



Change Slate Wins in Landslide!

Union Pride On the Rise

After 11 years under trusteeship, the members of Local 295 have officially stepped out of the dark cloud of appointed leadership and taken back their union. In a recent democratic election, 90% of Local 295 members voted in support of the Change Slate, whose campaign promised accountable leadership and the return of union control to the members. On April 16, 2003, the new officers were sworn in by Teamsters General President James P. Hoffa.

"We've been members of this union for a long time," comments Local 295's new President, Lou Calemine. "Getting this kind of support from our brothers and sisters is truly amazing."



Left: IBT General President James P. Hoffa, pictured with Local 295's new President Lou Calemine, administered the oath. Above: Members of the Change Slate take the oath of office: (left to right) John Hayes, Patrick Scheer, Charlie Russo, Bill Robertson, Vinny Bruno and Eddie McCormick.

The Change Slate is moving swiftly to implement much of their campaign platform by:

- **Improving Communications** between members and union officers and staff

by holding regular general membership and regional meetings, making regular job site visits, publishing a regular newsletter and launching a web site.

- **Enforcing the Union's Contracts** by filing and winning grievances and appointing effective stewards at all shops.
- **Working with the Funds' Trustees** to do a full review of the union's benefit funds to ensure efficiency and accountability.

"We have a lot of hard work to do," says Secretary-Treasurer Charlie Russo of the coming months of rebuilding and reorganizing Local 295. But adds that they're up to the challenge.

"We know the only way for a union to be successful is if its members are involved and active. So far, the response has been great. We can see the pride coming back to our union already," concludes Calemine.

Regional Meets Draw Record Crowds

Members of 295 are packing meeting halls with upwards of 200 people attending regional meetings. The meetings are re-energizing members' interest and pride in the union. The Change Slate is upholding a campaign promise to hold regional meetings — there were none under the previous administration — and to hold them on Sundays, the most accessible time for members.

Rutgers University in Newark, New Jersey; Danbury, Connecticut, and Valley Stream, New York, have already hosted the regional gatherings where members were updated on the financial status of the union, the progress of the situation with DHL (see organizing story on back), and

have given feedback and suggestions on the direction of the union.

Secretary-Treasurer Charlie Russo comments that the regional meetings were organized because communication between the new leadership and the members "is very important."

"We want to serve the membership," adds Russo and members are responding by showing up to the meetings in droves.

No meetings are scheduled during the vacation months of summer. If an issue needs to be reported, including updates on the Airborne-DHL situation, the union will call a meeting. For meeting details see page 2.



President's View

"It is our goal to create honest and open lines of communication with the membership and to bring accountability to the leadership."

Lou Calemine

I would like to thank each and every member for their support. Your efforts have brought our local back to the membership. Thank you, also, to our shop stewards for your dedication. You are on the front lines, fighting to enforce our contracts. Without your help, we would not be able to accomplish our goals. With an active involved membership and effective shop stewards, we are restoring the pride in Local 295.

This is our first issue of *295 News*. It is our goal to create honest and open lines of communication with the membership and to bring accountability to the leadership. Hopefully, this newsletter will help us accomplish these important goals. Let us know what you think of the newsletter and what other kinds of information you would like to see. We are also launching a 295 web site, which we hope will be up and running by summer's end. The newsletter and the web site will help us re-unite the union. With

unity there is strength and with strength comes results.

We have several challenges immediately in front of us. We are facing the DHL acquisition of Airborne, examining our Health and Welfare Fund to protect our benefits, and preparing for negotiations with MRZ and Firebird. We are also pursuing organizing efforts at DHL and at some of the non-union shops at JFK.

With the support and active involvement of our members and the dedication of our administration, we can and will succeed.

On behalf of the Executive Board, I'd like to thank all the members who have been coming to the union meetings. It's great to see you having an interest in your local again. The turnout at the meetings has been tremendous. Continue the great support!

I wish you all a great summer. We are looking forward to a successful second half of 2003 and greater horizons ahead. Let's bring the pride back to Local 295!

Building Teamster Power!

Teamster delegates at a special convention in April of 2002 voted to implement a dues increase based on hourly wages. The dues proposal was put together by the Blue Ribbon Commission on Union Finances. The goal of the plan is to solidify the union's financial standing, rebuild the strike fund and provide money for organizing. The increase went into effect at every Teamster local in the country, including our brothers and sisters in Local 851. It will go into effect at Local 295 in September.

Teamsters Local Union 295

Air Freight Chauffeurs, Handlers, Warehousemen & Allied Workers, International Brotherhood of Teamsters, AFL-CIO/CLC

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Secretary-Treasurer

Patrick Scheer
Vice President

John Hayes
Recording Secretary

Bill Robertson
Trustee

Eddie McCormick
Trustee

Vinny Bruno
Trustee

UPCOMING EVENTS

No July or August Meetings

September
5 & 6
IBT Centennial Celebration

September
6
New York City Labor Day Parade

September
7
Danbury Regional Meeting
9am-11am: The Inn at Ethan Allen (21 Lake Avenue, Danbury, CT 06810).
For directions, call 1-800-742-1176.

September
30
General Membership Meeting
6pm: Local 295 Hall

October
5
Newark Regional Meeting
9am -11am: Holiday Inn (Frontage Road, Newark, NJ). For directions, call (973) 589-1000.

October
28
General Membership Meeting
6pm: Local 295 Hall

November
2
Valley Stream Regional Meeting
9am-11am: Elks Hall (11 West Jamaica Avenue, Valley Stream, NY).
For directions, call (516) 561-2164.

Grievances

Local Making Gains with Grievances

Taking on management through the grievance process is running a lot smoother these days at 295, say Shop Stewards Ignacio “Iggy” Garcia and Tim Black. Since the April 10 election of the Change Slate, many old grievances that had just been “filed away” by the previous administration are finally seeing justice and new grievances are being processed at a much faster tempo.

Shop stewards — key to an effective grievance process — have been appointed at every Airborne Express terminal and several non-Airborne shops as well. President Lou Calemine and the business agents are also keeping in touch with members through regular on-site visits.

“Now we’re seeing results,” states Garcia.

295 Grievance Gains:

- **Brooklyn** – Six drivers threatened with lay-offs at the BKL Airborne Terminal kept their jobs after the union filed a grievance in April against management for violating the contract’s seniority guidelines for lay-offs. BKL bosses were planning to reduce the workforce according to terminal seniority as opposed to master seniority. After negotiations between the union and the company, the lay-offs were averted.

- **Manhattan** – Lemuel Gaymes, a member at the Airborne PFW shop, was reinstated to his job in June after a claim that he assaulted a customer got him fired in late March. The union argued that

the alleged assault was self-defense and won back Gaymes’ job with back-pay.

- **Inwood** – At the Airborne XJF shop, 36 workers were awarded 3 hours of backpay apiece in July for lost hours because the company subcontracted work to Towne Air, a non-union shop. The grievance began in June when the union learned that import shipments, usually covered by 295 members, were being shifted to non-union workers. The union filed a grievance and settled in support of the 36 workers.

The union is also involved in two pending arbitrations. One involves the wage issue at Danza and the other relates to Emery freight recovery rights.

Grievance Guide

Been refused overtime pay? Is management doing your work? Grievances are the union’s tool for enforcing our contracts and can result in backpay or even regaining a job. In order to get justice, know your rights and follow these guidelines.

1. **Know Your Contract.** Read and understand the contract/grievance process. Go to shop stewards with questions.

2. **Keep Records.** Document behavior that appears to violate the contract. Take notes. Save copies of paperwork or and keep notes on verbal exchanges.

3. **Don’t Wait.** Report the grievance to a shop steward immediately as most grievances must be filed shortly after the incident in question.

4. **Be Patient.** The company will often try to stall the process as will the Labor Board and the courts. But, if the case is legit, it will likely be won.



Shop Spotlight:

“These days, members are proud to be in the union again,” says Tim Black. “They are going to meetings and getting involved.”

PFW and NWS Airborne Express

SHOP STATS:

Location: 12th Avenue and 39th Street

Members: 250 Total

Shop Stewards: Ignacio “Iggy” Garcia, NWS, and Tim Black, PFW

Work: Drivers for small package deliveries

Delivery Radius: Manhattan

Stewards Iggy Garcia, left, a 295 member for 13 years, and Tim Black, right, a member for 10 years, report that work is good at their shop and that they have seen a noticeable change for the better in the union under the new leadership.



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Members at the Connecticut regional meeting in May discuss the union.

Withdrawal Card

Members may request a withdrawal card when being laid off, retiring, going out on disability, terminated or being called into active military service. 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.

Organizing News: DHL Update

The union is busy organizing on several fronts. The most important drive involves the workers at DHL, the company that is in the process of purchasing Airborne Express. DHL does not have a good track record in labor relations. While it is not yet known if the purchase will go through or what it will mean for the local, the union is being proactive by meeting with current DHL workers to tell them about the benefits of becoming Teamsters. In July, Local 295, in conjunction with Local 851, distributed letters to DHL workers to invite them to become members. So far, the response has been great. As soon as more information is gathered about the

organizing drive and the proposed purchase, it will be shared with the members.

“I know there’s a lot of uncertainty out there. Believe me, we’re all nervous about DHL,” said Local 295 President Lou Calemine. “But, there’s nothing we can do about the pending purchase besides learn as much as we can and to stay united and strong as a membership.”

Lou Calemine and other 295 leaders are meeting with other Teamsters at Airborne and DHL and with Teamster leadership in Washington, DC, to prepare for a possible DHL deal.

“With the membership behind us, we will be able to do what we need to do to

protect what’s ours,” comments Calemine.

Local 295 organizers are also busy on several other fronts including meeting with workers at TNT Express, an airline delivery service.

Reporting Allegations of Corruption

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