



## Victories at DHL/Airborne!

### *New Contract Brings Wage & Benefit Gains; Organizing Wins Bring New Members*

The long struggle at DHL/Airborne has ended victoriously for the members of Local 295. After months of uncertainty about the future of their jobs and the status of their contract, the workers won several major victories that will provide peace of mind for the next five years.

Last year, DHL acquired Airborne. The merger of the two companies left members of Local 295 unsure about the future of the company and their jobs. On top of that, the union's contract at Airborne was set to expire on February 28, 2004.

But the union had a plan to address the uncertainty. Even before the acquisition was finalized, Local 295 organizers were hard at work signing up area DHL employees. The union collected authorization cards from DHL workers who were very enthusiastic about joining the Teamsters. The campaign never came to an election as the company saw the writing on the wall and simply decided to merge the DHL and Airborne workforces and agreed to honor the Local 295 contract at all of its area facilities except Building 263 at JFK Airport, where workers recently voted to join Local 295 (See page 3).

With the new members at DHL, Local 295 added over 600 members, bringing total membership in the DHL unit to 2,600. But on January 12, the company tried to make that number far smaller. When the company integrated the DHL and Airborne workforces it initially laid off hundreds of drivers from both sides. Local 295 officials told the company it was underestimating the number of drivers it

needed, but the company went ahead with the layoffs anyway. Only two weeks later, DHL realized that the union was correct and that it had made a mistake. DHL reinstated every driver.

With these victories already chalked up, the union put its focus on negotiating a new contract. The company started out demanding cost-shifting for health care and offering no wage increases for the next two years, among other things.

The union's negotiating committee held their ground and wore down the company. In the end, the union negotiated a contract that not only contained no givebacks or concessions, but it actually had wage and benefit increases.

"DHL was used to operating in a very different environment. It had never before paid for employee benefits. In Europe, where it's based, health care and pensions are paid for by the government. In the U.S., there was no union, so the employees were on their own," said Local 295 President Lou Calemine. "We used our leverage at the negotiating table to convince DHL to try things the Teamster way. We won a contract that kept the costs of health care and pensions off of our backs. Not only that, we won benefit increases."

The five-year agreement creates parity in the tier system and increases company health and wage payments by \$1.15 an hour.

The contract will immediately increase the current Health Fund contribution level of \$150 a week to \$180 a week, and it will go up to \$248 a week by the end of the agreement. The year one increase alone is almost equal to the increases of the last nine years, when benefit contributions went from \$110 to \$150. (For more, see the contract highlights chart on page 2.)

"This contract was an all-out victory for the members. Despite the uncertainty about our futures, the members stayed together. Our unity gave us the power to negotiate a solid contract," said Calemine. "It felt like David versus Goliath, with us up against this huge multi-national corporation. But we had solidarity on our side. When workers stand together, we can take on anyone. I've never been more proud to be a union member than I was during these talks."

The contract was unanimously recommended by the negotiating committee, DHL/Airborne shop stewards and the 295 Executive Board. The membership then voted to ratify the agreement, with over 80% voting in favor of it in an election with an almost unheard-of 80% turnout.

### *Benefit Upgrade!*

*In July, the Local 295 benefit funds are expected to change carriers from MagnaCare to Horizon. This change will significantly expand the doctor network available to all members, while maintaining coverage levels. At the same time, it will create a cost savings for the funds. More details will be available soon.*



## President's View

Lou Calemine

*"Your involvement in the process made us stronger when we sat down with management to negotiate."*

The Executive Board of Local 295 has now been in office for one year.

I think it's fair to say that this has been one of the most difficult and one of the most rewarding years of our lives. We said it a year ago and we've said it every day since: It is our honor to serve the members of Local 295.

Despite the uncertainty about our futures, the members stayed united and involved. You attended meetings and asked us tough questions. Your involvement in the process made us stronger when we sat down with DHL/Airborne to negotiate.

Our new contract is one we can all be proud of. The company started out demanding wage freezes and cost-shifting for health care. We not only fought back these demands, but we won improvements. We even fought back the company's efforts to lay people off and downgrade their status.

The health care battle was extremely important. Everywhere you look, employers are cutting health benefits. Employees are being asked to pay more for less coverage. Local 295 members are among the four percent of Americans whose family coverage premiums are 100 percent paid for by the employer.

Our victory is even more impressive when you look at what happened at DHL facilities where Airborne workers are not Teamsters. At those non-union facilities, when DHL merged the two workforces, it laid off DHL workers: 3,000 lost their jobs. At union facilities like ours, however, DHL workers became union members. Our new DHL members got a real Teamster welcome, employer-paid benefits and wage increases, as a result of their new contract.

We won the battle this time, but the war over benefits will continue. The health care and pension systems are in crisis. We need our elected officials to create a solution. Bush, Kerry, congress and everyone else need to start paying attention to our issues if they want our votes. That means we have a lot of work to do. All of us and our families need to register to vote and get involved in the political process. If we're not involved, the politicians will ignore our issues.

I am thankful everyday that I'm a Teamster. I can't imagine what life would be like without union wages, benefits and job protections. The leadership of Local 295 is proud to serve you and to fight the good fight at your side.

### Teamsters Local Union 295

*Air Freight Chauffeurs,  
Handlers, Warehousemen &  
Allied Workers, International  
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AFL-CIO/CLC*

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### Executive Board

**Lou Calemine** *President*  
**Charlie Russo** *Sec.-Treasurer*  
**Patrick Scheer** *Vice President*  
**John Hayes** *Recording Secretary*  
**Bill Robertson** *Trustee*  
**Eddie McCormick** *Trustee*  
**Vinny Bruno** *Trustee*

# DHL Contract Highlights

## WAGES

- Drivers below the top pay grade will get over a \$10/hour raise. For example, drivers earning \$14.50/hour now will be at \$24.85 by the end of the contract.
- Raises of \$2.80 an hour for drivers already at the top pay grade over the life of the agreement.

## PARITY

- 1,200 eligible Tier 2 drivers will receive three extra days a year, resulting in six floaters and ten sick days by the end of the contract.
- Tier 1 workers will be red-circled to maintain their wages and benefits, but the two-tiered system will be eliminated over time through attrition so all workers are treated equally.

## HEALTH & WELFARE

- Employer contributions will increase \$98 a week per member over the five-year contract leading to a \$248 per week contribution:
  - 75 cents an hour in the first year (Weekly employer contribution: \$180)
  - 37 cents an hour in the second year; (Weekly employer contribution: \$195)
  - 37 cents an hour in the third year; (Weekly employer contribution: \$210)
  - 47 cents an hour in the fourth year; (Weekly employer contribution: \$229)
  - 47 cents an hour in the fifth year; (Weekly employer contribution: \$248)
- No employee contributions.
- Starting in 2006, the wait time for full-time members to enter the Fund will be eliminated.
- Maintained benefit structure and coverage.

## Visit Our Website

The Executive Board of Local 295 launched a website for the union: [www.teamsterslocal295.org](http://www.teamsterslocal295.org). The site is still a work in progress and we will continue to upgrade it.

Members of Cosmopolitan and KCE during their successful one-day strike.



## Victory at DHL Building 263!

220 DHL workers joined Local 295 through an election at DHL's Building 263 at John F. Kennedy Airport in late April. DHL's air unit serves as a hub for the area. The facility is the only DHL unit in the area that was not already covered by the Local 295 contract.

"This is an important victory for our union, and our members played a critical role," said Local 295 President Lou Calemine. "When our drivers went to Building 263, they talked to the DHL workers about the benefits of Teamster membership and encouraged them to vote for the union."

Another 100 workers at Building 263 joined Local 851 in the same election.

## IRS Violation Settled, Members to Get Retroactive Pension Credits

The Pension Fund Trustees have taken action to remedy members who did not receive proper pension credits. Many full-time members hired by Airborne Express, Lep Profit and Burlington between June 1988 and June 1998 started receiving pension credits after three years of employment. These members will now receive two years of retroactive credited service. Part-timers who were not brought into the pension plan until 1999 will receive retroactive credits for all years of service except for their first year of employment. The Trustees agreed to this settlement in December 2003 and the IRS/Treasury Department approved the agreement on March 10, 2004. The Pension Fund will contact members impacted by the settlement.

# VICTORY at Cosmopolitan & KCE!

Local 295 had a busy year negotiating contracts at several shops besides DHL/Airborne. The members at Cosmopolitan Trucking and KCE showed their solidarity and came away with contracts. The companies tried to play some games in order to avoid the union, but a one-day strike won an agreement.

Two years ago, the members of Gibbons Trucking performed work for D.F. Young. Since then, Gibbons Trucking went out of business, but the two members continued working for D.F. Young without a contract and with no medical or pension benefits. The new Local 295 leadership made it a priority to get them a new contract.

In the summer of 2003, Cosmopolitan Trucking changed its name to FTS and moved into the D.F. Young building. Using the new name, FTS refused to recognize the union contract.

In order to get agreements, the members at FTS and D.F. Young voted unanimously in favor of a strike. On October 1, 2003, the members did strike

-- and got management's attention. In less than a day, Local 295 negotiated contracts that put them all back to work. The contracts include employer contributions for the Health and Welfare and Pension funds.

"This was a big victory for the members at Cosmopolitan and the two workers at D.F. Young (known as KCE) who now have a union contract. Both companies denied their workers union contracts and benefits, but the members weren't having it. They showed what we can do when we're united," says Local 295 President Lou Calemine.

The Local 295 Executive Board and the Cosmopolitan and KCE members would like to thank all of the Local 295 members who came out the day of the strike to show their support.

Other members of Local 295 also won new contracts in 2003 that maintained benefits despite the tough economic climate. The members at **Alto Trucking, Expressway, Hail, MRZ, L&I, P.C. Trucking, Post, UAT and Upstate Connection** all ratified new contracts.

## Dues Increase

The monthly dues increase, which took effect in December 2003, is as follows:

- All members making \$11.00 per hour or less remained at the \$50.00 rate.
- Members making more than \$11.00 an hour had an increase of one-half of the hourly rate of their current earnings. For example, members making \$22.00 an hour, had an \$11.00 dues increase, coming to a total of \$61.00.



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## Welcome Aboard!

*The members, officers and staff of Local 295 welcome our new members from DHL. Just as DHL is making a bold move in the parcel delivery industry, so is Local 295. With our 600 new members, the union is stronger. We look forward to continued success for all of the Local 295 family.*

## Political Action

In November, Americans will go to the polls to vote for president and many other elected officials. This is a very important election for working families. Outsourcing, layoffs and crises in health care and pensions are dominating the news. We need to elect officials who will put America on the right course.

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 have common interests with Teamster working families.

## Recent Retirees

*Congratulations to the members listed below on their retirement. We wish you long and happy retirements and hope you will continue to be involved in the union for years to come.*

- Philip Burns
- Edward Curry
- Michael D'Alessio
- Frank Mazzotta
- Steven Florio
- Chester Pechock
- Joseph Rousseau
- Victor TreBino
- Jesus Bonilla
- James Curtis
- Jose Jimenez-Alicea
- Stanley Roberts

## Meetings

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

- **May 25** • **June 29**

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

- **May 16** — The Inn at Ethan Allen (21 Lake Avenue, Danbury, CT)
- **May 23** — Hilton Hotel (2117 Route 4, East Fort Lee, NJ)
- **June 6** — Elks Hall (21 West Jamaica Avenue, Valley Stream, NY)

## Withdrawal Card

*Members may request a withdrawal card for the following reasons only: disability, call to active duty, leaving the craft, layoffs or termination. By obtaining a withdrawal card, members will not be obligated to pay extra back dues if re-employed under a Teamster contract. The charge for the withdrawal card is \$0.50. All initiation fees and back dues must be up to date. All requests for withdrawal cards must be made in writing to the union hall by the member.*

## 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.