



John Hayes

1947 - 2005

295 Suffers a Great Loss, But John's Spirit Lives On

Local 295's Recording Secretary, John Hayes, passed away on May 6, 2005. He was 58 years old.

Hayes was a member of the union for almost 32 years. He spent almost all of that time in the field, first working at Sal's Airline Service, then at Zipay, before joining Airborne Express. He served the union as a shop steward for 12 years. As a member of the Change Slate, Hayes was elected Recording Secretary in the spring of 2003.

"John was the ultimate union member. He was never in it for the glory. He always fought for what he thought was right and fair," said Local 295 President Lou Calemine. "John said what had to be said and earned the respect of everyone he dealt with. He did things on his own terms and never had time for B.S. I thank God for having the chance to know and work with him for the time he was here."

Ignacio "Iggy" Garcia, a Local 295 member, met Hayes on his first day on the job 15 years ago. "He was my shop steward. He trained me and taught me everything I know. John was the union. He was everything that the union stands for."

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An Open Letter to the Membership of Local 295,

I will always remember John for his wisdom, honesty and devotion to serving the best interests of the membership.

John was a team player. He always thought of the greater good first. His integrity inspired all of us to achieve our goals and objectives and, in his memory, we will continue to do so.

John was a proud man, strong and silent when it came to himself but, when it came to representing members, he was still strong, but definitely not silent. His wisdom, honesty and devotion were recognized and respected by all who met him – whether in labor, management or rank and file.

John was the ultimate realist. He knew what made sense in serving the best interests of the membership and he never let nonsense rule the day. This was also applied to his everyday life.

All this meant that when he spoke, everyone more than listened. We took his words to heart. That is why John and his words will always be in our hearts and his voice will never be silent.

We should all join in the mourning of John's passing and send our prayers and deepest sympathy to his family and loved ones.

I am asking you and all who knew John to be proud of his friendship and all that he stood for.

Fraternally yours,

Lou Calemine
President, Local 295



It's Good To Be A Teamster

It turns my stomach when I open a newspaper or watch the news. All I see is bad news. Layoffs by the thousands. Companies going under. Workers losing their pensions. Health care costs making insurance unaffordable.

Luckily, I don't need to remind myself that I'm a Teamster. As members of America's strongest, most democratic union, we have it pretty darn good.

Here at 295, we have a comprehensive health insurance plan that minimizes our out-of-pocket costs and maximizes our coverage and convenience. We have negotiated contracts that call for the employers to pay 100% of our monthly health insurance premiums. And we're always working to improve the plan while keeping costs as low as possible.

Same thing with our pensions. Our employers make weekly contributions on behalf of each and every member. We have a **defined benefit** pension plan. That means that you can calculate exactly how much your monthly pension payments will be. It's based on your years of service and age at time of retirement.

Most Americans don't even have a pension at all. For those who do, they generally have some sort of 401(k) plan. These **defined contribution** plans offer almost no security. That's because the

workers invest their monthly payments (usually some sort of matching contribution with the employer) in the stock market. When you're in one of these plans, all of the risk is placed on the individual. Your monthly retirement checks depend on how your investments panned out. And we've all seen how unstable the stock market is. Moreover, 401(k) plans are not supposed to replace traditional pensions, but to supplement them.

We may not have everything we want — there are always ways to improve our contracts, our working conditions and our benefits — but when you look at how non-union folks are doing, it really puts things in perspective.

Even union members are envious of the Teamsters. Last year, over 130,000 union members decided to become Teamsters. Three International Unions merged into the Teamsters Union. Their members voted to improve their lives by becoming Teamsters, and, in doing so, they helped all Teamsters by making the union bigger and stronger.

As union members, we have lots of enemies. Employers all over hate to share their power with us. They hate to pay us what we deserve and to treat us with respect. When we stand together, we have the power. When we are not united, we don't have a prayer.

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Our Teamster family lost a brother recently who understood what being a union member is all about. John Hayes fought every day of his life for his brothers and sisters. And he never asked what was in it for himself. Working side by side with John inspired me to be more like him. To honor his memory, I hope all of our members will be more like John. I couldn't think of a better way to honor him.

In closing, I'd like to offer two summer thoughts. With all the kids off from school, remember to drive extra carefully over the summer. Finally, I'd like to wish all of our members and their families safe and happy vacations.

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.

Teamsters Local Union 295

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

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Executive Board
Lou Calemine *President*
Charlie Russo *Sec.-Treasurer*
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Vinny Bruno *Recording Secretary*
Bill Robertson *Trustee*
Eddie McCormick *Trustee*
Ignacio Garcia *Trustee*

Non-union DHL employees across the country are quickly wising up. They see what we have, and they want to be Teamsters too!

Freeland, Michigan: On May 6, workers at L&B Cartage, a DHL independent cartage contractor, voted 38-4 to join Local 486 in Saginaw, Michigan. The 48 workers in the bargaining unit voted for fair pay and improved benefits.

Dubuque & Cedar Rapids, Iowa: Workers at a DHL independent cartage contractor, at two locations in Iowa voted by a 2-1 margin on May 17 to join Locals 421 and 238. The workers were concerned about receiving fair wages, better benefits and improved working conditions. The two unions pooled their resources and information, teaming up for the organizing victory.

Bloomington, Illinois: On May 10, drivers at My Type Inc., a DHL independent cartage contractor, voted to join Local 26 by a 3-1 margin. The new Teamsters said they wanted a living wage and job security. The company tentatively agreed to conduct joint negotiations covering all of its locations with IBT Locals 26, 279, 371 and 627.

Kansas City, Missouri: On May 3, workers at Great Plains Transportation, a DHL independent cartage contractor, voted to join Local 41 by nearly an 8-1 margin. There were 28 eligible voters. Workers are concerned about low wages, long hours, unaffordable health insurance and unsafe equipment.

Miami, Florida: DHL workers at three Miami locations joined Local 769 on April 22. The union ran a coordinated organizing campaign for the 66 drivers. The victories occurred at three separate locations — which all have the same owner.

Washington, DC: Workers at three DHL contractors joined Local 639. The 66 drivers, employed in Northern Virginia, joined the Teamsters for job security, fair wages and improved benefits, as well as respect on the job.

Teamsters Union Grows, Gets Stronger

In 2004, the Teamsters Union added over 130,000 members through mergers with the Graphic Communications International Union, the Brotherhood of Locomotive Engineers and Trainmen, and the Brotherhood of Maintenance of Way Employees.

"This was an historic year for the Teamsters. These mergers strengthen all the unions involved and allow us to better provide workers with real power on the job and in the political arena," said Jim Hoffa, Teamsters General President.

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Garcia added that he and many other members of the union are still around because of Hayes. "He saved so many of our jobs over the years. He was amazing. I am thankful for him and for what he's done for all of us."

Bill Robertson, a Local 295 Trustee, said that John Hayes had a "unique ability to see things for exactly what they were. He could read people immediately. And he was always straightforward with everyone.

What you saw was what you got with John."

The Executive Board has appointed Local 295 Trustee Vinny Bruno to serve as the Local's Recording Secretary. The Board also appointed Garcia, who was the shop steward at the 39th Street barn, as Trustee. He will also serve as a business agent.

In his new role, Garcia is following in Hayes' footsteps, but "I can't fill his shoes. I only wish I can

do half the job that he did. Then I'll be alright," said Garcia. "He taught me patience, he always kept his word, and he treated people with respect. That's how John earned the respect of everyone in the barn and everyone he met. I followed his lessons as a shop steward and I will follow them now as a trustee."

John is survived by his wife, Rosemarie, and three children, John, Jr., Julie and James, and four grandchildren.



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Meeting Reminder

General membership and regional meetings are **suspended** for the summer and will resume in September.

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.



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 _____

295 Welcomes New Trustee

Iggy Garcia



The Executive Board of Local 295 has appointed Ignacio "Iggy" Garcia to serve as a Trustee. He will also serve as a business agent. The position opened up when Vinny Bruno was appointed to replace John Hayes as Recording Secretary. Iggy has been a member of 295 for 15 years. Most recently, he was a shop steward at the 39th Street barn. "Iggy is a real team player. We are lucky to have him," said Local 295 President Lou Calemine. "He's been a steward at one of DHL's largest, busiest facilities in the area. Through his hard work, honesty and dedication, he has instilled union pride in the members at the 39th Street barn. Now, he'll have a chance to do that for the whole union."

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.