



295 NEWS

Teamsters Local Union 295
Air Freight Chauffeurs, Handlers,
Warehousemen & Allied Workers,
International Brotherhood of
Teamsters

Fall 2007



Protecting What's Ours!

The contract fight is a never-ending one. Many people think that having a strong contract is all about negotiations. But contract enforcement is just as important. Just because employers agree to the contract doesn't mean that they will follow it.

When members see management doing something that violates the contract, they should tell their steward. The steward will try to resolve the dispute with management. If it is still unresolved, the steward, grievant and business agent will then try to resolve the grievance. If it is still not resolved after that, the grievance may go to arbitration. The arbitrator will then make the final decision.

Here are a few highlights of some recent victories.

Anthony Conte, a 25-year member of Local 295 who works at DHL's FLU station, was wrongly discharged by DHL. The union took his case to arbitration and won. Anthony was re-instated with full back pay and retroactive contributions to the Health & Welfare and Pension funds — a total of over \$20,000. Local 295 Business Agent Vinny Bruno and Shop Steward Steven Bruno worked together to win his job back.

"We try to work with the company. But we don't always see eye to eye. That's why we sometimes have to seek arbitration," said Local 295 Vice President Pat Scheer. "We are not afraid to take on a huge international employer like DHL."

DHL also skipped the Step Procedures as specified in the contract

and wrongfully terminated a member at the NWK station. Scheer and Steward Cornell McNiell fought back on behalf of the 10-year member and won back his job.

"We have found DHL trying to use non-bargaining unit employees to perform bargaining unit work," said President Lou Calemine. "We will aggressively protect our work and our members who are involved in any unjust discipline."

DHL's ISP Stewards Paul Blasucci and Pat Colabella and Business Agent Vinny Bruno were successful in winning a grievance (Ingenious case) involving a line haul violation.

At the DHL SWF terminal, Business Agent Jack Ruggiero and Steward Chuck Rodstrom were also successful in a line haul violation (We Ship case). They also were

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Darren and his sons Brody and Tyler; One of Darren's co-workers made up these stickers with Darren's nickname Diesel (at right).



A Tragic Accident

Local 295 Members Unite in Mourning

On August 29, Local 295 member Darren Idzinski was killed in a tragic on-the-job accident. While stopped at an intersection, this 13-year member was rear-ended by a speeding driver who apparently was not paying attention. Darren was flown by helicopter to Jersey Shore Hospital. With his family by his side, Darren passed away that evening. Also with him at the hospital were Steward Mike Ingrassia, 295 member Steve Pasquale and several other co-workers from

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President's View

Lou Calemine

Saluting Our Members!

In reading over this issue of *295 News*, a most important aspect of Local 295 jumps off the pages. From the tragic death of one of our own, to softball and BBQ events, the members of our local always show a strong front of unity and support for our fellow brothers and sisters. This unity is the backbone and strength of our local. Be it a D.R.I.V.E. campaign, a phone bank for political action, the Labor Day parade, a rally, or a show of support and consolation for a member or his family in need, our brothers and sisters always come together on a common front. For this reason, the members of your Executive Board are proud to be Teamsters, proud to serve our members and most of all proud to be part of Local 295.

Our members and all American workers are more productive than in the past. What this really means is we are working harder, faster and longer hours; employers are trying to offset the increases of their costs or are just being greedier. Either way, we must always work SAFELY! No job or reason is so important that we cannot take the time to perform our jobs safely. The unreasonable demands of an employer or the personal needs of anyone should not override the respect for safety. We as workers should always protect ourselves, our driver's licenses, co-workers and the residents in the communities that we serve.

On behalf of our members and myself, I would like to take this time to thank the Local 295 Business Agents and a special thanks to all the 295 Shop Stewards and Alternates that enforce the 295 contracts and protect our members' rights and interests. Their hard work and dedication constantly resolve matters and unjust discipline issues. They always strive to right the wrongs against members, and sometimes they even perform the impossible. But there are times when they cannot, and those are the times they need your support the most.

Thank you for all your support, and keep the unity strong.

Victory Through Unity!



Global Solidarity

President Lou Calemine and Recording Secretary Vinny Bruno participated in a conference that brought together six unions from across the globe who represent members at DHL. The Global Strategies in Solidarity conference was hosted by IBT Local 1224 in Wilmington, OH, in September. The main objective was to discuss organizing strategies. "We are dealing with a global company, so we as unions must be global as well," said Calemine, who spoke to the conference about the strategies the local used in organizing Building 263. "These conferences will help us reach our goals."

Moving?

If you change your address, it is very important to let the union and funds' offices know. Please call the office as soon as possible to make sure we have the correct contact information for you, so benefit and other important information can reach you.

Teamsters Local Union 295

*Air Freight Chauffeurs, Handlers,
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International Brotherhood of Teamsters*

33 West Hawthorne Avenue, Suite 30
Valley Stream, NY 11580
Tel: (516) 568-1970
Fax: (516) 568-1973
Web: www.teamsterslocal295.org

Executive Board

Lou Calemine *President*
Patrick Scheer *Vice President*
Jack Ruggiero *Sec.-Treasurer*
Vinny Bruno *Recording Secretary*
Bill Robertson *Trustee*
Eddie McCormick *Trustee*
Ignacio Garcia *Trustee*



Summer

Fun

Over the summer, Local 295 members came together to celebrate and enjoy the beautiful weather. Members of the Executive Board, including Lou Calemine, Pat Scheer, Bill Robertson and Jack Ruggiero, joined in the festivities at the DHL ELZ station's annual softball game (top) and the annual SWF station BBQ (right). Thanks to all the members who work hard every year to bring these events together. A great time was had by all who attended.



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Protecting What's Ours

victorious in a bargaining unit violation at the DHL SWF plane site operation (Lobster case).

Business Agent Bill Robertson and Steward Derrick Stroble were successful in two bargaining unit violations at the TEB station involving line hauls (FTD Flowers & AMF Trucking cases).

All of these grievances were resolved with monetary settlements ranging from two hours to 34 hours of overtime. The settlements also called for the company to take action to run these line hauls in compliance with the contract.

In addition to the above grievances, there is a grievance pending at MMU, according to Business Agent Bill Robertson, and, at the DHL Building 263 Gateway operation, Business Agent Vinny Bruno and Stewards Dennis Geraghty and Doug Hatter have several cases involving subcontracting violations that are moving through the grievance process.

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Local 295 Members Unite in Mourning

the ETW station. He is survived by his wife Geri Anne and their sons Brody, 10, and Tyler, 9.

Ingraffia, a 24-year member of Local 295 and the senior driver at the ETW station, said, "Darren was a very popular guy. Only a month before, there was a big barbecue for his fortieth birthday. Darren coached baseball for his two sons, Brody and Tyler. Darren was killed while working hard for his family, as we all do each day."

When a local newspaper wrote a story about the accident that seemed to blame Darren, an innocent victim, Ingraffia was moved to write a letter to the paper in response. "The paper never responded, but my letter became sort of famous. I shared it with a friend or two and next thing I know, guys from all over the station, including DHL management, were coming up to me and thanking me for writing the letter. I just wanted to tell Darren's story to the paper; that he was a well-liked family guy who worked hard. My letter got forwarded around by e-mail and spread more than I ever expected," said Ingraffia.

Members of 295 took up a collection for Darren's family, and the CEO of DHL added a link on the company's Web site (<https://online-billing.dhl-usa.com/donations/index.asp?site=darrenidzinski>) for donations.



Darren coaching his sons' baseball team



Steward Mike Ingraffia



Teamsters Local Union 295
33 West Hawthorne Avenue, Suite 30
Valley Stream, NY 11580

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“ *All that serves labor serves the nation. All that harms is treason. If a man tells you he loves America, yet bates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool. There is no America without labor, and to fleece one is to rob the other.* ”
— Abraham Lincoln



Local 295 Shop Steward Ronnie Fiore (right), who is employed by Shea Trucking, has been racing cars for 20 years. Ronnie races a 1970 Nova with a 427 big block engine and is a proud Teamster member for 26 years. His car carries the Teamster emblem on it. His brother, Joe (left), is also a 295 member who works at Shea.

Upcoming Membership Meetings

General Membership Meetings

take place on the last Tuesday of the month at the Local 295 Union Hall at 6:00 PM. The next meeting will take place on **October 30**.

Regional Membership Meetings

take place on Sundays, from 9:00 AM to 11:00 AM. The next Regional Membership Meetings will be:

October 7: American Legion Hall (51 Roosevelt Avenue, Valley Stream, NY 11580; For directions call (516) 791-9719)

October 14: The Inn at Ethan Allen (21 Lake Avenue, Danbury, CT 06810; For directions call (800) 742-1176)

Withdrawal Card Request Form

Name _____

Social Security No. _____

Address _____

Phone _____

Last Day of Work _____

Name of Employer _____

Reason for Leaving (Quit, Laid Off, Terminated, etc.) _____

Signature _____

Date _____

Get A Withdrawal Card When You Leave Your Job

Be sure to request a withdrawal card within 90 days from when you are laid off, called to active duty, terminated, retire, go on disability or leave the craft. The charge for the withdrawal card is \$0.50. All initiation fees and back dues must be up to date before the withdrawal card is issued. Mail or bring in the form below to the Local 295 office along with your check or money order for \$0.50. It is your responsibility to obtain a withdrawal card. Failure to obtain a withdrawal card might obligate you to pay extra dues and re-initiation fees.