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# TEAMSTERS

# Local 495

## Automotive, Industrial and Allied Workers

# Flash!

Robert M. Lennox, Secretary - Treasurer

Winter 2015-16

# MAY THE FORCE BE WITH YOU



## CELEBRATE THE NEW STAR WARS MOVIE WITH FELLOW TEAMSTERS AT DISNEYLAND

**An Important Message from  
Your Secretary-Treasurer**

**Food industry  
Contract Victories**

**Our Newest Business Agent**

**A Stellar UPS Shop Steward**

**An Inventor in our Ranks**

**Wages at TCI go UP UP UP**



# SECRETARY-TREASURER'S MESSAGE



## Vote Smart

**P**oliticians are vying for our votes with strong words and big personalities. But don't be fooled by deceptive campaign talk. There are serious issues at stake in the upcoming elections, and I hope that we will be unified in supporting candidates who support union members and all working people.

**Don't be deceived.** When a politician talks about "limited government," they are talking about getting rid of regulatory agencies that protect our lives and livelihoods. We need things like labor and environmental laws to be sure that companies don't take advantage of working people or pollute the air we all breathe just to turn a quick profit.

**Don't be fooled.** When a politician says "cut spending," they mean cut programs like Social Security and Medicare. These programs can be lifesavers for retired and aging Americans.

Reducing government means reducing or eliminating important government agencies that protect working men and women and require management to negotiate contracts in good faith and require a safe working environment. This includes the National Labor Relations Board and OSHA.

**Don't be drawn in by hate.** Politicians' hateful statements are meant to divide us and to distract us from what is truly important.

As supporters of the labor movement, we all need to keep in mind what is at stake in this election. We need jobs with living wages, not "free trade" outsourcing that exploits people in other countries while eliminating jobs in the U.S. We need social programs and education, not tax breaks for the wealthy that will starve our social services.

We need to be united in support of politicians who support the labor movement, workplace fairness, and living wages for all working people. Don't be deceived by hateful and misleading messages. Remember what is at stake, and support the candidates who truly support you.

**I hope you will join me in voting for a labor-friendly future.**

"We need to be united in support of politicians who support the labor movement, workplace fairness, and living wages for all working people. Don't be deceived by hateful and misleading messages."

— Robert M. Lennox



# MAY THE FORCE BE WITH YOU

## CELEBRATE THE NEW STAR WARS MOVIE WITH FELLOW TEAMSTERS AT DISNEYLAND

**S**tar Wars fans, rejoice! The force is with you like never before. *Star Wars: The Force Awakens* hits theaters December 18, and now you can transport yourself to the *Star Wars* galaxy at Disneyland.

Members of Local 495 will be your intergalactic tour guides during “Season of the Force” at Disneyland. From operating

spectacular attractions to helping you find your way through the galaxy, your fellow Teamsters will show you a completely transformed Tomorrowland, decked out with all things *Star Wars*.

“The release of the new movie is bringing together generations of *Star Wars* fans. Disneyland has truly captured the spark of this exciting event. It feels like you’re in the

middle of a *Star Wars* movie,” said Business Agent Jim Lennox.

There’s the *Star Wars* Launch Bay, with replica movie props, interactive games, and a chance to meet *Star Wars* characters. Local 495 Disneyland cast members will greet every guest as they enter the launch bay.

Classic roller-coaster Space Mountain has leapt into hyperspace

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# THE FORCE BE WITH YOU

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and become a battle between Rebel X-wing starfighters and Imperial TIE fighters. The longtime Star Tours attraction, a 3-D simulated adventure through space, has been updated to feature a new location drawn from the movie. Plus, there is *Star Wars: Path of the Jedi*, a new 10-minute film featuring highlights from the entire *Star Wars* saga.

“Season of the Force just opened, and everyone is having an

out-of-this-world time enjoying the *Star Wars* zone,” said David Hernandez, Shop Steward at Tomorrowland.

Kids aged 4 to 12 can receive special training in Jedi skills -- like wielding a lightsaber -- and then take part in the new show Jedi Training: Trials of the Temple. There’s even *Star Wars*-themed food in the Tomorrowland restaurants.

All of this is a thrilling buildup

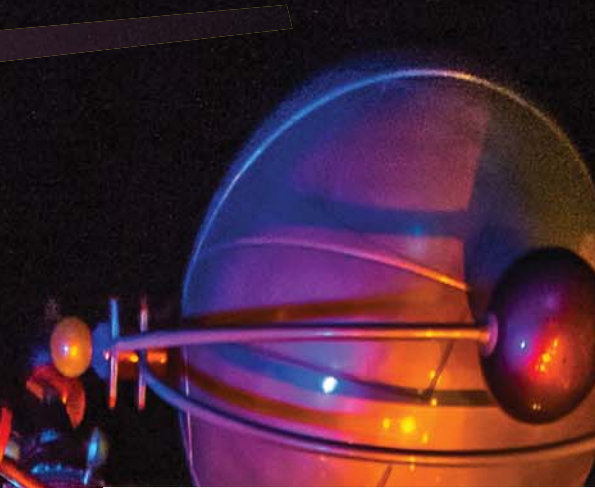
to Disneyland’s upcoming *Star Wars* Land. Groundbreaking is planned for 2016.

“If you enjoy Disney and *Star Wars*, it’s a wonderful time to go and enjoy the park,” said Secretary-Treasurer Bob Lennox. “Introduce yourself to fellow members of Local 495 as they help you through the lines, guide you to attractions, and provide an all-round great time at Disneyland.”

## MORE PHOTOS ON PAGES 10 & 11







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# MEET YOUR NEW BUSINESS AGENT:

## **Carla Rodriguez**

**We are pleased to welcome Carla Rodriguez as Local 495's newest Business Agent. After nine years at Disneyland Resort, including time as a lead and a trainer as well as working in special events, the talented shop steward has stepped into a new role with the local union.**

"When I became a shop steward, I realized it was the perfect blend of things I like to do: I love to teach, and I love helping people," she said. She dove right in to learning about rules, rights, and procedures.

Becoming a Business Agent is an exciting next step, and Rodriguez thanks the Disney shop stewards for supporting her in this new endeavor. "Local 495 has been one of the best things I have come upon in life. It is one of the biggest support systems I have," she said.

Rodriguez holds a bachelor's degree in psychology and human development from California State University at San Bernardino. In her spare time, she enjoys music, art, and traveling.

Rodriguez's mother marched with Cesar Chavez of the United Farm Workers. "Speaking up for people is in my blood," she said.

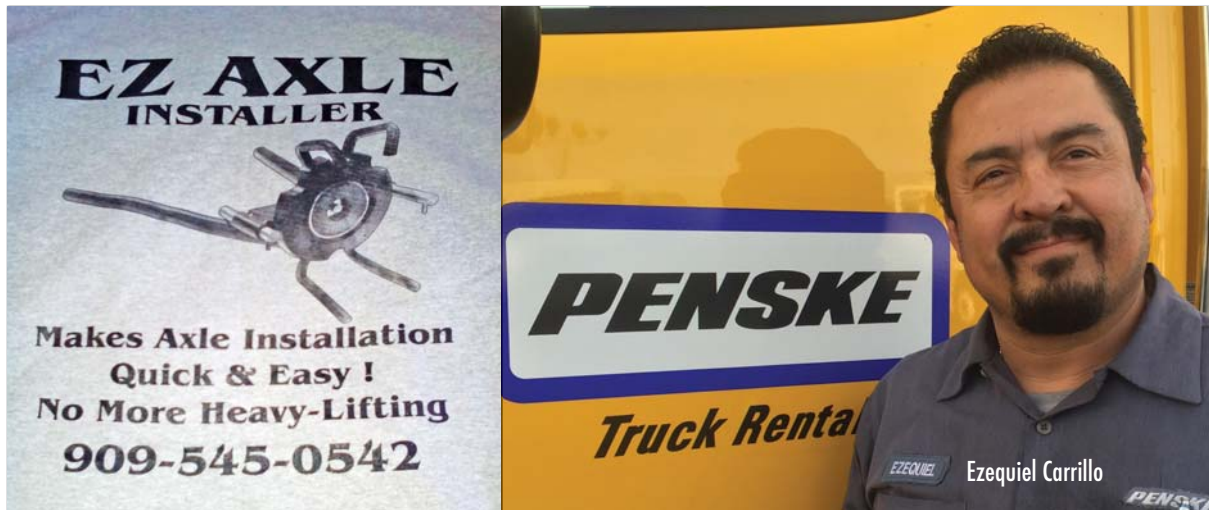
We could not be more pleased to have Rodriguez fighting for the membership of Local 495. "She is incredibly intelligent and personable," said Business Agent Jim Lennox. "I'm certain she is going to be as successful in her new role as a Business Agent as she has as been as a shop steward at the Disneyland Resort."



Carla Rodriguez, Local 495's newest Business Agent



Carla Rodriguez and fellow Teamsters at Disneyland Resort



# An Inventor in Our Ranks

## Local 495 Member Innovates Improvement for Safety, Efficiency

Ezequiel Carrillo has been installing axles on big trucks for a long time. It's part of his job as a mechanic at Penske in Fontana. The axles are heavy – about 90 to 95 pounds each – and Ezequiel has seen too many people get hurt in the process of installing them.

“We have tools to remove them, but nothing to install them,” he said. This leaves mechanics placing their fingers in a tight spot between pieces of heavy machinery.

So Carrillo took matters into his own hands and created the EZ Axle Installer (Patent Pending), a heavy-duty installer for large trucks. “The tool lets you guide and maneuver the axle so you can get it in without touching—or hurting—your fingers,” explained Carrillo.



Carrillo demonstrates the EZ Axle Installer, which he designed.



EZ AXLE will prevent common shop claims, such as broken fingers, back injuries, lacerations etc.

Carrillo developed the EZ Axle Installer, which improves both safety and efficiency, in his garage at home. It's something mechanics have needed for decades, and Carrillo figured it out in about a year and a half of trial and error in his spare time.

He built the

first one by hand and now has made about 20 with the help of a manufacturer.

This is not Carrillo's first invention. He previously devised a tool to help a friend who had hurt his back put on his socks without bending. He has also created a tool for saving water. “One year I saved enough fresh water to fill up a whole pool,” the inventive mechanic reports.

“It's ingenious for someone to create a tool to improve their working life,” said Business Agent Jim Lennox. “We're proud to have Ezequiel as part of our membership.”

If you are interested in this amazing tool check out Ezequiel's YouTube video by searching for EZ Axle Installer (Patent Pending) where you can see a demonstration of how it works.



# Thousands of Teamsters in the Food Industry Celebrate a New Contract

## Members across Southern California stand secure in a new agreement

In October, members of Teamster Locals 495, 630, 63, and 848 ratified a new food-industry contract that gives them job security now and expands their protections for the future. Thousands of union members at “Big 3” grocery companies Ralphs,

Vons, and Albertson’s are covered by the multi-year contract.

Under the new agreement, members will see wage and pension increases, and their health and welfare benefits are preserved.

The new contract also allows members at Ralphs to divert wage increases into their pensions. Members at Vons already had this option, but it is a new benefit for Ralphs members – and one that can make a significant difference in their future.

“This will be a big help in members’ ability to protect themselves down the road,” said President George Park.

Thousands of union members play crucial roles in bringing food to kitchens and dining tables all over our region. Among them, Local 495 represents about 100 fleet and maintenance mechanics at Ralphs, Vons, US Foods, and Unified Grocers. Some of these members are covered by the master contract that includes about 7,000 warehouse personnel, drivers, and others represented by multiple Teamster local unions.

Members at Unified, a coop, are covered under a distinct contract that was negotiated and ratified at the same time as the “Big 3” master contract.

“We were part of a concerted, multi-union effort to ensure that these union members will have job security, wages, and benefits commensurate with their hard work for years to come,” said Park.



Luis Gonzalez, Shop Steward - 12 yrs



Jose Javier Barragan - 23 yrs



Chris Feesago - 9 yrs and Alan Yamamoto - 38 yrs



Leon Garrett - 6 yrs



# Sysco Members Unanimously Ratify New Contract

## The six-year agreement includes wage increases and fully paid medical benefits

A new contract gives members at Sysco annual wage increases, fully employer-paid medical benefits, and job security for six years. “It’s the best contract our members at Sysco Los Angeles have ever had,” said President George Park, who served as the key negotiator.

“Having medical fully paid for six years is a big deal,” said Business Agent Art Carrillo.

In a climate where far too many Americans pay excessive amounts out of their own pockets for health care – if they can afford health insurance at all – union members know a good thing when they see it. Local 495 members at Sysco ratified the new agreement unanimously.

For shop steward Javier Maisterra, a journeyman mechanic, the highlight of the contract is the

job security. “At six years, it is a good, long contract,” he said.

Sysco offers food-service products to hundreds of thousands of customers around the world. About 20 members of Local 495 make sure their trucks are in good working order to transport important food-related products that pass through the company’s Los Angeles location.



Javier Maisterra - 14 yrs



Efrain Robles - 1.5 yrs



Trevor Carlson - 27 yrs



Mac McCrory - 15 yrs



Fernando Magallanes - 5 yrs



Dean Daigle - 27 yrs



# THE FORCE BE WITH YOU

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# ORROWLAN







*Highlight:*

# UPS Shop Steward Thomas Batiste

## From serving in Iraq to serving fellow Teamsters



Thomas Batiste, Shop Steward

Today Thomas Batiste is a shop steward at UPS in Gardena, helping fellow Teamsters with contract issues and answering questions about rights and responsibilities. It's a long way from where he was in 2003-04: serving in the U.S. military as a logistics sergeant in Mosul, Iraq.

"We did all the planning for the war on the logistics side," he said. "And actually, it's not unlike UPS. We were moving troops and supplies, much like we are moving things every day at UPS."

After 26 years in the military, Batiste has been at UPS for more than a decade, serving as shop steward for most of that time. "I wanted to help people and to get more involved with the union," he said.

Never one to rest on his laurels, Batiste is also currently in college. He has been studying mortgage brokering and recently got his real-estate license. He is working toward a bachelor's degree in business at Cal State Dominguez Hills.

The dedicated learner also appreciates the education he receives from Local 495, which helps him be the best shop steward he can be. "The local is always keeping me informed of what's going on so that I can really help my fellow members," he said.

Local 495 thanks Batiste for his service to our country and the brothers and sisters of this proud Teamster union.

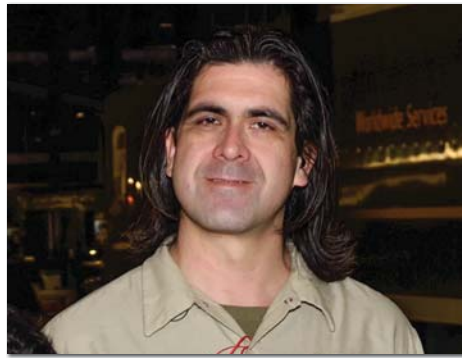


Thomas Batiste-Steward - 26.5 yrs, Marycarmen Guevara - 5 yrs, Roland Morris - 11 yrs, Rosalie Hoyos - 8 yrs, Anna Saucedo - 2 yrs, Local 495 President George Park and Clinton Howard - 7 yrs





Clinton Howard - 7 yrs



Eric Mendoza - 10 yrs



Robert Chavez - 9 yrs

# ups Cerritos



Eddie Ramirez, Shop Steward - 25 yrs



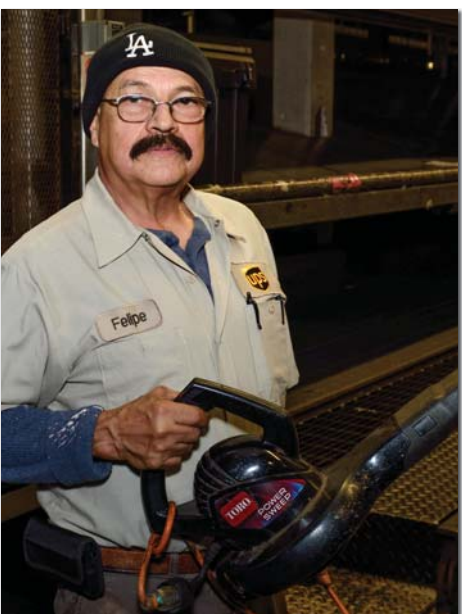
Lucy Sousa - 29 yrs



Rosalie Hoyos - 8 yrs and Marycarmen Guevara - 5 yrs



Maria Gonzalez - 3 yrs



Felipe Contreras, Exec Board Member - 12 yrs



Sal Anguiano - 6months, Jesse Guajardo - 5 months, Zach Franco - 4 yrs, Willie Roy - 16 yrs, Terence Estrada - 12 yrs and Tierra Thomas - 5 months





# Wages Go Up, Up, Up at TCI

## Union negotiates raises every year of new five-year agreement

With more than 150 locations across the United States, TCI Tire Centers meet the needs of both commercial-truck and passenger/light-truck customers. Here in Southern California, 32 Local 495 members at the Fontana location overwhelmingly ratified an exceptional new contract in October.

The agreement includes wage

increases every year of the five-year contract term.

“We have a great group of members there,” said Business Agent Art Carrillo. “The company gave us a good deal.”

Shop steward Jose Tristan is happy with the contract. “The best thing about it is the raise,” he said. But that’s not all. “There’s paid vacation – and the health

insurance is perfect.”

Local 495 President George Park was the chief negotiator. “Our members at TCI help keep Southern California moving. We at Local 495 are committed to winning quality contracts for the people who keep our region going strong,” he said.



Ray Uini - 8 yrs



Ramiro Perez - 21 yrs



Fernando Correa - 11 yrs



Luis Jauregui - 9 yrs

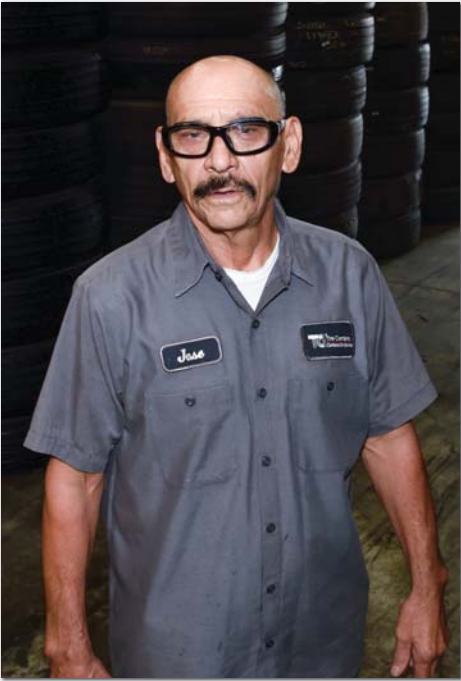


Isidro Perez - 20 yrs



Hipolito Banuelos - 9 yrs





Jose Tristan, Shop Steward - 7.5 Yrs



Gustavo Diaz - 11 yrs



Jose Luis Santiago - 9 Yrs



Lazaro Ramirez - 20 Yrs



Jim Stewart, Maint. Manager - 3 yrs



Ignacio Cortez - 10 Yrs



Eliseo Lopez - 11 yrs



German Duenas - 24 yrs



Adalberto Vargas - 9 yrs





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# 495

## **STAR** THE SEASON OF THE FORCE **WARS**



A Teamsters Local 495 cast member guides a family into the Disney world of Star Wars

“If you enjoy Disney and Star Wars, it’s a wonderful time to go and enjoy the park,” said Secretary-Treasurer Bob Lennox. “Introduce yourself to fellow members of Local 495 as they help you through the lines, guide you to attractions, and provide an all-round great time at Disneyland.”

## STORY AND PICTURES IN THIS ISSUE