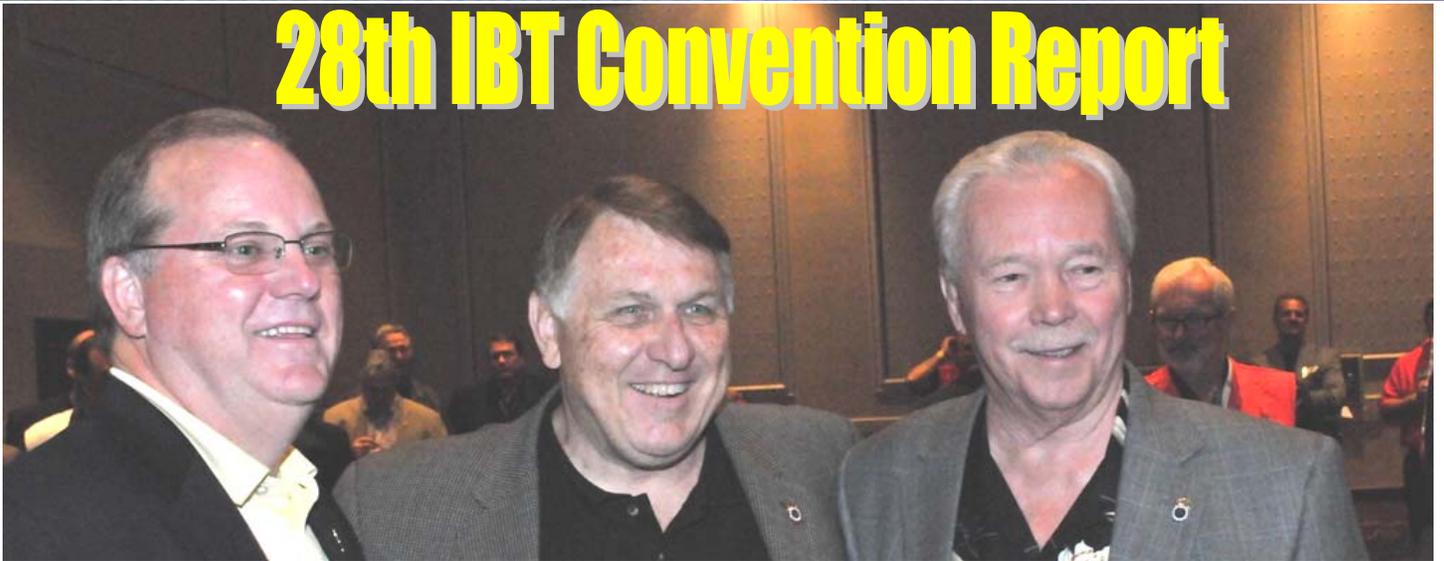


AIR FREIGHT CHAUFFEURS, HANDLERS,
WAREHOUSEMEN, ALLIED WORKERS, MISCELLANEOUS,
PRODUCTION AND INDUSTRIAL EMPLOYEES

295 News



28th IBT Convention Report



L – R: Director of Small Package Division Ken Hall – General President Jim Hoffa – General Secretary Treasurer C. Thomas Keegel

Teamster Democracy and Unity at its Best

Local 295 members were proudly represented at this convention by their elected Delegates and Alternates. We also had the honor of serving the 295 members and the IBT Convention as Committee Members and Sergeant At-Arms (Ron Fiore and John Kenny). Local 295 and Joint Council 16 shined bright as we all did our part to help accomplish this successful convention.

The week prior to the convention committees met to plan the union's future. Their hard work laid the foundation for a productive and successful convention. The week of the convention was where the 1.4 million teamster members were represented by their elected Delegates and Alternates who participated in 5 days of proceedings. The IBT "Convention shall be the supreme governing authority of the IBT and shall have the plenary power to regulate and direct the policies, affairs and organization of the International Brotherhood of Teamsters". This was accomplished in the most democratic and professional manner. We all saw how the IBT has met all the challenges and hardships that the last five years have had in the harshest economy, most anti-labor sentiments and in what has emerged as a War on Workers. The IBT has taken the point on the STOP THE WAR ON WORKERS.

The Teamsters at this convention and over the last 5 years have used the theme of VISION – SOLIDARITY – ACTION to achieve and succeed in taking on this fight. I have been to all the IBT conventions since 1996 and this was truly the best. "I have never seen a stronger show of democracy in action and an overwhelming sense and show of unity and accomplishments. A great salute to the IBT General Executive Board, IBT Staff, Sergeant at Arms, Delegates, and Alternate Delegates and the Election Supervisor and all who made this the bench mark for all future conventions" said President Lou Calemine.



President's View

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

VICTORY THROUGH UNITY

The Value of Union Membership

As the current War on Workers takes place the value of our union is now at its highest point. Labor has been fighting this war for more than 100 years, but recently corporations and their political allies have taken their assault on working men and women to a new level.

After WWII until the late 60's, America's middle class grew. Wages rose, poverty fell and more and more workers gained access to health insurance and earned pension benefits; the standard of living for all rose to new heights. By the early 70's all that began to change. The gap between the middle class and the rich began its steep climb. Jobs started to disappear and pensions gave way to riskier 401k plans. The economy continued to grow, but workers received little or no share in the nation's increased wealth. With globalization and unfair trade deals, American workers watched our jobs go overseas and our standard of living deteriorate. The American workers have suffered enough in the last 30 years. The cost of living and taxes have increased and our quality of life has decreased. Our politicians have done nothing to stop this downfall or to change this downward direction; instead they declare a War on Workers. After 20 years of union membership in the private sector declining, now they go after the public sector, the police, firemen and civil servants. Civil servants who felt safe from union busting for decades now face the same attacks.

As real as this War on Workers is and as true of a threat it is to all, I know that as a member of this union I have weathered this storm out in the shelter of a union contract. Here at Local 295 we have taken our pension that was stricken by these harsh economic times and misguided government policies and changed a default into what is now a road to recovery. This restored the value of a sustained 295 union pension benefit.

As we in Local 295 continue to work hard to provide our families and ourselves in the best way we can, we must realize the value of our Health and Welfare Fund. This fund delivers the highest quality of medical care to us, our spouses and dependants. Local 295 contracts provide our members with the medical coverage that protects both our health and our belongings (i.e.: homes, savings, other assets as well as future earnings). This type of medical coverage insures us that in the event of a serious injury, a chronic condition or a life threatening disease your insurance will pay the brunt of the cost relieving you from costly medical bills that may result in personal liens, foreclosure, salary garnishments or other judgments against you. Looking at or given the following statistics the likelihood of one of the following events makes you realize the value your medical coverage provides. 44% of Americans have one or more of the following chronic conditions:

- Cancer – 41% of Americans will be diagnosed with cancer during their lifetime and about 21% will die from it
- Diabetes – 1 in 3 Americans will develop diabetes in their lifetime
- Heart Disease - 16 million annual medical visits have heart disease as primary diagnosis in the US
- Serious Injuries – Yearly average emergency room visits for injuries is 21,163,000

So as our politicians and corporations declare their War on Workers, We as union members have a "First line of defense", we have contracts that provide job securities, highest wages in the industry, medical coverage, pension benefits, etc., but most of all we have collective strength that gives us the ability to take on employers who would conduct their own personal war on 295 workers. I have seen the loss non union workers have suffered when their employer has no union contract to stop them - discriminative layoffs, unjust terminations, wage cuts, reduced work days and hours, elimination of any employer provided healthcare or retirement contributions. We can't deny the mess the economy is in, we must face the reality of what has happened and recognize what we can do to protect what we have going forward.

One thing that is for sure and won't change even in these trying times, especially after attending the IBT Convention, I am proud to be a member of the Teamsters who under the leadership of Jim Hoffa have taken the forefront in the fight against the War on Workers nationally and globally. As always I am proud to serve alongside the Local 295 Executive Board, Stewards and the IBT Executive Board, but most of all to serve the Local 295 members in these times.

Faternally,

Lou Calemine, President

Pension Summit

What an exciting day to see, hear and learn about our pension fund. Where we were, where we are, and where we are going. What was explained was why changes were made to insure our pension fund could pay benefits for years to come.

President Lou Calemine opened and narrated the meeting. He introduced the Administrator, Actuary, Trustees, Attorneys and Investment Consultant who make up the team that help to insure we guide the pension fund in the right direction and explained what role each plays. He also explained how much goes on behind the scenes every day that as participants we may take for granted and don't realize.



Thomas Conelias, Vice President

One example of this is how the Teamsters are fighting on Capital Hill to try and pass legislation for pension reform. Another topic that was a real eye opener that President Lou Calemine went over was the comparison of what Pension and Health & Welfare contributions were in the 1950's, 60's, 70's etc as compared to today. In the 1950's the cost was about 10% of the weekly wages the members received. Today the cost is around 50% of the weekly wages our members receive. The challenge the Local has is trying to negotiate these amounts during contract negotiations with each company. This is above the cost of wages, disability insurance, compensation insurance etc. which the company's have to pay. This left many stunned since most just take these benefits for granted.

The members/participants learned why the Trustees made the decisions they did and we were shown that if they did not make those decisions our pension fund would have gone into default and the benefits we expected when we retire would not be there. Furthermore, it would have affected the current retirees who would have had their pension benefits cut had we gone into default. Had the fund gone into default the employers would have been required to pay such high contributions that they could not afford causing them to withdraw from the pension fund or go out of business causing loss of numerous jobs.

"As trustees we did not make a popular decision," said Vice President Thom Conelias. "But we made the right decision to protect the active, retired and future members/participants of the funds. Anyone could have promised you anything if this was about a popularity contest. The issue becomes they would not be able to deliver on those promises in the years to come. Could you imagine retiring today and then being told in 5 years that there is no more money to pay your benefit so your pension gets cut? As a participant of this pension fund, I could not imagine what would have happened if these decisions weren't made which saved our pensions!"

The attorneys of the fund spoke about other pension funds from other locals right in our area that are heading for default. They explained the difference between defined benefit plans and defined contribution plans (pension vs. 401k) and told the members/participants that the Local 295/851 pension fund will be one of the very few funds in the United States that would survive and be there to pay benefits in the future. They explained how better off the members/participants are in a defined benefit fund vs. a 401k and assured everyone that the Trustees of our pension fund made the right decisions. They explained the legal details and the ramifications of the PPA, personal liabilities, and ramifications of what a trustee is exposed to.

The investment consultant provided an update on the investments of the fund and explained how the Trustees have made solid decisions on the allocation and diversification of the fund assets. The actuary discussed the rehabilitation plan and also the funding status of the pension fund. The Administrator explained to the members/participants what affects the DHL Layoffs had on the fund as well as the status of the pension fund. This three-hour summit included several power point presentations as well as a question and answer period.

"This was so informative and truly put things in perspective for the members. I am a member that was affected by this change. I am so glad I attended and so thankful to the trustees that made the right decisions to insure the pension we expect to collect will be there when we retire" said Phil Saccomanno a member of Local 295 for over 28 years.

Contract Updates

Upcoming contracts: Agility, DB Schenker, Kuehne & Nagel, Swissport, and others

Congratulations to the members at Panalpina for reaching a new contract that includes substantial increases to wages, medical and pension benefits and no givebacks.

"We fought long and hard but reached an agreement that is good for everyone that gives the company an opportunity to grow which will add more members to our Union as well as to our pension and medical funds" said Recording Secretary/Business Agent Vinny Bruno. We also successfully negotiated new contracts at MSS Transportation and Compass Forwarding.

The success of these contracts lie with the members that stood unified together to reach a contract where they overwhelmingly ratified these agreements" said Vice President Thom Conelias.

"We have a long summer ahead of us: said President Lou Calemine. "We have a lot of contracts to negotiate in the most harsh economic climate ever. The members must stand united as we meet these challenges."



These are the elected Delegates and Alternate Delegates who proudly

CONVENTION RESULTS FOR GENERAL PRESIDENT, GENERAL SECRETARY-TREASURER AND VICE PRESIDENTS AT-LARGE

The Rules for the 2010-2011 IBT International Union Delegate and Officer Election (“Rules”) provide that candidates for General President, General Secretary-Treasurer, IBT Vice Presidents At-Large and International Trustees nominated from the floor must receive at least 5 percent of the delegate votes cast in order to be nominated for the ballot.

PRESIDENT AND GENERAL SECRETARY-TREASURER

TOTAL VOTES CAST: 1,610 **5% THRESHOLD: 81**

GENERAL PRESIDENT

<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>		<u>INDEPENDENT CANDIDATES</u>	
James P. Hoffa	1,326	Fred Gegare	141	Sandy Pope	137

GENERAL SECRETARY-TREASURER

<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>		<u>INDEPENDENT CANDIDATES</u>	
Ken Hall	1,269	Jim Sheard	156	Gary Marquart	143

VICE PRESIDENTS AT-LARGE AND INTERNATIONAL TRUSTEES

TOTAL VOTES CAST: 1,629 **5% THRESHOLD: 82**

<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>	
Rome A. Aloise	1,398	Henry Perry	243
Al Mixon	1,373	Floyd F. Prusinski	187
George L. Miranda	1,369	Kelly Cassidy	177
George Tedeshi	1,327	Margaret Marie Sik	171
Fred Potter	1,312	John Farwell III	158
Freddie Simpson	1,283	Mike Philbeck	154
Ferline Buie	1,261	Marc R. Dreves	144

<u>TRUSTEES</u>		<u>TRUSTEES</u>	
Ron Herrera	1,385	Tom Bennett	221
Jim Kabell	1,333	Beth Kirchman	186
Kevin D. Moore	1,283	Durie Downey	170



served and represented Local 295 members at the IBT Convention.

CONVENTION RESULTS FOR REGIONAL VICE PRESIDENTS

The Rules for the 2010-2011 IBT International Union Delegate and Officer Election (“Rules”) provide that candidates for Regional Vice President nominated from the floor must receive at least 5 percent of the delegate votes from local unions within their geographic region.

EASTERN REGION VICE PRESIDENT

TOTAL VOTES CAST:	463	5% THRESHOLD:	24
<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>	
Sean M. O’Brien	397	Robert Ryder	52
John F. Murphy	380	John D. Farrish	49
Daniel Kane Sr.	379	Rick E. Bauer	40
William Hamilton	372	James Anderson	38

WESTERN REGION VICE PRESIDENT

TOTAL VOTES CAST:	407	5% THRESHOLD:	21
<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>	
Randy Cammack	378	Richard Galvan	15
Steven Vairma	375	Kevin Hardison	11
Rick Middleton	370	Vickie Jackson	9

CENTRAL REGION VICE PRESIDENT

TOTAL VOTES CAST:	480	5% THRESHOLD:	24
<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>	
John T. Coli	344	Fred Zuckerman	130
Gordon Sweeton	336	Jerry Conner	123
Brian R. Buhle	328	Tony Jones	120
Stephen E. Poczowski	300	Brad Slawson Sr.	114

SOUTHERN REGION VICE PRESIDENT

TOTAL VOTES CAST:	141	5% THRESHOLD:	8
<u>HOFFA – HALL SLATE</u>		<u>FRED GEGARE SLATE</u>	
Kenneth “Ken” Wood	132	Aaron Belk	11
Tyson Johnson	125	John Haley	4

Local 295 / 851

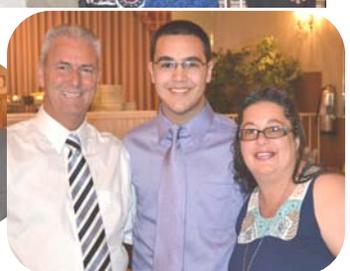
Scholarship Fund 2011 Winners



L – R: Jonathan Capace, son of Fred Capace (AEI) • Paul Pasquale Jr., son of Paul Pasquale (DHL / TTN) • Lindsey Masone, daughter of Joseph Masone (AEI) • Josh Garcia, son of Ignacio Garcia (DHL / ZYP) • Ronit Rodriguez, daughter of Jose Rodriguez (AEI) • Matthew Roth son of William Roth (Shea) • Matthew Curcio, son of Maria Buccellato-Curcio (DHL / 263) • William Blaine, son of William Blaine (DHL / FRG) • William Hoehl, son of William Hoehl (DHL / ZYP) • Alyssa Tursi, daughter of Frank Tursi (DHL / 263) • Nicholas McCormick, son of Edward McCormick (AEI) • Nicole Probst, daughter of Erich Probst (AEI) • Luisa Moran (photo below), daughter of Alex Moran (DHL / ELZ)



Luisa
Moran &
dad Alex
Moran





Local 295 / 851 Scholarship Fund

This year's Local 295 / 851 Scholarship Fund's 5th year was a great success. We were able to award \$45,000 in scholarship awards out to 13 dependants of our 295 brothers and sisters. This year's recipients were an exceptional group of hard working students with great grades, SAT scores and a drive to succeed in the future. Their work ethic and sense of responsibility was no doubt ingrained in them by their 295 teamster parents. They all displayed an outward show of pride in their parents and all acknowledged their family's role in their success.

The fundraising that made this possible was just as exceptional. Through the efforts and generosity of all Local 295's friends, stewards, and members who contributed and supported the scholarship fund, this year's scholarship fundraising was an amazing accomplishment.

The night the Scholarships were awarded to these kids and parents was the best of all. I can't remember a night like that in a long time. The hall was filled with the Scholarship winners, their parents, honorable guests, the Executive Board and Stewards who took a special interest and role in the raising of money. The feeling of pride, love, honor and a great sense of accomplishment was overwhelming. I will always be grateful to all for making this happen each year. A special thanks to Valerie, Thom and Vinny who are Trustees to the Scholarship Fund for all their tireless efforts each year. Please join me in congratulating the recipients and their parents on a job well done and wishing them the best of luck with their promising future.

Lou





JOIN NYC'S WORKING FAMILIES FOR THE

2011 LABOR DAY PARADE

CELEBRATING A PROUD, STRONG & UNITED
LABOR MOVEMENT

SATURDAY, SEPTEMBER 10, 2011 AT 10:00 AM

SAVE THE DATE....ADDITIONAL INFORMATION TO FOLLOW

**REMINDER....THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND
IS ACCEPTING APPLICATIIONS FOR THE 2011 ESSAY CONTEST.**

For students attending a community college, 4-year institution or a technical / vocational program, Age 23 and Younger, who are children or grandchildren of Teamster Members. FOR AN APPLICATION VISIT WWW.TEAMSTER.ORG



TEAMSTERS LOCAL 295
33 WEST HAWTHORNE AVENUE
VALLEY STREAM, NY 11580

**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 \$.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 Number: _____

Last Day of Work: _____

Name of Employer: _____

Reason for Leaving: _____

(Quit, Laid Off, Terminated, etc.)

Signature: _____

Date: _____

VICTORY THROUGH UNITY