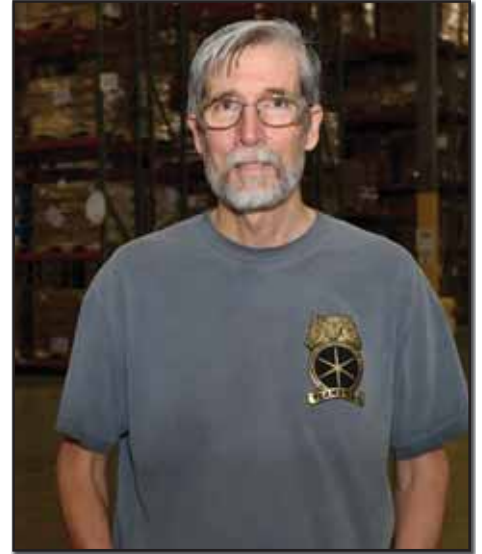




Israel Garcia



Iva Mascote - 3years



Jim Rush - 39 years, Shop Steward



David Dominador -10 years, Shop Steward



Gonzalo Solis - 4 years



Jack Aldama - 3 years



Mike Fischer - 3 years



Marco Zamudio



Miguel Ochoa - 4 years





Andy Cerf - 2 years



Art Cortez



Richard Ressel



John McCain - 2 years



Robert Dominguez - 17 years



Scott Nystul



Victor Manzanera - 2 years Rapid Response



Nathan Chagolla Shop Steward



Winfred Harris - 1.5 years



Patricia Olivares - 7 years



# Enterprise Contract Ratified

## Teamsters triumph with wage increases, solid contract after difficult negotiations

After long and challenging negotiations, on July 15 members at Enterprise Rent-a-Car triumphantly ratified a contract that brings them significant wage increases.

"These were some of the most intense negotiations I have ever been involved with," said Jim Lennox, who chaired the negotiations.

The five-year contract affects members at Enterprise's LAX, Orange County, Long Beach, and Burbank airport locations. The company had wanted to take away paid time off, including vacation and sick days.

If Enterprise had really had its way, the company would have replaced union jobs with non-union third-party vendors.

"We successfully broke their

backs and got the best wage increase this group has seen in more than a decade," said Jim Lennox.

Negotiations took 19 days over four months. Everyone on the negotiating committee held strong through this challenging time.

"I wish to express my deep thanks to all of the shop stewards for their hard work. Their effort and dedication helped us achieve the best economic package we have seen in more than a quarter century with this company," said Business Agent Kevin Barrus, who co-chaired the negotiating committee.

Business Agents Art Carrillo and Johnny Espinoza were also instrumental in successfully negotiating this important new contract.

*A Salute to Enterprise Shop Stewards—we couldn't have done it without them!*

**Basheer Abdul-Kaliq  
Ruben Acevedo  
Vincent Bowers  
Chris Brown  
Angel Cantuna  
Sharon Carter  
Hector Guereca  
Armando Lopez  
Johnny Macias  
Kimo Mangosong  
Rudy Paredes  
Douglas Scott  
Patrick Sherlock  
Tony Soohoo**





# Local 495 Stands Strong at the Teamster Women's Conference

## Women from Local 495 join forces with women from across the Teamster nation

In Boston from August 27 to 29, more than 1,000 Teamster women gathered for three days of education, inspiration, and sisterhood. Local 495's own Nicki Taylor, Carmela Zanni, and Reyna Elizondo were there.

They heard from union leaders like Teamsters General Secretary-Treasurer Ken Hall and public officials like Massachusetts Attorney General Maura Healey. "Teamster women ... know how to get things done," Hall said.

Only one in nine women in the US enjoys union representation. Yet it is common knowledge that women in unions — and their families — benefit from the better pay and benefits, paid sick leave, pensions and job security of union jobs.

Nicki Taylor, a longtime shop steward and customer-service representative at Hertz LAX, brought the perspective of a single mother to the conference. "As a single parent, having job security and the backing of a union is immense," she said.

Nicki, Carmela, and Reyna came away from the



weekend better informed and newly inspired.

"The conference was fantastic," said Carmela Zanni, who has been a driver at WWL for 29 years. "All the women inspired me to do even more for the union."

Her plans for the near future? To encourage more members from WWL to attend union meetings and get involved with the local in every way they can.



Nicki Taylor and Carmela Zanni





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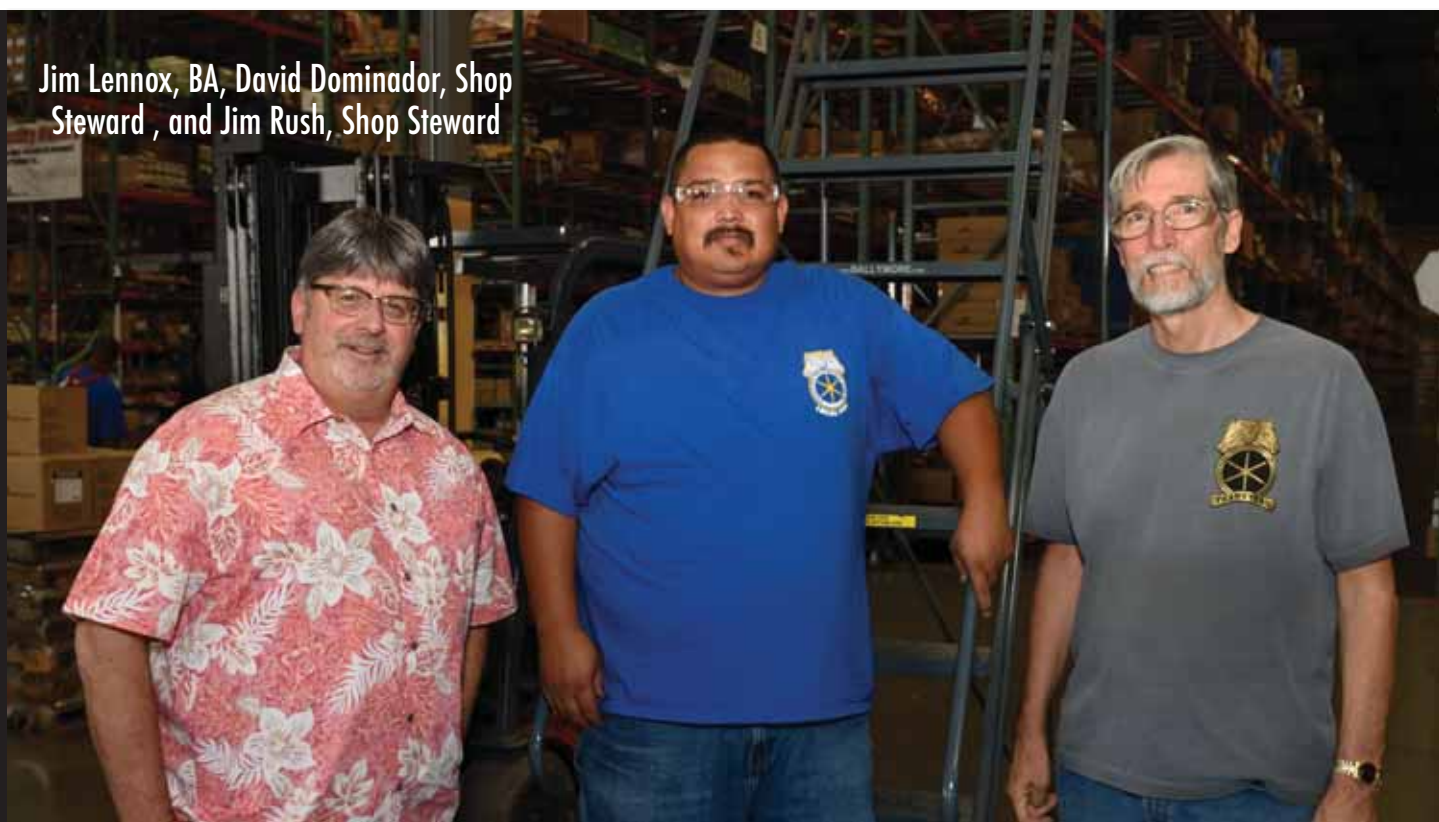
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# 495

Jim Lennox, BA, David Dominador, Shop  
Steward, and Jim Rush, Shop Steward



## Eaton's Cooper Lighting Celebrates New Contract

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**See story pages 11-13**