

Serving Our Country

Since 9/11, some members of Local 295 have been called to active duty. They are serving our country in every branch of the military.

"We must never lose sight of the valor and sacrifice of those who volunteer to serve this great nation. These Teamsters are living proof of what is best about America and best about the Teamsters," said Local 295 President Lou Calemine.

- C. Adamko
- Julio Anastacio
- Leonard Brewé
- Kevin Garcia
- Robert Greszczak
- Eugene Leader
- Shaq Richardson
- Louis Smith

Building 263 Contract Fight Heats Up

Over 2,400 members from Local 295 and 851 signed a petition to honor and support the men and women who work at DHL Building 263 in their struggles to obtain a joint 295/851 Teamster contract.

"We are committed to achieving this goal in December," said Local 295 President Lou Calemine. "Our members are ready to fight because they believe their brothers and sisters deserve the job protections, wages and benefits that are standard in a Teamster contract. We are in a much stronger position today than we were two months ago to reach the goals we have set for these negotiations."

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Vincent
"Starlight"
Lyles

On September 5, 2004, Local 295 member Vincent Lyles, age 39 of Stratford, CT, passed away after a valiant fight with leukemia.

Vinny courageously fought off the disease for over a year.

"Vinny was an outstanding person. His nickname was 'Starlight,' and anyone who knew Vinny understands its meaning," said Local 295 Vice President Pat Scheer, who served as the business agent at the Norwalk, Connecticut (CTT) barn where Vinny worked.

Vinny left behind a loving wife, Dawanda, and two children, Brianna and Vincent, Jr.

But the heroism in this story doesn't stop with Vinny. The Local 295 members from the CTT station went above and beyond to help Vinny's family. They held

several fundraisers and collected money each week to help pay for his COBRA medical coverage when he could no longer work. Shop stewards at other stations chipped in as well, taking up collections in their stations.

"The members at Vinny's shop and throughout our Local really stepped up and showed the true Teamsters' spirit. It's not called the International Brotherhood of Teamsters for nothing. We are a family and are always ready and willing to lend a hand when needed," said Local 295 President Lou Calemine. "While nothing eases the passing of Vinny, the response of his co-workers makes me proud to be a member of 295."

The Executive Board would like to thank all those involved and with a special salute to the following members who put this support together: Cornell McNiel, George Meeker, Ron Guillaume, Frank Kotsay, Tom Pote and Dennis Barron.



Cornell McNiel, George Meeker, Ron Guillaume, Frank Kotsay, Tom Pote and Dennis Barron



Winter Storm Warning

The winter holiday season is upon us. This time of year, our members become an army of Santa Clauses, delivering important presents to families throughout the area.

The holiday season also means an increased risk of injury on the job. With the increase in packages and the winter weather to worry about, we all need to be extra careful. There are so many ways we can get injured – lifting and lowering heavy packages, getting in and out of our trucks, dangerous driving conditions and slipping or falling on wet or icy surfaces.

We've all heard the warnings a thousand times before. But there's a reason we keep repeating them.

The busy winter season also means increased stress at work and pressure from supervisors. We recently sent out a letter to our DHL drivers about supervisors pressuring drivers to work off the clock, cut corners on procedure and make as many stops as possible – even if it means working unsafely or falsifying records.

Supervisors can put a lot of pressure on drivers. They have the power to hand

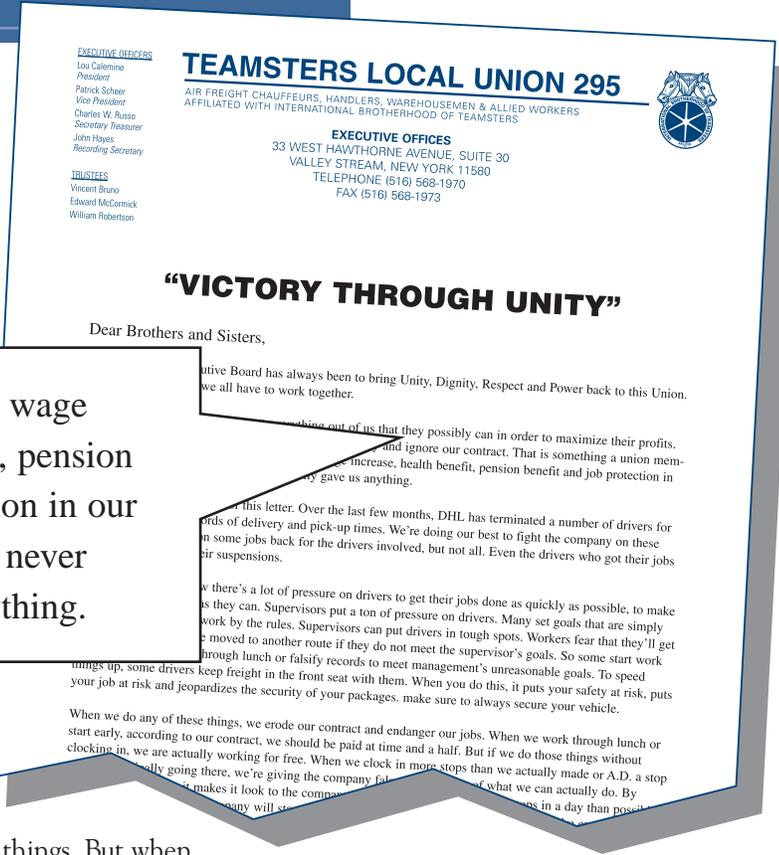
We've fought for every wage increase, health benefit, pension benefit and job protection in our contract. The company never voluntarily gave us anything.

out disciplinary letters and to re-route drivers, among other things. But when they ask us to work outside of our contract, we are eroding the very gains we've fought for years to have and we are endangering ourselves and our jobs.

We've fought for every wage increase, health benefit, pension benefit and job protection in our contract. The company never voluntarily gave us anything. Let's not give these things back to the company.

If we perform our jobs the right way, the way set forth in our contract, that's all the company can ask for. Follow procedures, do our jobs and work hard. That's it.

But there's another side to this story. If a supervisor gives you a hard time about anything, remember not to engage him or her. Don't get into an argument or a fight. When a supervisor tells you to do something, unless it's dangerous or illegal, you need to do it. If the task goes against the contract, report the situation to your shop steward.



TEAMSTERS LOCAL UNION 295

AIR FREIGHT CHAUFFEURS, HANDLERS, WAREHOUSEMEN & ALLIED WORKERS
AFFILIATED WITH INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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TRUSTEES
Vincent Bruno
Edward McCormick
William Robertson

"VICTORY THROUGH UNITY"

Dear Brothers and Sisters,

Executive Board has always been to bring Unity, Dignity, Respect and Power back to this Union. We all have to work together.

...ing out of us that they possibly can in order to maximize their profits, and ignore our contract. That is something a union member should never do. Increase, health benefit, pension benefit and job protection in our contract. The company never voluntarily gave us anything.

In this letter. Over the last few months, DHL has terminated a number of drivers for late arrivals and missed pick-up times. We're doing our best to fight the company on these issues. Some jobs back for the drivers involved, but not all. Even the drivers who got their jobs back.

There's a lot of pressure on drivers to get their jobs done as quickly as possible, to make sure they can. Supervisors put a ton of pressure on drivers. Many set goals that are simply unrealistic. Supervisors can put drivers in tough spots. Workers fear that they'll get moved to another route if they do not meet the supervisor's goals. So some start work off the clock, or falsify records to meet management's unreasonable goals. To speed up the process, some drivers keep freight in the front seat with them. When you do this, it puts your safety at risk, puts your job at risk and jeopardizes the security of your packages. make sure to always secure your vehicle.

When we do any of these things, we erode our contract and endanger our jobs. When we work through lunch or start early, according to our contract, we should be paid at time and a half. But if we do those things without getting paid, we are actually working for free. When we clock in more stops than we actually made or A.D. a stop that we didn't make, it makes it look like the company is doing more work than we actually do. By doing these things, the company will stop paying us for the extra work we do in a day than position.

We'll pursue it from there, filing grievances where necessary and appropriate. The stewards, business agents and officers are here to take up these fights. When members get into fights with supervisors, even if the members are right, it only makes winning the grievance harder. A fight can result in a termination for insubordination.

In conclusion, there are two stories in this newsletter that we should all reflect on and be proud of during this holiday season. They show our members personifying the best of the labor movement. The members at CTT donated their own time and money to help an ailing brother and his family. We also have a number of members serving in the armed forces. These two groups of members, like so many others, are setting an example for all of us. During this holiday season, it's important to remember that there's more to life than the daily grind.

I want to wish all of our members and their families a happy holiday season and offer the Executive Board's best wishes for a healthy and prosperous new year.

Teamsters Local Union 295

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

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John Hayes *Recording Secretary*
Bill Robertson *Trustee*
Eddie McCormick *Trustee*
Vinny Bruno *Trustee*

Teamster Murdered for Organizing Port Workers

Jose Gilberto Soto, 1954 - 2004

During a trip home to El Salvador to visit family and to meet with Central American trade union leaders, Teamster Representative Jose Gilberto Soto was murdered. It is believed that he was assassinated for getting involved in union matters. U.S. labor officials are pressing for an investigation of Soto's tragic death. American labor unions have promised a \$75,000 reward to anyone who provides information leading to the conviction of Mr. Soto's killers.

IBT General President James Hoffa said, "The Soto murder shows why it is important for the U.S. trade union movement to remain forever vigilant in developing our campaigns for labor and human rights around the world and for insuring the respect for worker rights in our trade agreements."

Soto was born in El Salvador and came to the U.S. in 1975. In New Jersey, he worked as a trash collector, waiter,

cook, factory worker, general maintenance worker and landscaper, before finally becoming a Teamster. He quickly worked his way up the ranks, becoming the president of Local 11, the first Latino president of a Teamsters' Local in New Jersey. At the same time, Gilberto attended college, obtaining a Bachelor's degree in Political Science.

In recent years, he worked for the International Brotherhood of Teamsters, organizing port drivers, the most exploited truck drivers in the U.S., throughout the Northeast.

On October 30, 2004, he traveled to his homeland of El Salvador to see his mother, celebrate his 50th birthday and to meet with Central American trade union leaders and port drivers to better understand working conditions for port drivers there and to create a solidarity network between Teamsters and their Central American counterparts. On November 5,



the night before his birthday, Soto was

assassinated by three gunmen outside of his mother's house.

"Over the years, several of us on the 295 Executive Board had the privilege of working with Soto. If there was a rally or demonstration in the area, he was always there. Soto was an outstanding Teamster who got murdered for doing something we all take for granted here. It's not easy being a union member in the U.S., but imagine what it's like in El Salvador," said Local 295 President Lou Calemine.

Soto is survived by his wife Alva "Maritza," his children, Blanca, Rosalva, and Edson, and his mother Blanca Rivas. Donations may be made to: Gilberto Soto Memorial Fund, Wachovia Bank, 358 Market Street, Saddle Brook, NJ 07662, Account # 1010110478249.

DHL News Roundup

Organizing DHL One Shop At A Time

In the last few months, the Teamsters Union has secured the following organizing victories at DHL shops across the country:

Victories at DHL Express

- 176 ramp workers in South El Monte, California
- 9 drivers in Detroit, Michigan
- 200 drivers in North Miami, Florida

Victories at DHL subcontractors

- Centralia, Washington (25 drivers)
- Virginia Beach, Virginia (139 workers at 5 different sub-contractors)
- San Diego, California (140 drivers)
- Easton, Maryland and Bridgeville, Delaware (40 workers)
- Worthington, Pennsylvania (26 drivers)
- Portland, Oregon (34 drivers)
- Huntington, West Virginia (24 drivers)
- Corpus Christi, Texas (22 drivers)
- Depew, New York (42 drivers)
- Frederick, Maryland (30 drivers)

Ask President Hoffa

Do you have a question for Teamsters General

President Jim Hoffa about our union? Go to

www.teamster.org/hoffa/AskHoffa/conversations.htm

to submit your question. Each week, President Hoffa will select a different question to answer.



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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:

- January 25, 2005
- February 22, 2005
- March 29, 2005

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

- April 3, 2005 — The Inn at Ethan Allen (21 Lake Avenue, Danbury, CT)
- April 10, 2005 — Hilton Hotel (2117 Route 4, East Fort Lee, NJ)
- May 1, 2005 — 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.