

495 *Flash!*



TEAMSTERS LOCAL UNION No. 495

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

Summer 2017

Robert M. Lennox, Secretary - Treasurer



WE ARE ONE BIG UNION

Members Ratify a New Contract at Bridgestone

Excellent Agreement at Volkswagen

Laundry Industry

Local 495 Scholarship Winners

New Contract at Toyota Logistics





Robert M. Lennox

Right-to-Work Laws Threaten Pay, Benefits, and Working Conditions

Don't be fooled by Fake News: right-to-work laws are a fraud!

It might sound good, but the name 'right-to-work' disguises the real meaning: it's about working WITHOUT a union. To put it another way, right-to-work laws are all about making it easier for companies to bust labor unions.

It's deceptive, but simple. Right-to-work laws eliminate the employment security clause. This important clause requires that all employees working under a union contract belong to the union.

Without the employment security clause, freeloaders enjoy the benefits of the union without having to join or pay union dues.

This puts the burden on the loyal members to bear the cost of negotiating quality contracts and making sure they are enforced.

The so-called right-to-work laws make workers tolerate lower paychecks, fewer benefits, and dangerously unsafe working conditions. Employees run the risk of being fired at the choice of management. The whole point of the misleading name 'right-to-work laws' is to weaken the protective power of unions.

I would like to remind you, the members of Local 495, that you have the ability to stand together and fight with a collective voice.

You have won some of the highest wages and best medical benefits in your industries, and a secure pension plan that is the nationwide envy of working people. Union solidarity – speaking with one voice – and strength in numbers -- these are the ways we win quality contracts with the best wages and benefits, job security, and fair workplace treatment. Don't let right-to-work laws take away what the union movement has won!

For your own protection, you must support your union goals and work to strengthen the labor movement at your workplace and across the nation.

The first step to take is to log on to www.weareonebigunion.com. Take the pledge to stand with your fellow workers. Provide your contact information and you will receive texts about news on the Teamsters' national campaign: to increase union solidarity and stand for the rights of working people. You will learn more about the **WE ARE ONE BIG UNION campaign in this publication.**

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MEMBERS RATIFY A NEW CONTRACT AT TOYOTA LOGISTICS

Hard bargaining wins wage increases and full maintenance of benefits for Long Beach members

It took four months of hard bargaining, a strike vote, and continuous pressure for members at Toyota Logistics in Long Beach to finally achieve a fair contract. This spring a majority ratified the new three-year agreement.

This agreement includes many improvements each year in wages and Teamster pension contributions, as well as full maintenance of benefits on the Teamster health-benefits plan. The offer is retroactive to February

and also includes improvements in working conditions requested by the members.

“This contract keeps our 175 members at Toyota Logistics the highest-paid and best-benefited Toyota port workers in the U.S.,” said Secretary-Treasurer Bob Lennox.

These victories didn’t come easy. Union negotiators and members fought hard for these wins, going as far as a strike vote. “Our bargaining committee was able to pressure the

company to revise their ‘last and final offer’,” said Lennox.

The members who benefit from this hard-won contract work to process and prepare vehicles shipped from Japan to the Port of Long Beach. They prep the cars before transfer to the auto dealers, washing them and adding owners’ manuals and specially ordered accessories such as rims. When the cars are ready, these members put them on the train rails to head out to dealers.

More photos on pages 4, 5 & 6









Disney Steward Advocates for Children with Disabilities



Bob Ormiston was inspired to act by his daughter

Bob Ormiston has been making Disneyland deliveries for 36 years. He drives all over Southern California and the Disneyland Resorts, delivering Disney merchandise and supplies.

His family has a daughter, 14, who is living with Down Syndrome. "Before she was born, I used offensive terms like the r-word as common language. But when my daughter was born, I learned how offensive that is," he said. "There's a lot to learn, but I'm trying to be an advocate for kids with disabilities."

He has already been active in supporting his daughter and her coach at the Special Olympics. His daughter performs gymnastics, and Ormiston volunteers with her crew. He recently went bowling with a group of special-needs kids.

"Through my daughter I found

out how much we underestimate people with disabilities. I've found a whole community of people who have become friends because of our children. And I have grown to be a better person," he said.

He may have grown, but Ormiston is no stranger to serving others. He was previously an assistant youth pastor for 13 years. "I love participating and helping out," he said.

Ormiston's commitment to service comes through clearly in his role as a shop steward. He is always available for members' questions and eager to help in whatever ways he can.

"This world would be back in the '20s if we didn't have unions," he said. "Sometimes I think we're heading that way because it seems the powers above are trying to knock the unions out. When



people need help we need to be there to protect and help them – unions are a very important part of life."

From supporting kids with disabilities to supporting labor, Ormiston is an exceptional example of generosity and community service.



GET YOUR FREE DISNEY HAT



GET YOUR FREE DISNEY HAT





Aj Garibaldi - 3.5 yrs, Cathy Keister - 7yrs — Mickey's Tune Town

Andrew Minite - 43 years, Greg Nelson, Helen Burkert - 48 Years — Resort Transportation



Brian Robb - 22 years — Hollywood Attractions

Keionna Leichman - 5yrs, Vero Orozco - 10 yrs, Gloria Harmon - 10 yrs

LOCAL 495 AT DISNEY



Veronica Venzor - 10 yrs, Sean Ayub - 20 yrs, Sofia Hernandez - 10 yrs — It's A Small World



Tyler Senden - 1 month

Disney Cast Corner



Disney Cast Member a Devoted 'Relay for Life' Volunteer

When she's not at The Magic Kingdom, member Tina Grouws supports finding a cure for cancer.

Tina Grouws greets Disneyland resort guests with a smile as a working lead in attractions. Off the job, she is a devoted volunteer for the cancer-fighting charity Relay for Life.

Relay for Life is the signature fundraiser for the American Cancer Society. At Relay for Life events around the world, volunteers take turns walking around a track or path for 6 to 24 hours. While the relay is going on, there is always someone walking, to remind us that cancer never sleeps. Cancer patients don't stop because they're tired, and for one night, neither do participants in the Relay for Life.

Grouws got involved with the charity more than a decade ago when she attended one of Relay for Life's Luminaria Ceremonies. The annual ceremony celebrates survivors of cancer and honors those who have passed. "It is very emotional. Every year I cry," said Grouws. "Luminaria got me hooked forever."

After participating in Relay

for Life in Lakewood and Corona, Grouws is now a team co-captain at the Anaheim relay. Her team is called PartyLite: Believers in a Cure, named after their sponsor, candle maker PartyLite. She also serves on a committee in charge of sponsorships for the relay.

As team co-captain, she organizes fundraisers throughout the year as well as participating in the annual 24-hour relay.

Grouws's team has a goal of raising \$5,000 each year to help find a cure for cancer. So far, they have surpassed their goal every year.

To learn more, visit www.relayforlife.org. Disney cast members who are

inspired to help end cancer would do well to reach out to fellow cast member Tina Grouws. "The more people that get involved, the sooner we can take care of this ugly c-word," Grouws said.



Tina Grouws

LOCAL 495 WINS EXCELLENT AGREEMENT AT VOLKSWAGEN

Union fights company attempt to reduce vacation and seniority — and wins!



After lengthy and difficult negotiations, Local 495 members at Volkswagen voted on April 29 in favor (23 to 1) of a strong new three-year agreement that preserves seniority and vacation while increasing wages.

“It was a tough round of negotiations, but we ended up with an excellent settlement,” said Local 495’s Jim Lennox, who led the negotiations.

The union successfully beat

back management’s attempts to water down seniority and make layoffs easier. The company also repeatedly tried to take away union members’ fifth week of vacation; however, the union was successful in fighting that as well.

Union negotiators were able to secure increases of \$1.10 in the first year, split between pension and wages. The negotiating team also won a \$1,100 signing bonus and full maintenance of benefits on medical for another three years.

“Three more years of guaranteed free medical benefits makes everybody happy,” said shop steward John Nevarez, who served on the negotiating committee along with Lennox, Business Agent Carla Castro, and alternate shop stewards Jose Cruz and Alvaro Delgado.

Nevarez reported, “There was

a lot of push-back, but everybody was satisfied with the end result.”

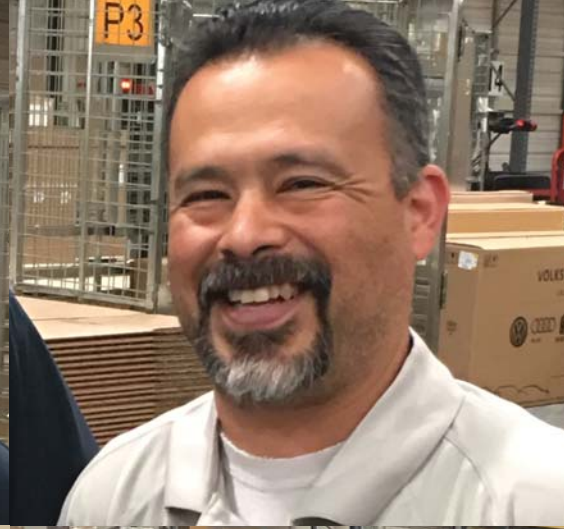
Jim Lennox, the lead negotiator, said, “The committee did a spectacular job standing united while making hard decisions that could affect every member and their families. I’m very proud of them.”

The new contract covers 33 members who service Volkswagen and Audi parts for Southern California, Nevada, Iowa, and Hawaii.

Lennox started out at Volkswagen in 1978 and worked for 10 years as a warehouseman, so this triumph has extra meaning for him. “Having the honor of returning to my alma mater to both represent and negotiate this agreement for our incredible membership is a battle I always look forward to,” he said.

More photos on pages 12 & 13







Union Fights to Preserve Fair Wages at Bridgestone

Members ratify a new contract that protects pay structure.

When management at Bridgestone Retail tried to unfairly change how almost 150 members of Local 495 are paid, the union fought back. Earlier this spring, members ratified a new contract that increases wages and adds a holiday.

At 22 sites from Corona to Northridge, Bridgestone technicians perform all types of services,

including oil change, transmission service, coolant flush, fuel-system cleaning and service, front-end alignment, tire repair and replacement, and more.

The company tried to implement a new pay system that would have tied wages to productivity. Under the proposed plan, everyone would have been paid the same base hourly wage, \$12.50. After that, pay would be based on how quickly technicians performed services and how busy the shop was. If sales were slow and there weren't many cars to service, a technician's pay would suffer. A fast mechanic in a busy shop might earn a high hourly rate, but everyone else would get reduced and unpredictable paychecks.

Under the company's proposed plan, to make their current rate of pay, technicians would have had to hit the company's time targets 100 percent of the time. If anything took longer, or if business had been slow that day, they would effectively receive a pay cut.

continued next page



“We told them that was unacceptable,” said Business Agent Kevin Barrus, the co-lead negotiator, along with Jim Lennox.

“It was absurd. It was unfair to the workers,” said Adam Cabral, a lead technician and shop foreman who served on the negotiating committee.

Local 495 fought and secured a 30-hour guarantee for members. That means 30 hours at the union-negotiated wage, and then the productivity structure could come in on top of that. This way, slower technicians got about a 15 percent raise and faster technicians got a significant increase. And everyone can now count on a steady paycheck.

The non-union stores don’t have any such guarantees. “Our members have so much security compared to non-union employees. Those at the non-union stores only have minimum wage as their guarantee,” said Barrus.

“I feel bad for the guys in the non-union stores,” said Cabral.

Union members at Bridgestone have a guaranteed 42-hour workweek and guaranteed overtime. The new contract also preserved all benefits and added a holiday.

“Instead of accepting a productivity-based pay system with a very low base wage, we not only guaranteed current wage levels but opened up doors of opportunity that will allow productive members to make more money than they ever have before,” said Jim Lennox, who co-led the negotiating team.

“Considering what the company was trying to do, the contract the union got us is the best we could get,” said Cabral.



Congratulations, Scholarship Winners!

Local 495 is proud to support the next generation of Teamster families.

Now in its 16th 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 nine exceptional students scholarships of \$3,000 each at a special event at our union hall in June.

“It is always inspiring to read the scholarship applications and learn how thoughtful, successful, and community-minded our members’ sons and daughters are,” said Bob Lennox. “At Local 495 we are honored to support these young people as they pursue higher education and a bright future.”



President George Park and Secretary-Treasurer Bob Lennox celebrate with this year's 495 Scholarship Winners and their families.

Meet this year's scholarship recipients:



Roman Ayala, whose father Jose Ricardo Ayala works at Disneyland, juggled football, the Environmental Club, and more while making the honor roll in high school. He aims to “be a person who will change the attitude of a room full of people for the better.” Ayala plans to study psychology so that he can become a high-school guidance counselor.

Harmony Esqueda is already a leader. In high school, she organized a conference for girls interested in STEM (Science, Technology, Engineering, and Mathematics), led an effort to make her campus more beautiful, and was the four-time MVP of her school's mock-trial team. She also ran the L.A. Marathon! The daughter of Rebecca Martinez, a member at Hertz in Long Beach, Harmony wrote in her award-winning scholarship application: “To me, Teamsters means that I have the ability to feel safe knowing that my family is protected by a union that works hard to ensure that their workers are treated with respect and dignity.”



Estephanie Hernandez is a student who cares about others. In high school, she volunteered with the human-rights organization Amnesty International, tutored elementary students, assisted Latinos with voter registration, and hosted Bible discussions. She hopes to go into the legal field to help her community and even have an international impact for the common good. Her father, Emilio Hernandez, is a member at Hertz.

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2016 Scholarship Recipients

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Noelia Munoz has balanced academic excellence with sports and community service, playing volleyball and volunteering at the Long Beach Rescue Community. She brought her passions for sports and community together in teaching volleyball skills to younger children during the summer. The ambitious student wants “to become as educated as possible” in college, by pursuing a double or even a triple major. She might have picked up the habit of hard work from her father, Jose Noel Munoz of WWL. “As a Teamster union member of 27 years, he is easily one of the most hardworking people I know,” she wrote.



Shelby Pecenka is a well-rounded student who divided her high-school time between varsity water polo, art, and academics, winning awards in both art and science. Shelby thanks the Teamsters union for ensuring that her mother, Susanna Pecenka, has a racetrack job that can support her family. “My family and I are here today because of the family and support group the Teamsters union has been for us,” she wrote in her scholarship application essay



Ashlee Ramos is a scholar-athlete who succeeded academically while enjoying varsity cheer and track-and-field in high school. She even found time to participate in community service, served as a spokesmodel for a photographer, and works as a hostess at a local Italian restaurant. Her goal for the future is to become a high-school math teacher. Ashlee’s father, Sergio Ramos, is a Local 495 member at Ryder.



Tiffany Rosal is the daughter of Hertz member Carlos Rosal. A talented dancer, she has competed with multiple dance teams and even appeared as a backup dancer for singer Elena Jones. The spirited and determined student can't wait to pursue her dream of becoming an FBI agent.

Melissa Ruiz has already started on her path to becoming a veterinarian. In high school, she attended a magnet school focused on zoology and gained hands-on experience caring for animals. She also found time to volunteer with Food Forward and an animal shelter, and even to train for a marathon with Students Run Los Angeles. The first-generation college student plans to go all the way to a doctorate degree. Her father, Oscar Armando Ruiz, is a member at Catalina Pacific Concrete.



Rachel Slender is a prom queen with a purpose. She plans to attend medical school to study genetic disorders and help find cures. The soccer and golf player had her own medical setback but was fortunate to overcome it with the help of Teamster benefits. "Without the union, I would not have had the medical insurance necessary to get the crucial surgery I needed that has given me the opportunity to run and play sports again," she wrote. Rachel has medical coverage through the union membership of her dad, Jay T. Slender of Santa Anita Racetrack.



The Deliveries that Drive Hospitality

Laundry-industry members work hard to ensure clean comfort at hospitals, restaurants.

As early as four in the morning, members of our local union are loading trucks and getting ready to deliver linens to hotels and restaurants all over Southern California. The napkins, towels, floor mats, and all kinds of other items you see in large business establishments are often washed off-site. In our region, many of the people who transport these essential everyday items are members of your local union.

About 115 members of Local 495 work in the laundry industry at four different companies: Braun Towel & Linen, Aramark Uniform, Republic Master Chef, and Medico Linen Services. They put in long days transporting washables to and from businesses ranging from auto dealers to high-end restaurants. It's hard to think of a business that they might not service.

Shop steward Belardo 'Lalo' Cortez drives for Braun Towel and Linen -- all over Orange County, servicing hospitals and restaurants' laundry needs.

Republic shop steward Jorge Licon is a route sales rep, providing supplies like chefs coats to customers in the hotel and restaurant industry. He appreciates that he has a union with clear



grievance procedures to back him up when he or his fellow members have problems with the company.

"Laundry-industry members have an important job. They are the liaisons between the company and its customers. Often, the drivers are the face of the company to the customer. They are responsible for making sure the order is correct, any issues are taken care of, and customers get what they need," said Local 495 President George Park.

Local 495 is proud to represent these members, who keep clean napkins on restaurant tables and clean sheets on hospital beds all across Southern California.



Anthony Halili - 10 yrs



Eric Moore - 1.5 yrs

Braun — Paramount



Lalo Cortez - 12 yrs, Shop Steward



Jaime Reyna - 3 yrs

Medico — Long Beach



Sergio Salinas - 27 yrs

Republic Master Chef — Long Beach



Mauricio Tudon - 20 yrs

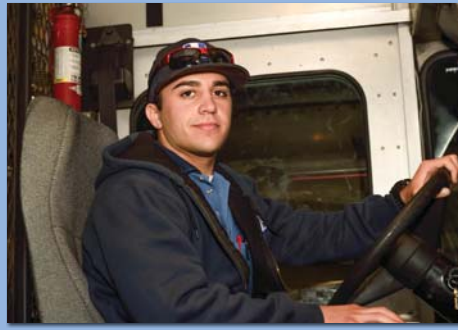


Susie Guerra - 37 yrs

MORE PHOTOS on next page



Tino Martinez - 6 months



Luis Fernando - 3 yrs



Orlando Murguía - 7 yrs



Jesus Hernandez - 13 yrs



Alberto Espinoza



Israel Rodriguez - 8 yrs



Oscar Orozco



Javier Garcia - 1 yr



Johnny Salcedo - 4 yrs



Jorge Licon - 11 yrs, Shop Steward



Jorge Rodriguez - 1 yr



Jose Mendez - 10 yrs



Ernie Gomez - 3 yrs



Ricardo Silva - 1 yr



Maynor Gonzalez - 16 yrs

WE ARE ONE BIG UNION – JOIN THE MOVEMENT

Teamsters are taking to the digital streets to increase union solidarity as we face national threats to working people and the labor movement. Teamsters Joint Council 42 has launched an online campaign called **We Are One Big Union** to strike back against right-to-work laws and all attacks on working people.

A new website and Facebook page encourage union supporters to take the following pledge:

“[I] stand with the working families of the United States of America and oppose any attempts to weaken our lawful right to organize or advocate for the rights of workers. As such, [I] oppose any attempts to advance so-called ‘right-to-work’ legislation in Congress or otherwise.”

We Are One Big Union launched in spring 2017, on the heels of ‘right-to-work’ legislation

being introduced in Congress. Right-to-work laws have been shown to reduce wages and increase workplace casualties in the states where they are in effect. The **We Are One Big Union** campaign insists that we cannot allow right-to-work to take hold nationwide.

“I would tell the supporters of this dangerous legislative scheme that we are building an army of both union members and non-members alike. We stand united in our defense of working families and we will stand together to protect the rights that keep all workers safe on the job,” said Randy Cammack, President of Teamsters Joint Council 42.

Join the movement!

YOU are important to fight to protect your union job and protect your family against anti-union right-to-work (RTW) legislation

in Congress. Remember, RTW also stands for: Reduced Teamster Wages!

Teamsters and retirees—join in this important fight!

Check out the **We Are One Big Union** Facebook page at <https://www.facebook.com/WeR1bigunion>.

Make sure to **LIKE** the page and share it with your friends. Our idea is to spread the information rapidly through social media.

Next, log on to the special website, www.wearonebigunion.com, for the latest news and information on the campaign. At the site, you can take the pledge to stand with working families and provide your contact information to receive text messages with the latest news and action alerts. Twitter users can find the campaign at [Twitter.com/WeR1bigunion](https://twitter.com/WeR1bigunion).



WHAT CHANGED ALL THIS? THE RIGHT TO ORGANIZE.

#WeAreOneBigUnion



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Meet Local 495's Newest Business Agent



Mark Manning is experienced and committed to quality representation of members above all else.

There's a new member of the Local 495 family. Mark Manning joined us in March, after 19 years of effective work on behalf of

the members of Local 117 in Seattle.

"I am glad to have the opportunity to work for a local that treats its membership and staff as family," Manning said. He is familiar with our local union and has known Secretary-Treasurer Bob Lennox for years through negotiations for Hertz Western Region master agreements.

At Local 117 in Seattle, Manning worked in almost every sector—public, private, police, corrections, retail, and rental car. He has extensive experience with public-sector bargaining with city, county, and state governments.

Now at Local 495, Manning will lend his

expertise to advocate for members throughout the local.

"I got into this work because I want to help people," Manning said. "Members always come first."

Manning is especially skilled at resolving disputes efficiently and to the benefit of members. "I'm really proud to be working at a local union that always puts members first and supports Business Agents in doing the same," he said.

When he is not fighting the union fight, Manning enjoys listening to music and expanding his collection of vinyl records. "Music is the language that speaks to my soul," he said.

We are honored to have Mark Manning as the newest member of our Local 495 family. If you see him at your workplace, we hope you will give him a warm Teamster welcome.