



295 NEWS

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

Winter
2007



Left: Stronger together! Presidents of Locals 851 and 295, Thom Conelias and Lou Calemine, celebrate a year of solidarity.

Middle: President Calemine presents shop steward Ronnie Catti with a plaque for recognition of his exceptional efforts in securing the UPS/CSI contract.

Right: President Calemine praised shop steward Mike Ingraffia for organizing with his fellow shop stewards to raise more than \$10,000 from members for the family of brother Darren Idzinski, who tragically lost his life in an on the job accident this summer.

Here's To A Great Team!

Locals 295 and 851 recently came together for a year-end steward seminar. Presidents Lou Calemine and Thom Conelias, respectively, thanked their shop stewards, volunteers, staff and the entire team for another successful year in keeping the unions strong.

"Our work is all about representing the interests of our members,"

Calemine said. "The stewards are the backbone of our union and we give them all the support we can to make sure we are successful in our work."

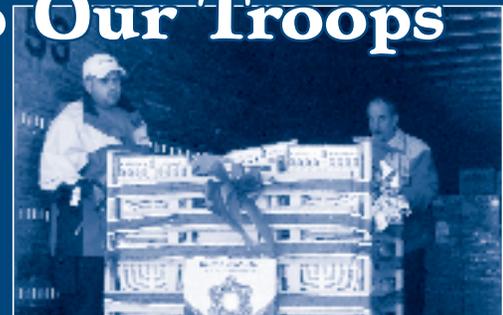
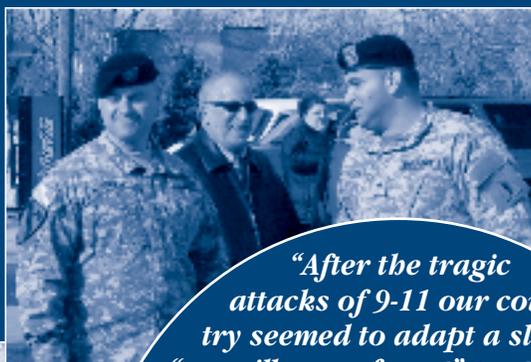
Taking a moment at the podium was recent retiree, former Secretary Treasurer and 38-year member Charlie Russo. "Thank God for my Local pension check," said Russo, who continues to volunteer with the Local. "You

are among the best shop stewards this local ever had."

This seminar was for the stewards and included the Local's financial advisors, benefit funds attorneys, accountants and the entire 295 and 851 team who do everything they can to support the Local and serve the members.

Sending *Holiday Cheer* to Our Troops

For the second year, Local 295 participated in an event sponsored by Dee's Nursery in Oceanside, NY, DHL and various other community organizations. Each year Christmas trees, Menorah's, letters from school kids and decorations are sent to soldiers in Iraq and Afghanistan via DHL to bring them some holiday cheer.



"After the tragic attacks of 9-11 our country seemed to adapt a slogan 'we will never forget' part of that never forgetting is our constant support and prays for our brave service men who fight in Afghanistan, Iraq or wherever the war against terrorism takes them. We the members of Local 295 will never forget 9-11 or our support for these troops."

— Local 295 President
Lou Calemine

(From left to right) Major Sullivan, Neal Moran (DHL Gateway director), Lindsay Birley (Vice President of DHL International) and Artie McCune a 36 year Teamster from DHL Global Forwarding.





President's View

Lou Calemine

Catch the Holiday Spirit

The holiday season is a kind of time-out for all of us, to take stock of what's important in life — our families, our work, our communities, our country. Being a member of Local 295 helps to ensure that each of us can provide a better standard of living for our families; be a part of a safe, supportive working environment; and the opportunity to make a positive impact in our communities, whether it's helping a fellow member, or writing a letter of cheer and good will to our soldiers in Iraq and Afghanistan.

We have much to be grateful for — our health, our families, our friends, and our freedom to... have fun. Work is important, but so is enjoying life. Remember Scrooge from Charles Dickens' "A Christmas Carol?" Don't be a humbug. Take the family in to see all the wondrous holiday displays in Manhattan, catch up with old friends over dinner, or establish a family game night.

Wherever you are, remember small kindnesses — offering a seat on the subway, holding a door, saying "please" and "thank you." The holiday spirit can be just as infectious at work as well as the supermarket.

At the end of the day, everything we do in Local 295 is rooted in four basic principles:

Family. Our families are what drive us to be at our best. Let us set aside time with our spouses, our children, and our friends, to be grateful for being together, to be alive and loved. We must also remember those that are no longer with us, including member, husband and father of two Darren Idzinski, who was killed in an on-the-job accident. Our thoughts and prayers are with them and others who have lost loved ones.

Solidarity. We stand together and act in the best interest for our union members. The more of us acting together, the more strength we will have to create positive change in the workplace.

Community. From attending general membership meetings to attending a barbeque, standing beside a brother or sister during a loved one's funeral, or getting informed about the 2008 presidential candidates through DRIVE, it is our responsibility to get involved. We can only accomplish as much as we are willing to participate.

Work. Good jobs are the foundation for realizing our dreams. Union contracts not only provide for good wages and benefits, our contracts protect from unfair firings and abusive treatment. We believe in a

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strong work ethic, and will continue to fiercely protect our members' rights on the job.

From the Executive Board of Local 295, here's to wishing you and your family a Merry Christmas, a Happy Holiday Season and a safe, healthy and prosperous New Year!

Fraternally,

Lou Calemine

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.

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*Air Freight Chauffeurs, Handlers,
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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*

Attention Retirees:

Get Involved Today!

Just because you're retired doesn't mean you can't still be involved in our great local union. Local 295 and 851 have a vibrant Retiree Chapter. Its goals are to keep retirees up to date on important issues.

Our motto is:

Retired from work, not from the union. Contact us today!

Teamsters Local 295/851 Retiree Chapter
Department of Retirees
P.O. Box 1146
Valley Stream, NY 11582-1446
E-mail: dvldog35@aol.com

Local 295/851 Scholarship Fund



The Executive Boards of Locals 295 and

851 have come together to create a joint Scholarship Fund for dependant children of our members. We will be rewarding scholarships for the 2008/2009 academic year. The Scholarship Fund is designed to help dependants of Local members pursue a program of undergraduate education. Members are also eligible to apply for scholarships from the Teamsters' James R. Hoffa Memorial Scholarship Fund.

You can help contribute to the Scholarship Fund by purchasing Teamster clothing from our new on-line store - www.teamsterslocal295.org. The "store" sells Teamster merchandise — shirts, jackets, hats and more. Money from every item bought goes to the scholarship fund.

An investment in our children is an investment in labors' future.

Know Your Weingarten Rights: The Right to Representation

If you are ever called into an interview meeting with your supervisor or manager so they can investigate a situation that might result in discipline, you have specific representational rights. These rights are summarized below:

- 1) You have the right to have a union steward present.
- 2) If you want a steward there, you must ask for him or her.
- 3) If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in discipline.
- 4) If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over call your steward at once.
- 5) You have the right to speak privately with your steward before and during the meeting.
- 6) Your steward has the right to play an active role in the meeting. She or he is not just a witness.

These rights are called "Weingarten Rights" based on a 1975 Supreme Court decision (NLRB vs. J. Weingarten). As with all rights, if we do not use them, we lose them.

Be careful, Weingarten protections are limited. The rights do not extend to meetings where no questioning is involved, but rather just to one-way communication from the supervisor to the worker, or a discussion — without threat of discipline — about job performance.

For further information, review your collective bargaining agreement for "Investigation Interview of Unit Employees" language.

The following statement could save your job:
"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting. Without representation present, I choose not to respond to any questions or statements."



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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 hates 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

DRIVE-ing The Vote Home

With the presidential primaries set to begin in January, Local 295's DRIVE (Democrat Republican Independent Voter Education) campaign is in full force. Local 295 is proud to be one of the top five contributors in the union to DRIVE, the Teamster's non-partisan political action committee.

“DRIVE is a very important program,” says President Lou Calemine. “Now more than ever before, we need a president and Congress that truly supports and understands the needs of working families. We have the power to make it possible by getting informed about the presidential candidates and their platforms, registering to vote and calling elected officials. Together, our voice will be heard.”

For more information on DRIVE, visit
<http://www.teamster.org/action/political/drive.htm>

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 three meetings will take place on **January 29, February 26, March 25.**

As this newsletter went to press we received the sad news that brother Richard McGirr, a 55-year old DHL driver, tragically lost his life on the job due to heart failure. He leaves behind his wife Debra and daughter Pamela. His sister Irene Tobin is a driver at the DHLFLU station and a 295 member. The entire 295 family mourns their loss and sends condolences to the family.

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.