

Over 330 new members of Locals 295 and 851 ratified their first contract on February 13, 2005. The contract includes for the first time wage increases and employer-paid health coverage and pension contributions. The contract is the first to be ratified by a newly-organized Teamsters unit at DHL.

"This is a great victory for the workers at Building 263 and a huge milestone for the Teamsters Union," said Local 295 President Lou Calemine. "The new members at Building 263 have a lot to be proud of. They worked hard to join our union and stayed united through the contract fight. I'd like to thank them and all of our other members who played a role in this victory. This was truly a team win!"

"This is the kind of victory that shows what we can do when we're united," added Calemine. "With the members backing up our leadership and all of us standing together, the men and women at Building 263 won a great contract."

The Building 263 workers received a lot of support from other Local 295 members who came into contact with them on the job, as well as from DHL workers at other shops who know the differences first-hand of being in 295.

With the ratification, for the first time, Teamsters will represent a 24-hour, seven-day-a-week international plane hub at JFK International Airport.

"The contract by our Locals in New York City is historic and shows the way to union representation for DHL employees across the country," said IBT General President Jim Hoffa.

The contract includes: 100% employer-paid health premiums for the first time; employer pension contributions on behalf of the workers; a \$4 an hour

## Building 263 Contract Makes History!

average increase in wages over the life of the contract; a grievance system; seniority and bidding rights; increased vacation time and sick days; overtime; and job security.

"The officers of 295 and our negotiating committee did an excellent job," said Anthony Blandino, a Facility Maintenance Mechanic at Building 263 for the last seven years. "We went from paying up to \$200 every two weeks for medical coverage to paying nothing for the same, or better benefits; from getting maybe 3% raises every year to getting raises every six months; from having a pension no one knew anything about to having one even management wishes they had; from seniority meaning nothing to meaning everything. We finally got the respect we wanted and the benefits we deserve!"

Debbie Contello, who has worked at Building 263 for almost 20 years, added, "When the union first came around last year, I didn't want it at all. But, I did my homework. I talked to 295 drivers. They told me there was no other way. Now, I wouldn't want to be anything but union."

Contello, who is now an 851 member, wound up serving on the negotiating committee. "The officers and stewards fought harder for people they didn't even know than anything I've seen in my 20 years here. It was an experience I will



295 President Lou Calemine and 851 President Tom Conelias answer a question about the contract at the ratification meeting



Members cast their votes

never forget. We made history at DHL."

"The men and women at Building 263 work really hard and are very dedicated. We're finally getting what we deserve. Before we became Teamsters, we had a pension plan that was really hard to figure out. And we never got straightforward answers when we asked about it. Same thing when we asked about vacation days. Now, with the union, there are no more secrets. Everything is open and honest."

Marty Munch in Operations, another longtime employee who has worked at Building 263 for 22 years, summed things up, "From the first day that Local 295 came to us to organize our shop, they have been very professional. They have lived up to every promise they made us. They got us a raise and because we don't have to pay for the medical coverage, that's even more money in our pockets. As a result, the morale is definitely higher now than it's ever been."



# Victory Through Unity

I want to start out by congratulating our members at Building 263. First, they won a hard-fought campaign to join our union. Then, they got right back in the ring and won their fight for a first contract.

And it's a great contract. For the first time, they're getting health care premiums that are 100% paid for by DHL. They're also getting Teamster pensions for the first time. While many people around the country are fighting just to maintain whatever benefits they have, the Building 263 workers got the employer to pick up the tab for new and improved benefits. On top of that, they also won wage increases, seniority rights and other improvements.

This is an important victory in many ways.

It's a huge win for the workers.

It's also a big win for the IBT. It's the first new contract ratified at DHL and a big move at JFK. General President Hoffa and Freight Division Director Tyson Johnson took active roles in making this a success.

And it's a win for DHL. We're looking forward to working with DHL to help it grow and succeed.

Finally, it's a victory for everyone in 295. And it took almost all of us to make it happen. All of our drivers who went to Building 263 to pick up and

drop off packages made a point of talking to the men and women at 263 to encourage them to join the union. Our business agents, shop stewards and Executive Board members all spent a lot of time on this campaign. And our new members who worked for DHL before it took over Airborne played an important role. They were able to tell the 263 people how much better life is after becoming Teamsters. I also want to thank Teamsters Local 851 who fought side by side with us throughout the organizing and contract campaigns.

As you can see, it took a lot of people from all parts of our Local and throughout the Teamsters Union to make this victory possible. This was not the first time our union tried to organize Building 263. We were able to finally win because of all of the people who got involved.

There's a lesson in this for all of us. A lot of times, we just think of the union for what it does for us as individuals. We are happy for the wages, benefits and job protections. We turn to the union in times of need – to save our jobs, to address contract violations.

While that is all very important, being in a union has a bigger purpose.

Most of our fights are about principles that affect the common good. The labor movement has stood up for

*“The labor movement has stood up for child labor laws, workplace safety regulations, overtime pay and the civil rights movement. Not every fight may impact our paychecks, but they are always about making our jobs, our communities and our country better.”*

child labor laws, workplace safety regulations, overtime pay and the civil rights movement. Not every fight may impact our paychecks, but they are always about making our jobs, our communities and our country better.

The labor movement is based on solidarity. When we stand together, we are stronger and can accomplish much more than if we stood separately.

The solidarity we showed in this victory was incredible. I thank everyone who took part in the fight, and I look forward to our next victory.

## Moving??ng?

**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, Warehousemen & Allied Workers, International Brotherhood of Teamsters, AFL-CIO/CLC

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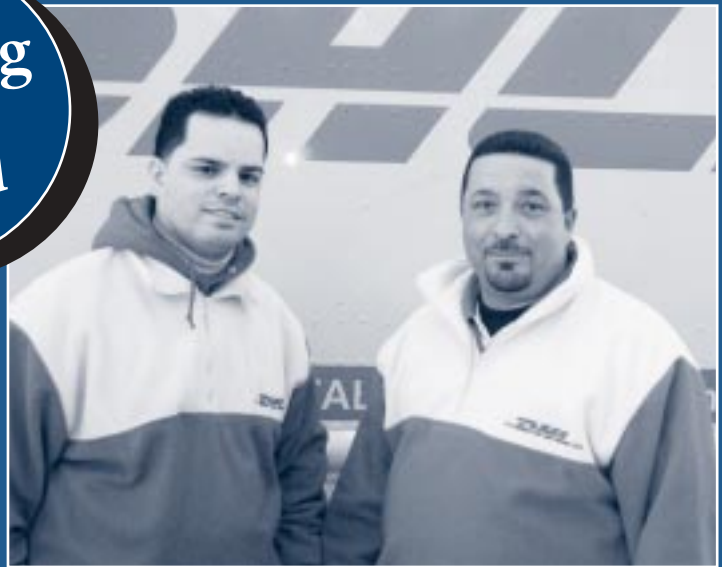
On the morning after the tsunami hit south Asia, Local 295 member and DHL driver Harry Santiago went up to his shop steward, Ignacio "Iggy" Garcia, and asked, "What can we do to help?"

Harry and Iggy decided to hold a charity drive. They took up a collection at the 39th Street barn where they work.

"Everyone in the shop came in that next day and wanted to chip in. And Harry really led the way," said Iggy. "The guys don't want credit for what they did -- they consider it just part of being good Teamsters. But it makes me proud to work with them. It was awesome!"

The barn's 250 drivers donated money and clothing to help out the people hit by the tsunami. The donations were brought to the American Red Cross.

## Lending a Hand



Shop Steward Iggy Garcia (right) and driver Harry Santiago



## 295 Mourns Tragic Loss

On Thursday, March 3, Local 295 suffered a great loss.

DHL driver Brian Bennett was killed in an accident while driving along his route. Brian worked out of the DHL facility in Newburgh, NY.

"I was Brian's shop steward, but more than that, I was his friend," said Newburgh Shop Steward Chuck Rodstrom. "All it took was spending five minutes with him to like him. Brian had a great sense of humor. He's gonna be missed."

Brian was born in Chicago and he and his family lived in Milford, PA.

"I knew he was a huge Chicago Bears fan, so I invited Brian and his son to go with me to a Bears-Giants game," added Rodstrom.

Brian was only 45 years old and is survived by his wife, Lucinda Sproul Bennett and their twin seven-year-olds, Colin and Catherine.

The thoughts and prayers of Local 295 go out to Brian's family.

## DRIVE to Power

Big Business outspends working families on politics by more than 15-1.

Through grassroots political action and aggressive lobbying on Capitol Hill and in State Houses and City Halls across America, Teamsters can balance things out.

We have a number of big fights ahead of us – saving Social Security and protecting retirement security in general; fixing the health care system; job safety; affordable childcare; and corporate accountability.

You can take a stand for working families by contributing to DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters' political action committee. Your contribution will support grassroots action by Teamster families to stand up to Big Business interests. And your membership in DRIVE will help elect political candidates who care about working people.

Contributions to DRIVE help:

- Keep members and their families informed on the key issues that affect our future
- Sponsor rallies, news conferences, advertisements and phone banks to build support on issues of concern to working people.
- Voter registration.
- Provide financial support for political candidates who will stand up for working families.





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## 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.



### 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 \_\_\_\_\_

## UPCOMING MEETINGS

General membership meetings take place on the last Tuesday of every month at the Local 295 Union Hall at 6:00 PM. Upcoming meetings will be held on:

- March 29
- April 26
- May 30

Regional meetings will be held on the following Saturdays, from 9:00 AM to 11:00 AM:

- April 3 — The Inn at Ethan Allen (21 Lake Avenue, Danbury, CT)
- April 10 — Holiday Inn (160 Frontage Road, Newark, NJ)
- May 1 — Elks Hall (21 West Jamaica Avenue, Valley Stream, NY)

## Reporting Allegations of Corruption

*Donald F. Schwally, Corruption Officer*

The job of the Corruption Officer is to continue the efforts to keep organized crime and corruption out of Local 295. If you have any information concerning allegations of wrongdoing or corruption, contact the officer at: 1-800-613-4295 or by mail at P.O. Box 512, Valley Stream, NY 11582. All correspondence will be kept strictly confidential.