

804 NEWS



www.TeamstersLocal804.org

FALL 2025



DEFENDING OUR CONTRACT & OUR JOBS



Amazon Teamsters Fight Back
Page 3



Peak Season Survival Guide
Pages 6-7



Summer Activities
Pages 10-11



Maspeth members come together in a parking lot meeting.

3 Amazon Teamsters Fight Back

Amazon continues its assault on good union jobs—Teamsters continue to fight back.

4 Stopping UPS' Roadie Rip-Off

UPS is violating the contract by giving away work to its nonunion company, Roadie.

6 Peak Season Survival Guide

Its getting to be that time of year again—Peak Season. Use our Peak Season Survival Guide and protect yourself.

8 Rights & Responsibilities

Through the union, we've won rights to help us. But members have responsibilities too.

Steward Spotlight.....2

The Importance of Lunch Breaks.....9

Summer Fun.....10

Retirees & Retirement Planning Seminars.....12

Convention Delegate Election Plan Notice.....13



Local 804 Feeder Drivers come together at their Summer BBQ.

TEAMSTERS LOCAL 804

44 South Bayles Ave.
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www.TeamstersLocal804.org

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Message from Your President

DEFENDING OUR CONTRACT, DEFENDING OUR JOBS

Local 804 members are proud of the successful company we've built. It's a disgrace what CEO Carol Tomé is doing to it.

We will continue to enforce our contract and defend good union jobs at UPS and in our country.

Peak Season

Peak season is here again. This is the most important time of the year to do the job right.

Don't cut corners. It will only set you up for discipline.

The same managers who are asking for favors now and looking the other way will come after you in January when volume drops.

UPS sets the same trap every year. Don't step in it.

Follow the steps in our Peak Season Survival Guide and protect yourself.

Contract Enforcement

Local 804 is standing up to the company and enforcing our contract. We have over 4,000 docketed grievances, the most in the country.

UPS management can stonewall and delay. We will continue to fight back and win. Do not let management's stonewalling discourage you from filing a grievance—and

never let anyone tell you that filing a grievance puts a target on your back.

Filing a grievance is protected concerted activity. Local 804 is your shield. Do your job the way it's supposed to be done. When the company violates the contract, make them pay by filing a grievance.

Protect Teamster Jobs

Local 804 is taking UPS to national arbitration to protect our work.

UPS is using Roadie to have gig workers deliver our packages in their personal vehicles.

It's a scam to get out of paying Teamster wages and benefits and to destroy union jobs—and it is a major violation of our contract.

Local 804 Director of Union Operations Josh Pomeranz is leading the charge against Roadie.

Read his article to learn about this threat and to find out how you can help end it.

Taking on Amazon

Amazon continues its assault on good union jobs and Teamsters continue to fight back.

Local 804 joined Amazon Teamsters and allies for a rally at City Hall in support of the Delivery Driver Protection Act.



If passed, the legislation would require Amazon to directly employ its drivers and end Amazon's scam of using subcontractors.

The legislation was introduced after Amazon illegally fired over 100 unionized drivers at the DBK4 facility in Maspeth, Queens earlier this month.

Stronger Together

Unions and the working class are under attack from all sides. Our members are standing up. I have never been prouder to be part of Local 804.

One union. One goal!

A handwritten signature in black ink, appearing to be 'VP' or similar initials.

Vincent Perrone
Local 804 President



Helping Members Stay United

“As stewards, our first responsibility is to help members know their rights. I always instruct members, especially new ones, to follow the methods.

“Do what you need to do and follow the procedures. This way, members will work safely and make it harder for management to trip them up.

“We wear different hats as stewards—sometimes we are called on to be brothers or sisters, therapists, teachers. It’s challenging. But I do it because I want to help others



stand up to bullying and mistreatment from UPS.

“It’s more important than ever for us to stay united as members. With all the changes UPS is going through and what’s happening in the country, we need to stick together and not let ourselves be divided by petty differences.”

Keston Roberts

22.3, Foster Avenue

Stewards are Getting Members Involved

“Stewards are the eyes and ears of the union. But we can’t be everywhere all the time, and we have our own jobs to do too.

“We need members to get involved and ‘think union’ to hold management accountable. Attend union meetings and events. Talk to coworkers about issues that come up. Learn the contract and file grievances.

“Stewards can try to get members involved by bringing the union to them. We walk the building to check in on members and make sure procedures are being followed safely. We hold parking lot meetings to inform members.

“No member should ever answer questions from management unless a steward is present. We work to help and encourage members to talk with their steward and never face management alone. Let’s stick together.”



Mike Gelman

Pre-Load, Melville

Amazon Teamsters Fight Illegal Firings

Local 804 Amazon Teamsters and allies rallied at Amazon's DBK4 facility in Queens following the company's sudden and illegal firing of over one hundred of its unionized drivers.

Amazon is trying to dodge responsibility for its drivers through its sham “Delivery Service Partner” (DSP) program. Drivers wear Amazon uniforms, deliver Amazon packages, and drive Amazon trucks, but the company claims to not employ them. Last year, the National Labor Relations Board ruled that Amazon is a joint employer for its DSP drivers and has a legal obligation to recognize and bargain with them when they join the Teamsters.

“Amazon would be nothing without its workers. We’re the ones who power their profits. We’re the ones who put our health and safety



Latrice Johnson rallies the crowd against Amazon's illegal firings.

on the line every single day. We’re the ones who made them a \$2 trillion corporation,” said Latrice Shadae Johnson, a driver at Amazon DBK4 and member of Teamsters Local 804. “If Amazon thinks we’re going to take this lying down, they have another thing coming. Our solidarity is only growing stronger. And know this: Amazon Teamsters will come out on top.”



Teamsters Support Delivery Protection Act

Local 804 joined Amazon Teamsters and allies for a rally at City Hall in support of the Delivery Driver Protection Act. If passed, the legislation would ban Amazon's exploitative Delivery Service Provider (DSP) model by prohibiting third-party subcontractors and requiring facilities to directly employ its workers.

The groundbreaking bill was introduced by Councilmember Tiffany Cabán (D-22nd District).

The legislation comes after Amazon illegally fired over 100 unionized drivers at the DBK4 facility in Maspeth, Queens earlier this month.

Speakers at today's rally included members of the New York City Coun-



cil, rank-and-file Amazon workers, and Tom Gesualdi, President of Joint Council 16.

“I wear an Amazon uniform, drive an Amazon truck, and deliver Amazon packages. But Amazon wants to profit off my labor without having the re-

sponsibilities any other employer has,” said Lamont Hopewell, an Amazon driver at the DBK4 warehouse. “The Delivery Protection Act will stop Amazon’s abusive business practices and make our communities safer. The New York City Council needs to pass this important legislation.”

What Every UPS Teamster Should Know about Roadie



UPS is violating the contract and the law by giving away pick-up and delivery work to their nonunion company Roadie.

Local 804 is taking UPS to national arbitration over the illegal subcontracting of our work.

Here's what UPS Teamsters need to know and how you can help.

The Roadie Racket

In 2021, UPS acquired a company called Roadie. Roadie uses independent drivers—"gig workers"—who drive their own vehicles to pick up and deliver packages.

UPS uses the trick to try to classify these workers as independent contractors so they can avoid paying overtime and violate basic safety laws. It's all a scam to avoid paying Teamster wages and good Teamster jobs.

Roadie will be in 30 cities and metro areas by the end of the year. Everywhere they go they are taking packages that should be on UPS trucks driven by UPS Teamsters.

Roadie isn't the only shell game that UPS plays to avoid union labor.

Happy Returns is a company that uses gig workers to handle returns that would have gone through UPS counters and clerks.

UPS Mail Innovations works with the postal service to trim down last mile deliveries that go on Teamster package trucks.

UPS has purchased Marken and other healthcare logistics companies to expand their nonunion "Supply Chain Solutions" business.

UPS CEO Carol Tomé is not hiding her plan for UPS: squeeze money out of the company by growing the nonunion segment, paying poverty wages, and avoiding safety laws.

How UPS Teamsters Can Help the Roadie Arbitration

To win our arbitration case, we need to be armed with as much evidence as possible. You can help gathering evidence of the company's violations.

If you see a Roadie package in a UPS trailer or being stored in a warehouse, take action.

Send any information you have to Josh Pomeranz. Photos, documents, tracking information. Anything that documents a Roadie package is in the UPS network.

Contact the union by emailing j.pomeranz@teamsterslocal804.org, or calling the Local 804 office at (718) 786-5700.

Using Bargaining to Unionize

Winning the Roadie arbitration will stop Roadie subcontracting and bring work back to Teamster trucks. But that's not enough.

We need to bring workers at UPS's nonunion subsidiaries into the union. It's called bargaining to organize and it will be a big part of our union's strategy to defend Teamster jobs in our next contract negotiations in 2028.

When a group of UPS admins and specialists joined the Teamsters in 2024, they bargained a card-check neutrality agreement for their brothers and sisters across the country. More than 1,000 admins and specialists have joined the Teamsters since then.

Teamsters can beat back Carol Tomé's union-busting at the bargaining table in 2028 by fighting for card-check for workers at UPS's nonunion subsidiaries.

Strike Threats Make UPS Deliver in the Central Region

Most union contracts, including the Local 804 Supplement, prohibit strikes during the contract.

But the Teamsters used the threat of coordinated strike action to win grievance settlements for UPS Teamsters in the Central Region and a first contract for nonunion UPS workers in Chicago.

How did it happen?

The UPS Central Region Supplement allows the union to strike over deadlocked grievances.

When UPS deadlocked a series of grievances, the International Union issued 72-hour strike notices in Denver, Toledo, and Louisville.

Members from the affected locals flew to California,

Pennsylvania, and other states to prepare to extend picket lines at key chokepoints in the UPS network like the air hub in Ontario, Calif.

At the same time, Chicago Local 705 issued a 72-hour strike notice to demand a first contract for UPS admins and specialists and prepared to extend picket lines of their own.

Teamster General President Sean O'Brien coordinated the strategy and negotiated with top UPS management.

Within hours, UPS settled the previously deadlocked grievances on safety, seniority, and subcontracting in the union's favor and admins and specialists in Local 705 had a contract that immediately put them at top rate.



Strike threats delivered grievance wins for UPS Teamsters.



Maspeth members cook-out in the parking lot to build unity.

PEAK SEASON SURVIVAL GUIDE

It's getting to be that time of year. Peak season. Use the Peak Season Survival Guide to protect yourself.

Follow these tips to protect yourself—no matter what Peak Season throws at us.

Don't Cut Corners

When peak season volume spikes and discipline drops, it may feel like management is looking the other way.

Don't be fooled and don't cut corners.

Management will still use driver observations and dishonesty to discipline members.

Don't falsify records. Sheet all your packages honestly and accurately. Report any and all accidents or unusual conditions on the road.

Management will try and use phone conversations to get you to falsify records only to later to deny what they said.

Use the Diad for all company communications.

No Sixth Punch

Peak season also does NOT mean UPS can force you to work a 6th punch.

Protect Your Overtime

If you got off the 9.5 List before September 1, management cannot take away your work or divert to a seasonal.

Talk to your steward about filing a grievance if you believe management is diverting your work and denying you the overtime you signed up for.

Stop Sups Working

UPS is increasingly trying to send us home after 8 hours and give our work to lower-paid seasonals.

Management will also put more sups to work to avoid paying Teamsters what we're owed.

You may not want the overtime, but another Teamster does.

File sups working grievances to protect Teamster work and overtime pay.

We can bring home hundreds of thousands of dollars to hard-working Teamsters if we hold the company to the contract.

Welcome Seasonal Workers

Introduce yourself to seasonal workers, and talk up the union. Seasonal workers are working for UPS just like us. Many want to work at UPS long term.

This peak season will be the first impression of the union for many future Teamster brothers and sisters. Make sure they get a good one.

Part-Timers: Get That Peak Season Money

Part-timers, take advantage of peak season to make UPS show you the money from double-shifting to seasonal work opportunities.

Our contract requires UPS to give you the opportunity to work as an SSD, driver helper, or seasonal driver before hiring off the street.

Talk to your shop steward or BA if you have a question or if management violates your rights.

Inside Workers—Protect Your Safety and Job Security

Piles of packages blocking egress. Overflowing belts. Spills and hazards.

Carol Tomé is making our hubs overcrowded and dangerous.

We can protect ourselves and win more jobs by enforcing Article 18 contract protections on Health & Safety.

Here's how:

Stop the belt if you believe it is unsafely overcrowded or operating too fast.

Over 70s—No employee can be forced to handle an over-70lb package

alone. Pause and ask for help. File a grievance if a sup harasses you for asking for help.

Egress Violations—If aisles, and especially building exits, are blocked with packages or equipment, talk with your steward to file a grievance and an OSHA complaint.

Spills and Hazardous Material—Don't handle any damaged package that may contain hazardous material or work in an area with spills. Get a trained hazmat responder.



Dangerous conditions in overloaded hubs.

Follow the Methods

Work safe and smart during Peak Season.

UPS management is adding more stops to routes and pushing package car drivers to work faster. With new technology, management can monitor drivers more than ever. Every day is a potential electronic OJS.

Following UPS's methods is the best way to protect yourself, especially during peak.

Why We Run, & Why We Shouldn't

There are plenty of reasons why some package car drivers take shortcuts. Getting in early to see their family. Keeping customers happy. Avoiding hassles with management.

But running can get you into trouble:

Management will always come back for more. They'll add stops to your route and expect you to work faster and faster.

If you have an injury, you won't be able to keep up your old pace. But management will still expect the same production from you.

If you don't follow the methods, management can discipline you for not working as instructed.

Work Safe, Work Smart

UPS management contradict themselves on an hourly basis—"Go faster". "Be safe."

But it's not our job to meet their numbers. Our only responsibility is to provide a fair day's work and a reasonable performance. Methods were honed over decades and should not be bypassed with shortcuts that often lead to accidents, injuries, and discipline for mistakes.

Take your breaks at the appropriate times. Obey the posted speed limits, including those in your own building. Do your stretches before your first stop and after all rest periods—and do them every day, not just on an OJS.

Follow the methods every day—whether or not management is breathing down your neck.

Strength in Numbers

Drivers are safer when more drivers are following the methods.

That starts when experienced Teamsters who know the methods take the time to share their knowledge with other drivers.

You can help by sharing this article and other tips with drivers in your building.



Be Prepared

"This peak season will likely be different from anything we've seen before.

"No one knows what volume will be and UPS has no plans to staff up. Management will be looking to cut corners, squeeze you, and screw you.

"Don't do management any favors. Follow the methods, document your day, and double-check your timecards."

Scott Damone
Local 804 Trustee

Rights & Responsibilities

As union members and UPS Teamsters, we enjoy rights—if we enforce them! But we have specific responsibilities too.

Your Rights

If you're being questioned by management, you have the right to union representation. Ask for your shop steward.

Under our contract with UPS, Teamsters have the right to union representation whenever management is conducting an investigation of any kind.

This includes investigations into accidents or questions in the office about production numbers of what happened on the route that day—even if there's no disciplinary action on the table.

If management is asking questions as part of an investigation, you have the right to a shop steward. Period. Until a shop steward is present, management cannot start the meeting or ask questions.

These rights are all spelled out in Article 4 of the contract.

But UPS management, including Loss Prevention, frequently violates the contract by questioning members on the side. They will try to trick or co-

erce you into waiving your rights without any shop steward present.

Your stewards work hard to represent you and protect you from unnecessary discipline or violations of the contract by management.

Use your right to union representation so we can work together to keep management from stepping over the line.

Your Responsibilities

We have many advantages and privileges as union members. With privileges come responsibilities. Every one of us has to do our part:

- Practice unionism and teach it to others.
- Cooperate with your shop stewards and union reps. Tell them the full story when there's a problem.
- Remain calm and honest during any investigation at work. Your behavior and responses can directly impact the outcome.

- Staying composed shows professionalism and prevents misunderstandings. Honesty helps protect your credibility.
- Make sure your shop steward is present throughout the process. Remember, they are there to protect your rights and advise you.
- When answering questions, stay on topic and keep your responses clear and direct—sometimes a simple “yes” or “no” is all that is needed.
- Avoid adding unnecessary information that could complicate the situation, and always rely on your shop steward's support if you feel unsure.
- Help when called upon. We cannot demand and expect cooperation from management unless we are united and all are willing to do our fair share.
- Judge your fellow worker by their actions, not their color, creed or religion.

We are stronger together. One union, one goal!

Stewards are Here to Help



“Whenever management asks you questions, a steward needs to be present. We have the same right to information they do and, by being present, we help prevent management from twisting our words for their benefit.

“Management will try to trigger you and get members to blow up or say things they shouldn't. Don't fall for it. Contact a steward or union rep. We'll help you cool down and get management off your back.”

Jose Romero

Package Driver, Foster Ave.

Take a Break—Don't Skip Your Lunch

When a member skips a lunch break, not only are they violating the contract—they are also hurting another member.

by Raul Molestina, Local 804 Business Agent

For every eight full-timers who skip their lunch, we lose one full-time job. Sixteen full-timers who think that just 30 mins is sufficient equals loss of another full-time job.

The fight for lunch breaks—and for reasonable work hours in general—has deep roots in the history of labor unions.

Before the modern labor movement, many workers were expected to work long days, often 10 to 16 hours, with little to no time for meals.

Labor unions and other reform movements began to push back against these conditions and demand shorter workdays, meal breaks, and safer environments.

By the late 1800s, unions like the American Federation of Labor (AFL) advocated not only for the 8-hour workday but also for proper rest periods, including meal breaks. Strikes and collective bargaining agreements often included demands for a “dinner hour” or mid-shift

break. These efforts tied into the broader labor movement's fight for dignity at work, recognizing that rest and nourishment were essential for health and productivity.

While U.S. federal law doesn't mandate meal breaks, union contracts often require a guaranteed unpaid hour—or at least a half-hour—for meals. This standard, a result of decades of collective action, is too often taken for granted and ignored by members.

Skipping lunch or taking a short lunch contributes to increased layoffs. Less drivers and combo helpers are needed because drivers are doing more work. This hurts our pension too. It's a domino effect.

Skipping lunch is a selfish act. Being union means acting in solidarity and acting together. Let's all take our lunch breaks between the 3rd and 5th hour to not violate the CBA and to protect our brothers and sisters who depend on working everyday.



Local 804 members who work as handymen and porters at **Trump Village** rallied in their fight for a strong contract.

UNION SUMMER FUN



SOFTBALL TOURNAMENT & BBQ

Congratulations to the **Melville Mafia** (winners two years in a row!) and thanks to all of the members and families who came out to this year's Summer BBQ.



LABOR DAY

Local 804 members, retirees, friends and family hit the streets on Sept. 6 to march alongside our union brothers and sisters.



UNION SUMMER FUN



25th Annual Golf Classic

Members and friends had a great day on the links and raised **more than \$20,000** for the Local 804 Doc Dougherty Scholarship Fund.

Thank you to all of the participants and sponsors for helping make this year's Golf Classic another success!

The Ladies of 804 building the Sisterhood at the 2025 Teamster Women's Conference in Toronto.



Retirees

Our retirees built the union we have today.

Local 804 thanks them for their years of service and wishes all of them happy and healthy retirements.

Godfrey Allwood
Allan Almeida
David Amador
Frank Balvin
John Barsuaskas
Robert Berrios
Paul Birkbeck
Stephen Boland
Steven Brock
Vincent Bruno
Ira Burnstein
Robert Burrough
Joseph Buteau
Frank Celona

Thomas Cinguina
Lloyd Cornelius
Michael Davis
Ralph Didonato
John Dumenko
Samuel Figueroa
John Finocchi
Robert Fwilo
Ronald Gordon
James Heathscott
Theodore Hlampeas
James Hubbard
Lovell Julie
Pete Kelleher

Paul Kory
James Latimore
Shurland Layne
Thomas Lendle
Dennis Little
Timmy Lopez
Benjamin Mack
Newton Matthias Sr.
George McAssey
Roger McCallum
Sonjah Medrano
Rafael Milian
Michael Moore
Malcolm Murray

Neil O'Brien
Manuel Paniccia
Clarence Pyke III
James Sekreta
Todd Shirlow
Roberto Soto
Orson Taitt
Neal Teney
Wilfredo Torres
John Ward
John Whalen

**Local 804 Members
You're Invited!**

Upcoming Seminars:
*Retire Ready with
Financial Independence*



SEMINARS ON LONG ISLAND

Saturday, October 25th
Saturday, November 8th
150 Motor Pkwy, Hauppauge Adelphi Office

SEMINARS IN QUEENS

Sunday, October 26th
Sunday, November 9th
49-18 Queens Blvd. Woodside

All Seminars are from 9:00 AM to 11:00 AM

RSVP & Contact Us:

RSVP to Local 804 Business Agent
Pete Depierro (718) 786-5700

Jim Werner, CFP®
jwerner@hallidayfinancial.com (516) 671-1099 x. 245

Joe Tedeschi CRPC®,
jtedeschi@hallidayfinancial.com (516) 671-1099 x. 240

TOPICS TO BE DISCUSSED:

- Local 804 member benefits: pension, annuity fund, retiree health insurance
- Coordinating retirement income sources (pension, social security, investment income)
- Budgeting and debt reduction strategies
- Legal and tax planning

MORE INFO



In November 1983, UPS made a big mistake. They didn't realize it at the time, but they would soon learn to regret hiring **Neil O'Brien**.

There have been very few 804 members in the last 45 years to have a greater influence on the success of our local than Neil. From his early days as a strongly opinionated package driver to his years as a shop steward, union trustee, highly regarded feeder driver, adviser, and endless source of knowledge, Neil has been a friend and mentor to so many of us.

He will be sorely missed by all of us in Local 804...though he won't be missed by management 😊.

We wish him a long, happy, and healthy retirement!

NOTICE OF LOCAL UNION ELECTION PLAN SUBMISSION FORM TO ALL MEMBERS OF TEAMSTERS LOCAL UNION NO. 804

The proposed Local Union Election Plan to nominate and elect delegates to the IBT Convention to be held in Las Vegas, Nevada, in June of 2026 was submitted to the Election Supervisor on: September 30, 2025

The Election Plan is available for review on-line under the "Delegate Elections" tab at www.ibtvote.org. The complete Election Plan, including attachments, is available for inspection at the Local Union office at:

44 SOUTH BAYLES AVENUE PORT WASHINGTON NY 11050

by any member of the Local Union, any candidate for International office, and by the International Union or any subordinate body. Upon request, each of the foregoing has the right to obtain a copy of the Plan from the Local Union at no cost. Inspection may be made during the usual hours of the Local Union office, which are:

9AM to 5PM

Any interested Union member or body has the right to submit written comments to the Election Supervisor, with a copy to the Local Union, concerning the Local Union Plan within fifteen (15) days of the submission of the plan to the Election Supervisor.

Hon. Timothy S. Hillman
Election Supervisor
1750 K Street, NW, Suite 200
Washington, DC 20006

electionsupervisor@ibtvote.org

Tel: 844-428-8683 (Toll-free)
Fax: 202-807-1074

Never Miss a Retiree Health Insurance Premium Again!!

We are happy to announce a new way to pay your monthly Local 804 Welfare Trust Fund Retiree payment. No lost payments in the mail or having your Health benefits suspended again. Simply set it and forget it.

What is this service?

Local 804 Federal Credit Union will pay your monthly Local 804 Welfare Trust Fund Retiree payment automatically for you each month from your Credit Union account.

How does it work?

On the 28th of each month the Credit Union will automat-

ically withdraw your monthly payment and submit it to the Welfare Trust Fund for the next month's payment (e.g. January 28th withdrawal for February 1st monthly payment).

How do I sign up for this service?

If you are an 804 IBT retiree or are getting ready to retire and want to sign up for Automatic Retiree Insurance payments simply call the Credit Union at 718-878-4624 and a Members Services Representative will be happy to answer your questions and sign you up.

In Memoriam

We honor the work and service of our fellow members who passed away. Rest in peace.

John Baimis
Luis Moreno



(718) 786-5700
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info@teamsterslocal804.org

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PEAK SEASON SURVIVAL GUIDE



It's getting to be that time of year. Peak season.
Use the **Peak Season Survival Guide** inside to protect yourself.