

495 Flash!



TEAMSTERS LOCAL UNION No. 495

Automotive, Industrial, Theme Park, Service Sector and Allied Workers

Fall 2016

Robert M. Lennox, Secretary - Treasurer

A SALUTE TO
OUR OUTSTANDING

Disney
Shop STEWARDS

Ryder Celebrates
New Contract

WHAT'S NEW at
California Adventure?

Local 495 Scholarships
Help Teamster Families Thrive

SHANGHAI OR BUST

We're with
Hillary!



SECRETARY-TREASURER'S
MESSAGE

Hillary Clinton Is the Pro-Labor Candidate for President



Robert M. Lennox



The Executive Board of Local 495 has voted unanimously to endorse Hillary Clinton for president.

“When unions are strong, America is strong,” Clinton said in a speech before thousands of union members this summer.

Hillary Clinton believes that unions need to stay strong. She is the co-sponsor of the Employee Free Choice Act, to protect workers’ right to organize, and as President she plans to strengthen collective bargaining rights.

Trump, her opposition, wants right-to-work laws that only WEAKEN organized labor. Right now, he fights against unions at one of his luxury Las Vegas hotels. “Union officials say the Trump hotel refuses to negotiate and blocks their efforts at every turn, including disciplining or firing employees who wear pro-union buttons,” the New York Times reported.

There is so much at stake in this election, for working people and all Americans. I urge you to be thoughtful with your vote. Vote for the candidate who has promised to create millions of new jobs in her first 100 days in office. Vote for the candidate who has a proven record of supporting pro-labor laws. Vote for the candidate who will strengthen unions, not work to destroy them.

**I join with our Local 495 Executive Board
to encourage you to elect the candidate we can trust
to support organized labor.**

We’re with Hillary Clinton!

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A SALUTE TO OUR OUTSTANDING DISNEY SHOP STEWARDS

Dedicated shop stewards keep our union strong.

How do you maintain a sense of unity and camaraderie across two amusement parks, hundreds of acres, miles of parking lots, and a warehouse? The exceptional shop stewards at Disneyland, Disney California Adventure, and Disney's parking, transportation, resort, and warehouse units have formed a tight network to do just that. They stay in communication with one another to ensure that the members of Local 495 have the support and information they need on the job.

DISNEYLAND

Bob Sanchez - Main Street – Chief Steward
David Hernandez - Tomorrowland
Gabe Perez - Adventureland
Mike Terry – Adventureland
Ian MacKenzie - Frontierland/Adventureland
Jill Borges - Circle D
Brian Campbell – Tomorrowland
Aaron Morales – Fantasyland
Phil Gentile – Toontown

WAREHOUSE & DISTRIBUTION

Gary Ward - Distribution/Warehouse
Bob Ormiston - Distribution/Trucking

DISNEY'S CALIFORNIA ADVENTURE

John DiFlauro – Hollywood – Chief Steward
Jimmy Johnson - Hollywood
Brian Freeman – Paradise Pier
Brian Bailey - Cars Land
Shawn Stengel - Bug's Land

RESORT TRANSPORTATION & PARKING

Nancy Clements - RT&P
Lydia Surface - RT&P
Howard King - RT&P



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Shop Stewards Mike Terry, David Hernandez, Nancy Clements, John DiFlauro, Aaron Morales, Bob Sanchez, Brian Campbell, Jill Borges, Brian Freeman

INTRODUCING THREE NEW DISNEY SHOP STEWARDS

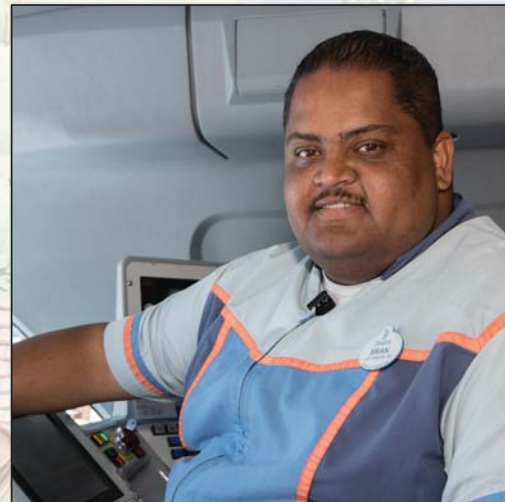
Brian Campbell stepped up to become a shop steward early this year after being mentored by an outgoing shop steward. Over the past 16 years, he has been a cast member at Tomorrowland and Adventureland. He currently works at the Monorail.

“I really like to help the newer cast members,” Campbell said. “If they don’t know what the union does or what their rights are, I like to answer their questions and let them know I am there for them if any situations arise.”

Campbell is rising to the challenge of being a shop steward. “There’s a lot of knowledge required on the fly,” he said. “It requires remembering and memorizing a lot. But it’s also rewarding.”

Campbell is grateful that Business Agent Carla Rodriguez is available to provide any information he needs about the union.

And when he’s not at work? Campbell is a huge baseball fan. He loves the Dodgers and is hoping to see all 30 MLB ballparks by 2020. He’s got 11 down, and will be visiting three more in September!



Aaron Morales came to Disney two-and-a-half years ago. This isn’t his first union job. He previously worked at a grocery store represented by the United Food and Commercial Workers International Union. These days, you can find him at the Storybook Land Canal Boats and classic Fantasyland attractions. Morales became a shop steward this year because he likes helping people. His goal is to inform cast members about union activities and assist them with any on-the-job issues.

Phil Gentile has loved seeing the smiles on kids’ faces every one of his work days at Disney over the past nine years. He became a shop steward this year to help ensure that all cast members are treated fairly. “I love being an advocate for the cast members,” Gentile said. “I want to make sure they have the right information about their contract.”

Gentile also enjoys working with the staff of Local 495. “Working with John, Jim, and Carla has been great!” he said. When he’s not at Toontown, Gentile has fun watching sports, especially football.



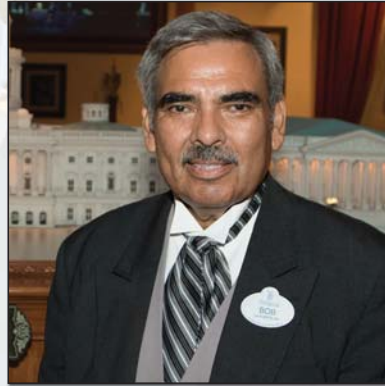
MEET OUR AMAZING DISNEY SHOP STEWARDS

Dedicated shop stewards keep our union strong.

Bob Sanchez started with 495 at Disney in 1980, became a shop steward in 1986, and became chief steward in 1988.

He comes from a proud union family. “I wanted to carry on the tradition; my father was a Business Agent, and ended his career as president of then Local 500. I wanted to help union members too.” He has been to every Teamster national convention since 1986.

One of the most rewarding moments of his career was getting his fellow cast members dependent coverage. “Before that contract, no one in the resort, not even management, had coverage for their dependents. When we successfully negotiated dependent coverage into the contract, it was monumental. As a result, not only did the cast members under Teamsters and our partners of the master services get coverage, but management soon followed suit, and it allowed for other unions and contracts to have this coverage too. Nowadays it’s



expected, but we fought for it, and everyone benefited. That’s what it means to be a Teamster.” He also remembers negotiating a decent contract after the strike and pushing for the standing mats that are used throughout the resort.

You can find Bob at the park at Great Moments with Mr. Lincoln. He still loves the contact with guests. “Here at Lincoln we have a great opportunity to learn about guests and they get to learn about our history.” He also enjoys regular road trips to America’s national parks, like Sequoia and Yosemite. He has summited Mt. Lassen two times, as well as Mt. San Jacinto.

“We as stewards always have open ears for our fellow cast members. We are always willing and wanting to help them as much and as best we can. I always try to be there whenever they need me.”



David Hernandez has answered members’ questions, explained the terms of the collective bargaining agreement, and much more in his four years as a shop steward. Currently working at the Monorail, Hernandez has spent 11 years at Disney.

He is also a high-school math teacher and school administrator who works at Disney full-time during the summer and less during the school year. “My life’s work is based around education and helping other people,” he said. “We shop stewards work hand in hand with our BAs to constantly communicate the members’ needs and diligently serve our members,” he said. “Being a steward takes a lot of time. You have to be dedicated, and you have to serve the best interests of our members.”



Gabe Perez will celebrate his 10th anniversary at Disney this year. He has spent eight of those years serving as a shop steward. “Being a shop steward requires constantly being available. You get calls all the time, even on days off and when you’re not working,” he said. He does it because he values the job security and camaraderie of being in a union and serving his fellow members. “We all love what we do at Disney and wouldn’t trade it for the world,” he said.

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Our Amazing Disney Shop Stewards

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Michael Terry has been a shop steward for six of his 16 years at Disney. He reports that the steward experience has given him “a great sense of pride, helped show me the inner workings of a large company (the politics), and helped me improve my networking abilities.” One of the many things he likes about the job is “the lifelong friendships I’ve developed, and definitely has helped me mature in many ways. “

Ian MacKenzie has been at Disney for almost half a century -- 45 years to be exact. He has served as a shop steward for more than two decades. Currently at New Orleans Critter Country at Disneyland, MacKenzie has experienced Disneyland’s growth from its 16th to 61st birthdays.



MacKenzie likes to talk to fellow members about the great value of having union protection and support.

“Without unions, things would be a lot worse than they are,” he said. “I and the other shop stewards are here to protect your contractual rights, your work environment and your benefits. You don’t always realize you’re enjoying those things until you lose them.”

MacKenzie’s other passion is photography. He shoots wedding photos, and he took many of the fine photographs for this issue.

Jill Borges became a shop steward after two years on the job. That was almost five years ago. She enjoys the job, especially meeting guests from all over the world. An animal lover, she looks forward to working with horses. She reports that she has three amazing kids and looks forward to the off-duty time when she can interact with them.



Nancy Clements has been at Disney for 40 years, serving as a shop steward for 24 years. Over these decades she has worked in Bear Country, Frontierland, Fantasyland, Tomorrowland, and Main Street Attractions. She is currently in Resort Transportation and Parking. “It is rewarding when I can make a difference for the cast members,” she said about her role as shop steward.



Lydia Surface has been a shop steward for 10 of her 40 years at Disney. “I like being a shop steward because I can help people with any problems they may have with their job,” she reports. “I am also happy to report that though I personally have never encountered a problem with the company, I love that I understand my rights and can explain those rights to the members.”



Howard King, a tram driver in the Resort Transportation and Parking unit, has been at Disney for 15 years. Of his last few years as a shop steward, he said, “I like trying to be there for the cast members. Sometimes they need somebody to represent them with the management team, and I can share their perspective.” He remembers getting a lot of support from veteran cast members when he was new at Disney and hopes to pay it forward to new cast members.



Gary Ward, who joined Disney in 1978, is one of the highest seniority members. He became a steward six years ago and enjoys, “helping my cast members when they have union issues. Also teaching the new cast members how to do a better job.” He had health problems, and is happy to report that he is now two years cancer free.

Bob Ormiston is a driver who delivers for Disney throughout LA County. He brings mail to Walt Disney Imagineering, picks up costumes for cast members, delivers Disney merchandise to the park, and once upon a time used to make special Disney drop-offs at the homes of celebrities. He also performs maintenance on the conveyor, wagons, and other items in the Disney warehouse. “As a shop steward, I try to be the guy that helps out as much as possible,” he said.

Outside of Disney, Ormiston is the proud father and grandfather of two children and four grandchildren. He is involved with the Special Olympics and supporting people with special needs like his daughter, who has Down Syndrome. Ormiston’s son is fighting the good fight to bring unions back to the railroad industry.



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Our Amazing Disney Shop Stewards

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John Di Flauro serves his fellow members as both a shop steward and a Local 495 trustee. These days, he is passionate about explaining to members how changes in state labor laws affect them.

He has some tips to help members have their needs met. “The shop steward is there for you when you hit a roadblock with management,” he said. “Give management a chance to resolve the issue first,” he said. “Then if you’re still having a concern, come to us.”

For the past 12 years, Di Flauro has been at the Tower of Terror. He is eager to learn what his role might be when that attraction is transformed into Guardians of the Galaxy next summer.

Jimmy Johnson has worked at both Disneyland and Disney California Adventure in his 20 years with the company, spending time at Splash Mountain, the Haunted Mansion, Indiana Jones, and other attractions along the way. Today, he is at Tower of Terror, which he helped open a decade ago. “It’s a pretty good office to work in,” he said of the Disney parks. Johnson likes helping fellow cast members and enjoys the camaraderie he shares with other Disney shop stewards. Fun fact: Johnson met his wife at the Indiana Jones attraction. They just celebrated their 10th anniversary.



Brian Freeman has worked for the Walt Disney Company for 22 years at The Disney Store, Disneyland, and Disney California Adventure. A dedicated member of Local 495, Freeman has served on four Master Services Contract Negotiation Committees.

Freeman stays informed about the contract and labor laws in order to effectively represent member concerns. “It is quite satisfying to be able to resolve concerns,” he said.

His advice to members? “Pay your dues.” And if you have a problem: “Call for a shop steward early. Do not wait until it is too late to change the course of events.” Freeman is just one of the many shop stewards available to help Disney cast members.

Brian Bailey found that members came to him for help even before he was a shop steward, so it felt natural to become a steward nine years ago. He has been at Disney for 15 years, and is a perfect fit for the company. "I like to make magic with the guests," he said. "If you talk to anyone long enough, you can find out their story and help make their visit one-of-a-kind."



Shawn Stengel likes resolving issues for fellow cast members. Twenty-eight years into his Disney career, he finds himself at It's Tough to Be a Bug and Cars Land. Stengel was born in Japan and served in the U.S. Marine Corps for 14 years. He also spent some time as a commercial driver. These days, he enjoys meeting people from all over the world at the Disney parks and is a proud union member. "With the union, I always feel like someone has my back."



Disney's CALIFORNIA ADVENTURE™

What's New?

Luigi's Rollickin' Roadsters is now open in Cars Land. Hop into an Italian import for a lively ride.

At the Hyperion Theater, you can now see Frozen live. The heartwarming show replaces Aladdin after a popular run at the theater.

And the popular attraction

Soarin' Over California will now take you around the globe, as it has been transformed into Soarin' Around the World. Soarin' immerses guests in scenic landscapes, making you feel like you are really there. The new global edition will take you on a high-definition virtual journey from the Great Wall of China to the Pyramids of Egypt and beyond!

Visiting Disneyland or Disney's California Adventure is a great way to have fun with your family and

friends and support your fellow Teamsters of Local 495 at the same time. Say hello to your fellow members if you stop by these new attractions or any of the other great Disney attractions.





VICTORY! RATIFICATION AT RYDER

After long and difficult negotiations, members triumph with a strong new contract.

By an overwhelming three-to-one vote, mechanics, fuelers, and lubers at Ryder have approved a five-year contract that includes pay increases, secure medical benefits, and language that protects union jobs for 253 members at 22 locations.

It took long and strenuous negotiations over a five-month period. "We spent almost 16 days in contract talks," said Local 495 President George Park, "But we came back with a contract that truly benefits our members."

The negotiating committee, led by Secretary Treasurer Bob Lennox and President Park, included Shop Stewards Jim Spraggins, Luis Duran, Gabriel

Lopez, and Phil Mendoza.

An initial offer had issues that the committee could not agree to, which led to a strike-authorization vote. Following additional negotiations, an acceptable offer was made and presented to the members for ratification. It was overwhelmingly accepted.

"It was a difficult negotiation, but the committee stuck to its guns, resulting in a quality contract that raises wages and protects benefits," said President and negotiator Park. "My thanks go to all of the committee members who fought hard and long for their fellow Teamsters."

More photos on pages 12, 13 & 24



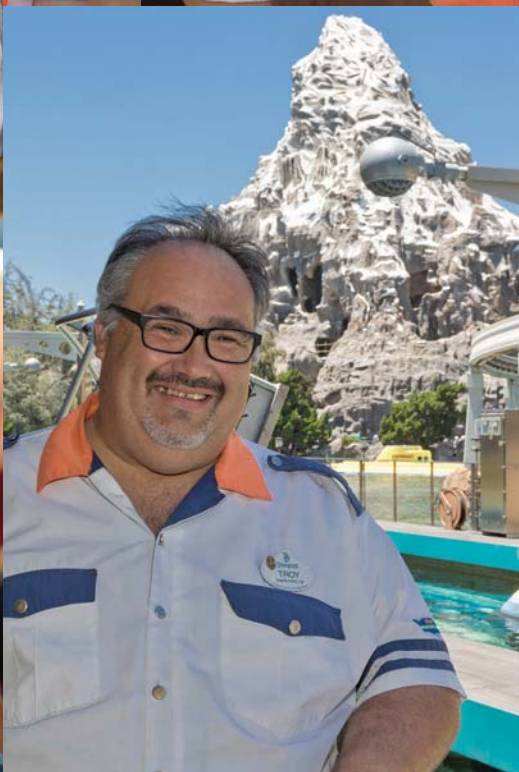
The Ryder negotiating committee included, from left to right, Gabriel Lopez, Phil Mendoza, Secretary-Treasurer Bob Lennox, Luis Duran, Jim Spraggins, and President George Park.



Members triumph with a strong new contract.









LOCAL 495 AT DISNEY







Disney Cast Corner



Making Magic for Children Is Her Calling

Disney cast member Lulu Squires founded a local charity chapter to comfort kids in need.

Lulu Squires keeps spirits up even while she has been a cast member at Disney for 38 years. Like all of the wonderful cast members, she brings cheer to children as part of her job every day. But she doesn't stop there. Squires also makes magic for kids in her personal time.

In 2000, Lulu Squires founded the Palos Verdes/Torrance chapter of Binky Patrol Comforting Covers for Kids. The all-volunteer non-profit organization makes blankets (or "binkies") for children and teens who are in hospitals or shelters, homeless or otherwise in need of comfort.

Binky Patrol is a national organization founded to give homemade blankets to children born HIV-positive, drug-addicted, or with AIDS or any other chronic illness, as well as children who are abused, in foster care or experiencing any kind of trauma. Chapters all over the country offer

comfort to children and teens. Since founding the Palos Verdes/Torrance chapter, Squires has watched it grow to more than 100 volunteers. They sew, crochet, knit, and quilt binkies for local kids

and teens who need some special comfort in their lives.

Binky Patrol always welcomes new volunteers. Find out how to get involved at www.binky patrol.org.



SHANGHAI OR BUST

Lucky members traveled to Shanghai to help establish a new Disney park.

Kelly Reynaud had never before left the country and here she was being invited to go to Shanghai with Disney. A shipping and receiving lead in Disney's Anaheim Distribution Center, Reynaud was hesitant at first – it's a long trip and she had no experience with international travel. But she went for it. "It was one of the best decisions I ever made," she said.

Reynaud spent 25 days in Shanghai to help set up the warehouse and supply operation at Shanghai Disney, which opened

in June. Members of the Shanghai team had previously visited Anaheim to learn how things operate there.

Shanghai was unlike anything I've ever experienced in my life, in the best way possible," Reynaud said.

The Disney members who traveled to Shanghai worked hard, but they also enjoyed some playtime. "We were able to visit the beautiful skyscrapers in downtown Shanghai and learn about the food and culture in restaurants and

markets," Reynaud said.

Reynaud especially loved visiting traditional water towns. These communities built alongside rivers are wonderfully old-fashioned yet still lively, she reported. Another perk of the trip was spending time in the Shanghai Disney hotel and park.

"I had never been out of the country before. It was my first international flight, first everything. I couldn't have asked for a better set of circumstances surrounding the trip," she said.



Local 495 Scholarships Help Teamster Families Thrive

Scholarships amounts increased this year as the program succeeds and grows.

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

Local 495 awarded six scholarships of \$3,000 each at a special event on June 9 at our union hall. This represents an exciting increase from \$2,500 in prior years.

“We are proud to increase our scholarship amounts to support these accomplished scholarship winners and their Teamster families,” said Bob Lennox.



This year's recipients: (front row left) William Martinez, Vanesa Ruvalcaba, Catherine Pimentel, Guadalupe Almaguer-Vallejo, Vanessa Van Deudekom; (back row) Bob Lennox, Secretary-Treasurer Local 495 and George Park, President Local 495.

Meet this year's scholarship recipients:

Guadalupe Almaguer-Vallejo is the daughter of Fernando Almaguer of Waste Management in Baldwin Park. She ranked in the top 15 percent of her high-school class and dedicated herself to volunteering with the elderly as well as young children. She has been admitted to San Jose State University, where she plans to study animation.



William Martinez ranked an impressive number 14 in a class of 660 in high school. This hardworking student aims to earn bachelor's and master's degrees to launch a career developing technology that helps people. "I feel fortunate that this union has given my family and me many benefits, which includes medical insurance and scholarship opportunities," he said in his winning scholarship essay. William's father, Jaime Martinez, is a Teamster at Ryder in Riverside.

2016 Scholarship Recipients

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Catherine Pimentel is an honor-roll student who has been involved with Relay for Life and the Make-a-Wish Foundation. She has already mapped out her plan to become a pediatric doctor. “Being the daughter of a Teamster is an amazing opportunity because I know that when my father is at work he is being represented equally and justly,” she said. Her father, Jose R. Ayala, is a driver at Disneyland Resort.

Vanesa Ruvalcaba is a talented and creative student who enjoys theater and creative writing. She hopes to one day write something that touches readers, influencing their lives in a positive way. She has fond memories of attending Teamster picnics as a young child. “Teamsters is my childhood and the love shared between me and my family,” she wrote in her winning essay. Her father, Rudy Ruvalcaba, is a mechanic at Penske.





Vanessa Van Deudekom is president of the National Honors Society and a member of the swim and water-polo teams at her high school. She is also active with her church. Vanessa hopes to earn a degree in civil engineering from California Polytechnic University in Pomona. She thanks Teamster health and welfare benefits for allowing her father to save on medical costs and put those savings toward her education. Her father, Richard P. Van Deudekom, works in distribution at Disney.

Melanie Pando (represented here by her mom and dad) ranked in the top 10 percent of her high-school class and has been active with many extracurricular activities, including her school's Keystone Club, Environmental Club, and Chicano Club. The honor-roll student participated in the College Bound Today Program and won awards for dance. She plans to study and work hard to become a pediatrics nurse. Her father, Luis Eduardo Pando, works in shipping and receiving at Disneyland Resort.





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**495 Ryder Truck Contract Ratification
 Story and photos pages 11-13**