

# 804 NEWS



[www.TeamstersLocal804.org](http://www.TeamstersLocal804.org)

SUMMER 2026



## FIGHTING BACK TOGETHER



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# TEAMSTERS LOCAL 804 AUGUST 30TH! COOKOUT + SOFTBALL TOURNAMENT

**Cunningham Park** Register today by calling the 804 Hall and speaking with Lou Barbone

## 4 How to Stay Safe in Dangerous Heat

How to enforce protections we have in our contract to stay safe in the heat.

## 8 Carol Tomé's Wrecking Ball

What's going on and what does it mean for Teamsters?

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Learn how to deal with different types of supervisors so you don't get tripped up.

## 10 Organizing Amazon

Teamsters are stepping up to meet the biggest organizing challenge of the century.

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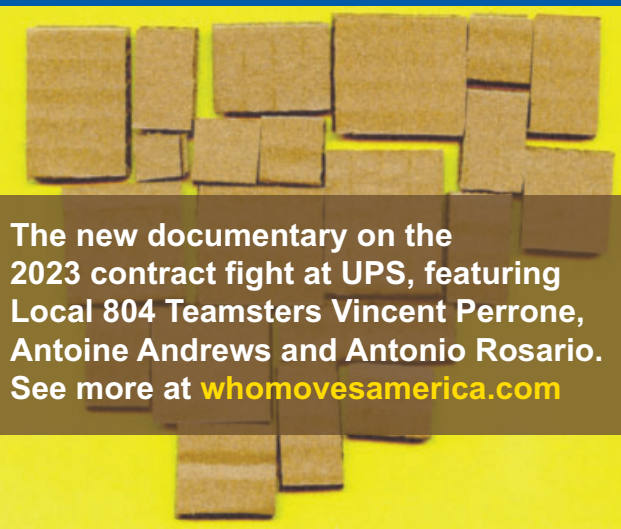
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## WHO MOVES AMERICA

A CENTRAL TIME Production • A Co-Production of ITVS and Funding Provided by the CORPORATION for PUBLIC BROADCASTING  
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The new documentary on the 2023 contract fight at UPS, featuring Local 804 Teamsters Vincent Perrone, Antoine Andrews and Antonio Rosario. See more at [whomovesamerica.com](http://whomovesamerica.com)

## Message from Your President

# TEAMSTERS ARE FIGHTING BACK

Local 804 is fighting on many fronts. I want to thank members and stewards for taking action together.

We joined striking Teamsters and a coalition of four unions on picket lines that shut down the Long Island Railroad (LIRR) in the first strike in over 30 years.

LIRR workers went four years without a raise. No more! Their strike won a 14% wage increase and a \$3,000 bonus.

### Strikes & Power

Teamsters have waged more than 350 strikes in the four years since we elected the O'Brien Zuckerman Teamsters United leadership team.

We pay the highest strike benefits in the labor movement, up to \$1,000 a week.

Under Hoffa, top Teamster leaders used the threat of a strike to intimidate members into accepting weak contracts.

Today, we're using the threat of a strike as a weapon to pressure employers to agree to fair contracts or face the consequences.

In June, the entire O'Brien-Zuckerman Teamsters United team was elected at the Teamsters Convention to serve a five-year term.

I'm honored to serve for another five years as an International Union Trustee

and the Eastern Region Package Division Director.

### Heat Safety

We face serious issues at UPS. Local 804 members are at the forefront of fighting back.

We won heat safety protections in our contract and it's up to us to enforce them. We're doing it.

Stewards, business agents and members have been holding parking lot meetings and passing out heat safety information and wallet cards.

You have a right under Article 18 of the contract to take a cool down break if you're overheating. You have a right to water and ice and to have access to a cool zone.

You have the right to contact emergency services if you are experiencing heat illness. Don't hesitate to do that if you feel unsafe or if management is interfering with your rights to take a cool down break.

Check out the articles in this issue of *804 News* about how to enforce these rights and talk to your shop steward and business agent.

### UPS and Amazon

UPS and Amazon are twin poster children of corporate greed. We continue to take on both of them and to fight for good union jobs in our industry.



Local 804 is leading the charge to pass the Delivery Protection Act which will stop subcontracting schemes used by Amazon, UPS and FedEx and require them to directly employ the all of the drivers who make deliveries. It will also increase worker safety and protections.

Thanks to members and Amazon workers who have joined rallies and worked to pass this groundbreaking legislation.

Carol Tomé is trying to tear down what generations of Teamsters have built at UPS. We will be here long after she is gone.

We are preparing now for the launch of our campaign to win a fair contract. The last fight was about reversing the givebacks of the past. This contract campaign will be about protecting good jobs for the future. I know you will do your part.

One union! One goal!

A handwritten signature in dark ink, appearing to read 'V. Perrone'.

**Vincent Perrone**  
**Local 804 President**



**The O'Brien-Zuckerman Teamsters United slate was elected at the union's 31st Teamsters Convention following a secret ballot vote of 1,572 delegates.**

**Local 804 President Vincent Perrone was re-elected as an International Trustee.**

Convention delegates from more than 330 local unions across the United States, Canada, and Puerto Rico cast ballots to nominate candidates for International Union office.

Under Teamsters election rules, candidates must receive 5% of the vote from the delegates for an election to go to a membership vote.

For the first time in Teamsters history, no opposition candidates received enough votes to get on the ballot. The entire O'Brien-Zuckerman Teamsters United leadership was re-elected.

"This victory belongs to rank-and-file Teamsters," General President O'Brien said. "When we were sworn into office four years ago, our leadership team committed to building a bigger, faster, stronger union, and that's exactly what we've done."

The convention highlighted renewed militancy and organizing in the Teamsters. Our union has organized 100,000 new members since March 2022. The Teamsters have led and won over 350 strikes in the last four years. That's the most in the labor movement and more strikes than in the previous decade under Hoffa.

Vincent Perrone addressed the Convention on fighting back at UPS. Antonio Rosario appeared on the Convention podium



**Local 804's elected delegates at the Teamster Convention**

with Amazon Teamsters who are organizing with Local 804.

"Over the next five years, we have a lot of work ahead of us," General President O'Brien said. "The Teamsters face big fights at UPS and Amazon, and we are prepared to tackle those head on with the militancy and organization that has defined our administration. We will keep growing and never stop working for the members."



**LIRR Solidarity**

Thanks to all the members who came out to the picket lines and helped our railroad brothers win a powerful strike. That's what solidarity looks like!

# STEWARD SPOTLIGHT



There are two main reasons why I wanted to step up to serve as shop steward. First, I can't stand to see management take advantage of members when we don't have the basic tools to stand up for ourselves. I want to help educate members so we can do the job right and keep management off our backs.

Second, I have a love for the game—I love learning, studying the contract, learning about the grievance procedure and worker rights, and how what we enjoy now has been fought for and evolved over time. We've got to emphasize the victories and rights we've won, not just point out flaws all the time.

The value of the union and our shop stewards first hit home for me when a manager had some strange beef with me and tried everything he could think of to get me fired. He didn't have any proof, and we were able to use the grievance procedure to stop the harassment.

Our priority as stewards is to use our union protections to help members make it through the day, first, but also hopefully make it to the end of the line in their career. We do a valuable, essential job and we deserve to be able to do it with pride and dignity, not in fear or under threats from the company.

I consider myself privileged to be mentored by stewards who took the time to advise and encourage

me. Now I try to pay it forward to other members.

My first piece of advice to newer members is to make it to meetings—whether parking lot meetings or the General Membership meetings. It's one thing to be told something, but the union really comes alive for members when they see it directly in person.

Also, we all need mentors. Find a veteran member who does the job well and doesn't have management riding them, and ask them questions. Take their advice. Our veteran brothers and sisters have been through it and have a lot of help to share.

**Nick Martinez—Yonkers**

me. Now I try to pay it forward to other members.

They taught me to always remember who we're doing this job for—our family. And if we remember that, we'll be less likely to let the company take what we've earned or throw away our future.



**Jose Romero—Foster**

The best advice I can give to members is "Don't get creative". If you're not sure how something is done, watch how the veteran guys handle themselves. Ask questions. Doing things the right way is doing things the union way.

Above all, work safely, and keep management's spotlight off of you.

**Bill Johnson—Maspeth**



As stewards, we need members to be able to trust us to hear their issues, defend the union and contract, and deal with management.

I serve as steward because I think my coworkers trust me and I take the time to build a relationship with members and be available to them.

## ENFORCE HEAT SAFETY RIGHTS

# ENFORCING YOUR CONTRACTUAL HEAT SAFETY PROTECTIONS



**When temperatures rise in the summer, heat safety is a serious issue whether you work as a driver or on the inside.**

We fought for, and won, stronger heat safety language in the national contract. Working together, we can protect ourselves and hold the company accountable.

### Know Your Rights

Article 18 gives UPS Teamsters important protections against heat stress.

Management must provide clean drinking water. They must maintain working ice machines or provide ice. Drivers and inside workers are entitled to water and ice.

The contract also requires cool zones where workers can recover if they are experiencing symptoms of heat illness.

The company is violating this language and putting members at risk.

In some buildings, management locks up the water and the drinking fountains don't work. Across our local, the fans in the building are filthy and blow dust everywhere.

Management turns off the air conditioning at 6pm and leaves twilight and

night shift workers with no cool zones.

The contract protects your right to take a cool-down break when you are experiencing symptoms of heat stress. That cool-down break is separate from your meal period and your contractual breaks. If you are overheated, you have the right to cool down and recover.

### Heat Stress Is a Safety Issue

Heat illness doesn't start with someone collapsing. The warning signs come first:

- Headaches
- Nausea
- Dizziness
- Fatigue
- Weakness
- Cramping

When you experience these symptoms, don't ignore them. Notify management that you are experiencing symptoms of heat illness and that you need to cool down.

Drivers should always communicate through the DIAD so there is a record.

Rest. Rehydrate. Recover. If your symptoms don't improve, seek medical

attention. No package is worth more than your health.

### Use UPS's Own Words to Protect Yourself

The contract says employees are allowed to follow the best practices contained in the company's own heat stress training.

The training says:

"On extremely hot days or during heat waves, maintain a slower pace and take frequent breaks."

"If you feel yourself becoming overheated, quickly alert your supervisor or manager—you may need an additional break to cool down."

"Any employee experiencing signs or symptoms of heat stress should move (or be moved) to a cool zone, or the shadiest spot available, and begin to cool the body down with a fan and cold water."

If management pressures you to ignore those safety practices, they are contradicting their own training and violating the contract.

# ENFORCE HEAT SAFETY RIGHTS

## Heat Breaks Are A Right

Management sometimes acts like taking a cool-down break is asking for special treatment.

It isn't. It's a contractual right.

If you are experiencing symptoms of heat illness, notify management and take the steps necessary to cool down.

If management tells you to clock out, work as instructed and document the violation.

If management sends harassing messages about your pace, save them.

The contract protects your right to prevent heat-related injury.

## Beat the Heat By Enforcing 9.5 Rights

A ten or eleven-hour day in extreme heat puts workers at greater risk of dehydration, exhaustion, and heat illness.

That's why enforcing 9.5 rights is also a heat safety issue.

When management overloads routes and forces excessive overtime during the hottest months of the year, they are increasing the danger.

Fighting excessive overtime is part of protecting ourselves and our coworkers.

## We Protect Each Other

UPS management wants workers isolated. They want every driver and warehouse worker thinking they're the only person taking a cool-down break or standing up for their rights.

That's how fear works to discourage contract enforcement.

The way to beat that fear is by acting together. Talk to your coworkers. Use group chats. Hold parking lot meetings. Hand out heat safety information. Check on coworkers during heat waves.

When one worker takes a cool-down break, it makes it easier for the next worker to do the same. When workers act together, management has a much harder time targeting anyone.

## The Contract Doesn't Enforce Itself

The heat safety language in Article 18 was won because UPS Teamsters organized and fought for it. Now it's up to us to make those rights real.

Know your rights. Document violations. Take cool-down breaks when you need them. Protect your coworkers.

And remember: UPS can replace a package. It can't replace you.



Local 804 is distributing heat safety toolkits as part of a campaign to inform members and enforce our contract.

# ENFORCE HEAT SAFETY RIGHTS

## HOW TO PROTECT YOURSELF

**When it comes to working in extreme heat, the company may pay lip service, but management does not care about you or your safety. It's up to us to protect ourselves and each other by enforcing our contract.**



Getting ready for the heat at Melville.

### How to Make UPS Do Something About Filthy Fans

Our contract campaign at UPS forced the company to install 18,000 new fans nationwide inside of buildings. Many of those fans are filthy and just spew dust and dirt around. By taking union action, we can make UPS address the problem. Here's how.

#### 1. Document the problem

Identify the dirty fans. Talk to your steward. Ask them or your business agent to take photos or a video to document the problem.

#### 2. Ask management to fix the problem

Talk to your steward and report the problem to management. Ask them to have the fans cleaned. Write down the date of the conversation and management's response.

#### 3. File a grievance

If management doesn't address the issue in a reasonable amount of time, file a grievance.

#### 4. Involve other members

If management still doesn't address the issue, we can take group action. Talk with your steward and other members. Collect signatures on a petition or group grievance. Deliver it to management and the safety committee as a group.

#### 5. Stay on it

UPS buildings are dusty and fans won't stay clean long. Stay on the issue. A grievance settlement should include that management will have all fans regularly cleaned and kept in clean and working order.

### How to Use Your Heat Safety Breaks at UPS

Our Teamster contract protects the right of every Local 804 member at UPS to take a break in a cool zone to rest and recover.

The company's own Recharge Training says: "On extremely hot days, slow down. Take more frequent breaks." Let's hold them to it! Actions speak louder than words.

Work safe and smart. Protect yourself by taking heat safety breaks when necessary. Follow these steps.

#### 1. Don't wait until you are in a dangerous situation.

During extreme heat, you may need to work at a slower pace than usual.

#### 2. If you're overheated, get to a cool zone.

If you work inside and management has not set up cool zones, talk to your steward and business agent and file a grievance.

#### 3. Take additional breaks when you need to.

Tell management you are taking a cool down break because you are overheated. Use this right, don't abuse it. If you're a driver, always communicate using the DIAD.

If you're instructed to clock out for your cool down break, tell management that you have the right under Article 18 to take a cool down break. But work as instructed. Document the violation.

Talk with your steward and file a grievance under Article 18, Section 27 (13).

#### 4. Rest and recover in a cool zone.

When you've recovered, tell management you are returning to work.

#### 5. If you are not getting better, call emergency services.

If you are not recovering after taking a cool down break, call emergency services and get help.

## AGAINST DANGEROUS HEAT

### Your Right to Water and Ice at UPS

Our Teamster contract requires UPS to provide water and ice for every Teamster, including part-timers and inside workers. Here are some steps to take to make management honor the contract.

#### 1. Identify the problems.

Is the ice machine broken? Does it always run out of ice before the day sort gets in? Are there not enough water fill stations? Report problems to your shop steward and business agent.

#### 2. Document the violations and establish a paper trail.

Put the issue on your building's safety log and follow up in writing with the safety committee.

#### 3. Ask management to fix the problem.

For a broken or dirty ice machine, or a drinking fountain that doesn't work, ask management to fix the equipment and tell them they need to supply the building with water and ice in the meantime. Write down the date of the conversation and management's response.

#### 4. File a grievance.

If management stonewalls, file a grievance. This is our safety at stake.

#### 5. Involve other members.

Work with your shop steward and business agent to turn up the heat on management. You can collect signatures on a petition or group grievance and deliver it to management together. If UPS keeps stonewalling, we can organize a parking lot rally and contact the media.

UPS management knows their obligations under the contract from water to ice to heat safety breaks. Let's work together to hold the company accountable and protect each other! One union. One goal!



Spreading the word about heat safety at Maspeth

### \$518,000 Win For Part-Timers

UPS has been forced to pay \$518,000 in backpay to part-timers thanks to a major arbitration victory by Local 804.

Beginning in 2019, UPS began refusing to pay double time to part-timers who work on Black Friday.

We filed hundreds of grievances. UPS stonewalled them all. Finally, we got our day in arbitration.

We won the arbitration in a romp. After years of dragging their feet and screwing over our members, UPS was forced to pay \$518,000 in back pay to members who were denied their double time.

Part-timers are entitled to double time on Black Friday under our contract and they will get it!

Thanks to all of the stewards and members who stood together and made this happen. Solidarity pays.

## Wage Increases and a COLA Raise for UPS Teamsters

UPS Teamsters who have completed progression will get a raise of \$1.22 on August 1, including a 22 cent-cost of living increase (COLA).

Article 33 of the UPS Master Agreement provides some protection against inflation. If the cost of living goes up over 3% based on the year of May 2025 to May 2026, Teamsters who have completed their progression get a COLA raise.

Inflation from May 2025 to May 2026 was 4.4%. Teamsters who have completed their progression will get a 22¢ an hour COLA increase on top of the \$1 an hour annual wage increase.

The COLA also increases mileage rates by 0.55 cents per mile for mileage-paid UPS Teamsters.

The COLA and raise will be reflected in the first pay period following August 1, 2026.

# CAROL TOMÉ'S WRECKING BALL



**Tomé's "Better, Not Bigger" business model is bringing chaos to UPS.**

**Why is this happening and what does it mean for UPS Teamsters?**

UPS is making big profits. UPS made \$8.6 billion in profits in 2025 and gave \$6.4 billion to stockholders. The share price is climbing. Wall Street is confident.

We are not seeing the beginning of the end of UPS. So why is the company shedding volume, laying off Teamsters, changing ops and closing some shifts. How can Teamsters respond?

## **Why Volume Is Dropping**

Part of the drop in volume is a planned adjustment from the pandemic boom.

During COVID, volume rose to more than 25 million packages a day, and the number of Teamster employees rose to 340,000.

Now, the company is coming back down toward the pre-COVID baseline of volume. It's not an overall decline, but a return to UPS's pre-pandemic model.

## **Why Drop Amazon?**

The second reason that volume is declining is that UPS is intentionally reducing residential volume, especially Amazon.

Residential packages are the least profitable ones because the last mile of every delivery is the most expensive one.

In 2024, Amazon accounted for 25% of UPS packages, but only 11% of UPS revenue.

Tomé's plan is to cut Amazon volume in half and focus on the packages that generate higher profits.

## **Roadie**

UPS is also trying to steal Teamster work by using Roadie and RoadieXD to subcontract workers.

Roadie subcontractors do same-day deliveries from commercial businesses like Home Depot to customers. Roadie packages never touch a UPS warehouse or sort.

RoadieXD more directly duplicates UPS's common carrier operation. RoadieXD packages go to a warehouse, sometimes owned or leased by UPS.

Both Roadie and RoadieXD violate the contract's restriction on subcontracting. RoadieXD also violates Article 1, Section 4 of the National Master Agreement which prevents UPS from an effort that "duplicate(s) the Employer's common carrier operations."

The Teamsters are taking on Roadie and RoadieXD at National Panel.

Local 804, Local 70, and Local 177 have collected extensive evidence and presented grievances at National Panel. These cases were deadlocked and will be heard in front of an arbitrator this fall.

Teamsters can play an important role in gathering the evidence needed to win these cases. Members should document any proof that Roadie or RoadieXD is performing UPS work or using UPS's network, equipment, or facilities.

Teamsters can:

Report Roadie packages entering UPS facilities.

Record UPS drivers handling Roadie work,

Document RoadieXD warehouse operations.

Document any situations where RoadieXD freight is moving through the UPS feeder network.

## **UPS's Plan**

UPS plans to stabilize volume by prioritizing commercial, business-to-business deliveries. Business-to-business deliveries is UPS's core business and the area where Amazon and FedEx cannot effectively compete.

## **Looking Ahead as Teamsters**

Defending and creating more good, union jobs at UPS starts with enforcing our contract and holding UPS accountable to the agreement.

Under the contract we won in 2023, UPS is required to fill at least 22,500 new permanent full-time jobs over the life of the contract.

The company is also required to create 7,500 new full-time 22.3 (combo) jobs.

Article 22, Section 3 of the contract requires UPS to create the first 1,000 of these jobs by August 1 of this year, with 3,000 due next year, and 3,500 more created by July 31, 2028.

We need to hold UPS to the contractual commitments.

## **Looking to 2028**

At the same time, we need to look ahead. We don't have any say in UPS' business decisions. But we can adapt to it to make sure UPS work is done by Teamsters making good union wages and benefits.

UPS investing heavily in new, non-union specialty logistics like UPS Healthcare in order to make profitable deliveries while avoiding paying Teamster wages and benefits.

At the bargaining table in 2028, we need to fight for the right of workers at UPS Healthcare and other UPS Supply Chain Solutions subsidiaries to join the Teamsters without UPS interference and union-busting.

We also need to negotiate job security protections in the next contract.

UPS has a bright future, and UPS Teamsters can too if we fight for it together.

# DEALING WITH DIFFICULT SUPERVISORS

**Supervisors use different strategies to try to trip us up, violate the contract, or trap us in unnecessary discipline.**

There's no one-size-fits-all strategy for dealing with difficult supervisors. But understanding what kind of supervisor you're dealing with can help you prepare your strategy, build confidence, and avoid getting caught off guard.

Here are tips every member should know for how to avoid unnecessary discipline and getting jammed up by management.

## Mr. Nice Guy

Some managers act like they are our buddies. They casually chat, ask for favors and look the other way when members cut corners.

Don't fall for it. When push comes to shove, they will throw you under the bus and they will use personal information they get from your conversations against you.

**Teamster tip:** Don't chit-chat with management off the clock. Don't chit-chat ever! Management is not your friend.

## Mr. Turn the Tables

You're in the office to talk about a grievance or contract violation. Then the supervisor tries to turn the tables by changing the subject—attendance, missed pick-ups, not taking lunch at the right time.

**Teamster tip:** You and your steward should tell the manager, "That's not what we're here to talk about. This is a grievance meeting. Keep the discussion on track."

## Mr. Horse Trader

This manager will try to get you to drop a grievance in exchange for them dropping discipline. This is called horse trading. Don't ever go down this road. Once you start horse trading you have trained management to use discipline as a way to get out of respecting the contract.

**Teamster tip:** Tell management, "That's a separate issue. We don't horse trade grievances. Let's get back to the grievance."

## Mr. Tough Guy

A supervisor approaches a member on the belt and starts shouting at him to work faster. The sup insults the member and starts berating them.

Whenever the member stops working to respond, the supervisor yells at the member to keep working and shut up.

Mr. Tough Guy tries to provoke us with bluster and insults. They want to trap you into insubordinate behavior or failure to work as directed.

**Teamster Tip:** Don't blow up. Work as directed at a safe pace, and talk to your shop steward afterwards. Document what happened while it's fresh in your mind.

## Mr. Let Me Help You

The belt is overflowing and a supervisor starts "helping" with packages.

What's going on here?

When supervisors do our work they are not helping us out, they're stealing Teamster work and taking money out a member's paycheck that wants to do that work.

Make UPS pay for supervisors working and staff the operation properly.

**Teamster tip:** Ask the supervisor why they are working. Take note of when, where and how long they worked. Talk to your shop steward and file a grievance.

## Work With Your Steward

Supervisors of all kinds work to divide and conquer. But we're union, and that means we don't have to go it alone. Talk to your steward and coworkers—chances are, they've dealt with your difficult supervisor before and have tips on how to protect yourself.

Document any and all incidents of harassment, sups working, or if you're told to ignore violations or not follow the methods.

# Meeting New Threats from Amazon

**Amazon is escalating its attack on union package delivery jobs. Teamster power at Amazon is growing to meet the challenge.**



On Friday, April 24, Local 804 members, Amazon workers and other Teamsters joined strikers—from Southern California on picket lines at DBK4 in Maspeth.

In May, Amazon announced it is launching Amazon Supply Chain Services to compete directly with UPS for business-to-business deliveries.

Amazon has a logistics network of 80,000 trailers and 100 planes. But until now, Amazon has used this network almost exclusively to deliver their own products.

Amazon says it will open this network to other businesses to do business-to-business deliveries—what we call commercial stops.

UPS is also refocusing its model on commercial stops and reducing residential deliveries, including Amazon deliveries.

Commercial stops are the most profitable part of UPS's business because stops are dense, more predictable, and less expensive to service than e-commerce and other residential deliveries.

That's why UPS has cut its Amazon volume by more than half. Now, Amazon says it will start targeting the same business-to-business market UPS is prioritizing.

## A Threat, Not a Surprise

Amazon's move is a threat but not a surprise. Amazon's huge resources and low-wage model represent a threat to good union jobs at UPS and in the logistics industry.

While the threat is real, Amazon's rise in the business-to-business sector won't happen overnight. The company currently already has its hands full just handling its own volume.

Amazon also has a history of PR over-promises—new initiatives that are announced with great fanfare and go nowhere.

With Whole Foods, Amazon bragged about becoming the major player in the supermarket and pharmacy industries. But they still haven't risen to anywhere near the market share of traditional supermarkets or pharmacies like CVS.

It's too early to tell whether Amazon will deliver on their ambitious promises to become a player in the third-party parcel delivery business. But the threat to Teamster jobs at UPS should be taken seriously.

UPS and Amazon are both making changes that threaten good union jobs.

Now more than ever, defending our jobs and contract at UPS and organizing the nonunion competition at Amazon are one and the same mission.

## Teamsters Taking on Amazon

Some 10,000 Amazon workers have joined the Teamsters Union since the program began. At the Teamster Convention, delegates voted to expand the organizing program and center it on a strike-ready campaign.

"Me and other Amazon Teamsters are committed to changing Amazon and ending its fraudulent subcontracting scheme. We are building a movement worker by worker, building by building," said Latrice Johnson, an Amazon package delivery driver from DBK4 in Queens who joined Local 804 in 2023.

Earlier this year the labor board issued a bargaining order for JFK8 workers in Staten Island, which won a union election in 2022 and later affiliated with the Teamsters as ALU-IBT Local 1. In June, an administrative law judge has ordered Amazon to recognize and bargain with Teamsters at the DCK6 delivery warehouse in San Francisco after finding the company violated federal labor law by refusing to recognize the union. Amazon has nearly exhausted the legal appeals they have used to stonewall negotiations.

The Teamsters Convention voted to expand the Amazon organizing program and focus resources on "the goal of being strike-ready" to force the company to bargain with workers who have organized with the Teamsters.

"It's going to take regional strike plans — and we've got to build that capacity", said IBT Amazon Division Director Randy Korgan, before calling on delegates to commit regional strike coordinators.

## ARE YOU READY TO MAKE A DIFFERENCE?

**The movement to unionize Amazon is building, with workers across the country getting the courage and support to stand up and join the Teamsters every day.**

**Scan the QR code to learn more!**



## We're in the Same Fight

"UPS used to run delivery like they were the only game in town. They invited Amazon to come over to play, but now Amazon is showing that they're not leaving. They want to take over."

"When we see our loads and stops decrease at the same time as seeing more Amazon vans on our route, the connection is clear. It's one fight, and by helping Amazon workers organize, we help ourselves."

**Reginald Jeanmarie**—43rd Street



## Help Amazon Workers Step Up & Speak Out



"I attended City Council hearings in April and learned firsthand how Amazon workers do the same work UPS Teamsters do, but are taken advantage of by Amazon's use of DSPs."

"The more we talk to Amazon workers on our route and build relationships, the more Amazon workers will be willing to come together to get what they deserve."

**Roberto Panchame**

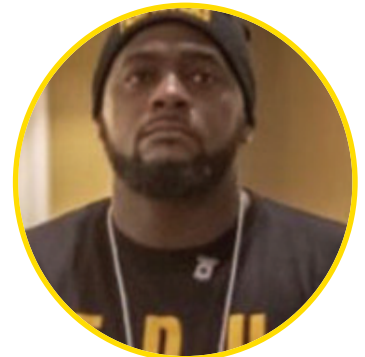
Maspeth

## "It Benefits All of Us"

"I came out to the rally to show love and support for our Amazon brothers and sisters. They are fighting for the same rights and benefits that we have and it's important to stand in solidarity with them and help them win their union—it benefits all of us."

**Darryl Beaton**

Maspeth



## Delivery Protection Act Picks Up Steam

Local 804 Teamsters who work at Amazon, UPS Teamsters and our allies rallied at NYC City Hall in April to support the Delivery Protection Act and testified in favor of the bill before the New York City Council Committee on Consumer and Worker Protection.

The new law, introduced by Councilmember Tiffany Cabán, would outlaw Amazon's controversial Delivery Service Partner (DSP) model across the five boroughs.

Amazon uses a network of third-party contractors to control workers and avoid legal responsibility for last-mile operations. This model creates dangerous conditions for DSP workers and communities alike—Injury rates at last-mile delivery facilities in the city are more than triple the national average for private employers.

The Delivery Protection Act was reintroduced earlier this year and quickly secured majority support in the city council after an intense lobbying campaign led by rank-and-file Amazon Teamsters and their allies.



Amazon Teamsters, UPS Teamsters and allies rally at City Hall for the Delivery Protection Act.

"This bill is supported by a diverse and massive coalition of DSP drivers just like me. And it's opposed by a trillion-dollar behemoth and its proxies," said Matt Multari, an Amazon driver at the DBK1 facility in Queens. "For the safety of our communities and Amazon workers, the City Council needs to pass the Delivery Protection Act."

# YOUR MEDICARE RESOURCE FOR LOCAL 804 MEMBERS & THEIR FAMILIES



Medicare can be confusing. The decisions you make today can affect your healthcare, coverage, and costs for years to come.

For the past several years, I've had the pleasure of working alongside the Local 804 Team and the Halliday Financial Team, conducting retirement seminars and helping Local 804 members and their families navigate Medicare with confidence.

## QUESTIONS WE HELP ANSWER

- ✓ When should I enroll in Medicare if I'm turning 65?
- ✓ Should I enroll in Medicare Part B if I'm still working?
- ✓ How does Medicare affect my spouse's coverage if one of us is turning 65?
- ✓ What's the difference between Medicare Advantage and Medicare Supplement (Medigap) plans?
- ✓ How do retiree health benefits coordinate with Medicare?
- ✓ What are late enrollment penalties, COBRA, IRMAA, and how do they affect me?
- ✓ What is the best Medicare coverage option for my individual needs?
- ✓ How do I make sure my doctors and prescriptions are covered?



Every Local 804 member, retiree, spouse, and eligible family member is welcome to schedule a confidential one-on-one Medicare planning session **at no cost**.



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SERVING MEMBERS SINCE 1934



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# Fall Retirement Seminars

**Saturday, September 26**

Adelphi Offices, 150 Motor Parkway, Hauppauge, NY

**Sunday, September 27**

Knights of Columbus, 49-18 Queens Blvd, Woodside, NY

**Saturday, October 24**

Adelphi Offices, 150 Motor Parkway, Hauppauge, NY

**Sunday, November 1**

Knights of Columbus, 49-18 Queens Blvd, Woodside, NY

**9:30 AM - 11:30 AM**



Work with Halliday Financial to understand your pension and build a retirement plan so you can retire with confidence. Register for the seminars at [www.retire804.com/events](http://www.retire804.com/events)  
Or call Halliday Financial at 516-671-1099 to schedule an individual appointment.

## In Memoriam

Louis Baio  
Bryant Cooley  
Domenic Lagatta

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

Terrance Moore  
Aleandro Perez

# 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.

Michael Acosta  
Guillermo Acosta  
Scott Adams  
Anthony Aiello  
Henry Anderson  
Nick Arpino  
Robert Bacon  
Bridgett Barr  
Cesar Bastidas  
Alen Begonja  
Charles Blodgett  
Shanise Boley  
Augustus Brooks  
Edward Burneo  
Keith Byrnes  
Rafael Caba  
Maxwell Caine  
Alfred Caldropoli  
Angel Calero  
Michae Candela  
Adolfo Carty  
Angel Cedenro  
Nicholas Chester  
Jerry Choi  
Yang Chung  
Gennaro Corallo  
Mario Cordella  
Arthur Cowcer  
David Crespo  
James Crump  
Peter Cuffe  
Wayne Dacosta

Matthew Damiani  
Aviva Davis  
Anibal Denis  
Robert Deschamps  
Martin Dessejour  
Alexander Diaz  
Baron Dickerson  
Samuel Dolphin  
Jesus Dominguez  
Beau Donovan  
Betsy Duffer  
Max Duran  
Olumuyiwa Durodola  
Michael Dzubak  
Sylvester Edwards  
Justin Ephraim  
Pietro Faulisi  
Michael Focazio  
Gregory Frances  
Walter Francis  
Miguel Fred  
Archer Frederick  
Matthew Frey  
Bobby Funderburke  
Robert Fwilo  
John Galik  
Roger Garcia  
Peter Garcia  
Godfrey Garrett  
Israel Gil  
Michael Gilroy  
Angel Gomez

Edgardo Gonzalez  
Frank Grabler  
John Graff  
Sherrod Grant  
Robustiano Griffin  
Theodore Gumbs  
Lambert Harlequin  
Glenroy Harriott  
Joseph Heffer  
Stibert Henry  
Elvin Hernandez  
Terrence Hodge  
Reginald Jeanmarie  
Marcello Johnson  
David Johnson  
Mark Joseph  
Steve Kelly  
Brian Kilcommons  
Joseph Laforgia  
Anthony Lanzotti  
Mildred Lasso  
Jose Leal  
Oisin Lennon  
Dean Lodge  
Eduardo Lopez  
Troy Manke  
Javier Marrero  
Alvaro Martinez  
Joseph Martino  
Gilberto Matos  
Andres Maturana  
Anthony Mazzella

William Mazzie  
Joseph McCormick  
Kevin Mcgill  
Everton McIntosh  
Joseph Mckeon Jr.  
Steven Medina  
Lionel Mills  
Matthew Mohan  
Dirk Molin  
Kevin Moloney  
Stephen Murphy  
Dennis Murray  
David Myers  
Manuel Negrette  
Timothy Nielsen  
Michael Norris  
Acacio Nunes  
Eric Oberholzer  
Reynaldo Pagan  
Richard Pardo  
Javier Pellot  
Jose Pereira  
Ericson Pierre  
Orville Pink  
Paul Rausch  
Michael Reda  
Sergio Rendon  
William Riley  
Eleazar Robinson  
David Rodriguez  
Roger Romero  
Jaime Russell

Rick Russo  
Winston Salas  
Jose Salvador  
Jonathan Santiago  
Waldemar Santiago  
Ralph Scala  
Aldread Scott  
Jason Simmons  
Michele Smith  
Bruce Snyder  
Prescott Solomon  
Chris Somma  
Chang Tao  
Felix Tetteh  
John Tomlinson  
Rafael Urena  
Martin Vasquez  
Milton Vega  
Michael Wack  
Michael Watts  
Vincent Weihs  
Earl Wharton  
Damone Williams  
Peter Wilson  
Marion Wilson Jr.  
Billy Wong  
Danny Yopez  
Thomas Zinserling  
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## Get a Withdrawal Card When You Leave Your Job

It is very important that you obtain a withdrawal card from Local 804 when you will not be at your job for more than a calendar month. This includes FMLA, retirement, layoff, resignation, discharge, military leave, disability or workers' compensation.

Getting a withdrawal card stops your liability for back dues until you are reinstated in your current job, or until you are hired at another Teamster job.

Scan the code to fill out your withdrawal card online



# 804 NEWS

Local 804 Union Hall  
44 South Bayles Ave.  
Port Washington, NY 11050

## **General Membership Meeting**

July 26—10 AM

Oct 11—10 AM

## **Shop Stewards Meeting**

July 26—9 AM

Oct 11—9 AM

**2500 Marcus Ave.  
Lake Success, NY 11042**

(718) 786-5700

[www.teamsterslocal804.org](http://www.teamsterslocal804.org)

[info@teamsterslocal804.org](mailto:info@teamsterslocal804.org)



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