

# 804 NEWS



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

SUMMER 2022

## OUR TIME IS NOW



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The campaign to win a stronger contract is starting now.

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The new **Local 804 Member Handbook** is meant to help you understand your rights, responsibilities, and duties as a new member of Local 804 and of the International Brotherhood of the Teamsters.

Get your copy from your Business Agent, or contact the Local 804 Union Hall to get a Handbook mailed to your home.

Teamsters Local 804 Member Handbook



# TEAMSTERS LOCAL 804

34-21 Review Avenue  
Long Island City, NY  
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(718) 786-5700



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

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## Message from Your President

# OUR TIME STARTS NOW

It's a new day in the Teamsters and a new day for labor in America. Every day more workers are standing up to corporate greed from Starbucks to Amazon.

Our time is now. Are you ready?

On August 1, Local 804 members will join a Teamster National Day of Action to launch our campaign to reverse contract givebacks at UPS and win the improvements we deserve.

Do you want every 22.4 driver become a Regular Package Car Driver with RPCD wages and full 9.5 rights?

Do you want to win a \$20 an hour starting pay for part-timers with catch-up raises for current part-timers?

Do you want to win stronger contract protections against subcontracting, cameras, harassment and excessive overtime?

Then get ready to stand together because UPS management has never given us any-

thing and they are not going to start now.

A case in point. For the second time in six months, UPS has blocked union proposals to raise your pension.

Our proposal for a pension increase was backed up by an actuarial study. The money is there. But UPS chooses to stonewall.

### Save Now to Be Strike Ready

The clock is ticking. The national contract covering 340,000 Teamsters at UPS expires on July 31, 2023.

General President Sean O'Brien has already told UPS we will not work past the deadline and we will hit the streets if necessary. If you think he's joking, you're mistaken.

We all need to get ready. The Local 804 Credit Union has established a special program to help you start saving now for a strike (Page 2). Sign up now. You'll be glad you did.



### Meeting the Amazon Challenge

While we are organizing to take on UPS and win a good contract, we are also stepping up to meet the Amazon challenge.

Local 804 members are signing up to be trained as Volunteer Organizers to talk with Amazon workers.

Our members have rallied, organized and phonebanked with the Amazon Labor Union in Staten Island.

We took the fight to Albany and helped to pass the Warehouse Worker Protection Act.

Whether it's corporate greed at UPS or at Amazon, our mantra is the same. United, we win.

One union. One goal.

A handwritten signature in black ink, appearing to read "V. Perrone".

**Vincent Perrone  
Local 804 President**

# UPS CONTRACT NEGOTIATIONS



Our union contract covering 340,000 Teamsters at UPS nationwide and 8,000 in metro New York expires on July 31, 2023.

But our campaign for a good contract starts now. We will be uniting with UPS Teamsters across the country to win the contract we deserve, including:

- Converting all 22.4 jobs into RPCDs.
- Higher starting wages and catch-up increases for part-timers.
- More full-time 22.3 jobs.

The Teamsters will launch the UPS contract campaign with a National Day of Action on August 1.

Get ready to download the new UPS Teamster app and to take action to show the company we're united for a good contract.



## Same Pay, Same Rights For All Drivers

“We need to eliminate two-tier for package car drivers and make all 22.4 drivers RPCDs with equal pay and 9.5 rights.”

**Ray Alcantara, 43rd Street**

## Start Your Strike Fund Now

*with help from the Local 804 Federal Credit Union*

It's never too early to plan ahead. That's why we created a special Strike Fund Account that earns four times more than our current share rate. Not sure how much to save? A look at your monthly income and expenses can help in setting your savings goal to cover expenses during a possible work stoppage. For full-timers who transfer \$50- \$100 out of each paycheck, the savings by July 2023 could add up to \$2,600- \$5,200, respectively. Part-timers who transfer just \$25-\$50 out of each paycheck could save \$1,300 – \$2,600.

Open your Strike Fund Account at [www.cu804.org](http://www.cu804.org) or call (718) 878-4624.

# **UPS CONTRACT NEGOTIATIONS**

## **Higher Part-Time Pay**

“Part-timers work hard and we deserve higher pay. Our work is stressful and our schedules are tough. I’m ready to do what I can to get part-timers involved in winning the higher pay we deserve.”

**Clint Nurse, Foster Avenue**



## **Stronger Protections Against Excessive Overtime**

“The 9.5 language has made it possible for me to get off at a better hour and spend time at home with my family. It would be even better if we had 9.5 rights for every day of the week and if we were able to bring the load back if it’s not adjusted.”

**Francisco Feliz  
Manhattan North**

## **A Contract that Helps Organize Amazon**

“Winning a strong UPS contract will demonstrate to workers at non-union shops like Amazon that unions bring dignity, wealth and stability to union members and their families. Corporate union-busting tactics will have to compete with an empowered labor movement that is gaining historic momentum.”

**Matt Leichenger, Foster Avenue**



# STEWARD SPOTLIGHT

**Stewards are members' first line of defense. Every issue, 804 News will highlight the shop stewards who wear a target on their back so you don't have to.**



## Carl Buonocore Package Steward, Melville

Carl has been a steward at Melville for five years—and a Local 804 member for 33 years. He is set to retire this summer. Congratulations Carl!

Being a steward is a great responsibility, and it doesn't come without challenges.

"You try, but you can't reach everybody," Buonocore said. Some members take short cuts or refuse to follow the methods, making it difficult for stewards to defend them.

Still, Carl says "the rewards are always greater than the disappointments."

"It's awesome when the 'light bulb' goes on for somebody. Something clicks and they get what being union is all about and that our contract can protect us." In his retirement, Carl wants to keep playing drums, improve his pool shooting, and travel with his wife. Enjoy a well-deserved retirement Brother!



**When he's not behind the wheel on the truck, Carl is behind his drum kit sharpening his chops.**

# STEWARD SPOTLIGHT

Lonnie has been a Teamster since 1990, and has been in Feeder for 10 years now.

Reminiscing about the 1997 UPS Strike, Lonnie says "It was great to be part of as a young Teamster. To be honest, it was a little scary for a young man with a family to support. But it was worth it. I believe you have to go through it, to get to it."

For Mishoe the key part of being a steward is working with so many different people to coordinate and get everybody pulling in the right direction.

"You've always got folks who aren't team players and try to cut their own deals. But for most part at 43rd Street, we've got a great group and we stick together."

Where does he get the motivation?

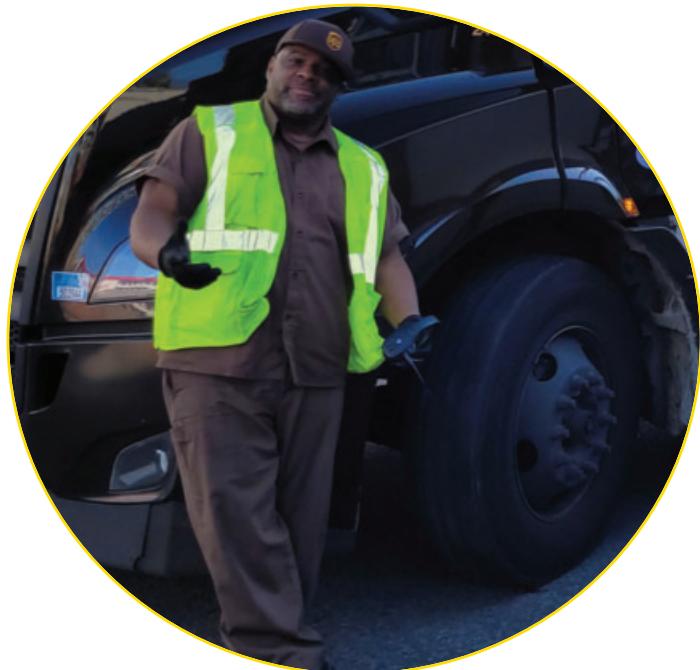
"Everybody's been through a lot, some kind of suffering," Mishoe said. "When I see everybody from that perspective, it's natural to want to help."

Lonnie brings this same commitment outside the shop. He has served as a Deacon in his church for the last 5 years.

"It's an honor to be of service, whether I'm in the union, at home, or in church," Mishoe said.

## Lonnie Mishoe

### Feeder Steward, 43rd St.



## Garth Cedeno

### Preload Steward Foster Ave.



Garth Cedeno has served as Preload Steward at Foster Ave. for 14 years. "Being a steward is like being a guide," Cedeno says. "A steward has to have a lot of patience and follow-through. We never stop educating members and helping them defend their rights."

As a steward, Cedeno appreciates introducing members to the union and working with new hires.

"I really appreciate seeing members grow and build a stable career that they can support a family with," Cedeno said.

"It's all about family. I have worked hard and stuck with this job to provide for my four kids. From the beginning, it's always been about my kids."

# TAKING ON AMAZON



Local 804 members rally with Amazon Labor Union activists in Staten Island.

## Amazon Workers in Staten Island Unionize

Six thousand Amazon workers won the first union election at an Amazon warehouse when they voted to join the Amazon Labor Union (ALU), an independent union,

The Teamsters Union stands with them.

Local 804 members have rallied with Amazon workers in Staten Island, on May Day, and in Albany.

International Union General President Sean O'Brien testified in the U.S. Senate.

"There is no excuse for rewarding employers who repeatedly, knowingly, and purposefully violate federal labor laws, drive down wages and standards across the supply chain, including in core Teamster industries, and create dangerous working environments," said O'Brien.

"Tell Amazon that enough is enough, and then show them you mean business. Don't give this company, or any employer, another penny until the labor laws of this land are truly upheld and workers' voices are finally heard."

Two members of the Amazon Labor Union who were recently fired spoke at the Local 804 General Membership Meeting about Amazon's retaliation against organizers and efforts to overturn the union vote.

Members raised thousands of dollars to help support these and other workers fighting their unjust firings.



ALU President Chris Smalls and Teamster President Sean O'Brien testify at a Senate hearing on Amazon.

"I have made it a top priority for my administration as General President of the Teamsters Union to ensure that upcoming bargaining with UPS produces the strongest contract in the American labor movement," said O'Brien.

"Amazon cannot be permitted to dictate working conditions and job quality in core Teamster industries. It is vital for the Teamsters to negotiate a strong contract to maintain industry standards that push Amazon to improve its business operations and labor practices."

## Rallying Against Amazon Greed



Local 804 members rallied in Albany with New Yorkers for a Fair Economy and other allies to press the New York State Assembly and Senate to pass legislation to hold Amazon accountable and protect warehouse and package delivery workers.

“Companies like Amazon put profits over workers and we are speaking up against that,” said shop steward Antoine Andrews.

The Warehouse Worker Protection Act would require companies with large warehouses to report productivity quotas and disciplinary actions against workers if those numbers are not reached. The 21st Century Antitrust Act stiffens penalties against large corporate monopolies and establishes new “abuse of dominance” guidelines to help protect workers and the public against corporate monopolies.

Legislators got a reality check about the heavy toll warehouse work takes on employees.

“They were pretty shocked by the stories we told. We definitely opened some eyes,” Andrews said.

### Turning Up the Heat

Anthony Rosario has been hired to work full-time as a Teamster Lead Organizer for the Amazon project in the Northeast.

“My job is to educate Teamsters about the Amazon threat and involve members in helping Amazon workers fight for change,” says Rosario.



“This battle has different fronts—the shopfloor, the political arena, community and environmental justice. We’ve got to hit Amazon from every angle to win a better future for Amazon workers and workers across the logistics industry.”

### Supporting Amazon Workers

Local 804 members donated thousands of dollars to support members of the Amazon Labor Union who were fired in retaliation for union organizing.



# Organizing on the Inside

**Part-Timers and Inside Workers are organizing to protect one another and enforce our rights.**



**"Part-timers really struggle to make their jobs sustainable. We need to fight for more guaranteed hours, better pay and benefits, and safer working conditions.**

**"I want to help keep the Breakfast Club going so we can inform more part-time and inside workers about our rights and build more solidarity in the union."**

**Jermaine Baptiste  
22.3, Maspeth**

## TEAMSTER TIPS FOR PART-TIMERS AND INSIDE WORKERS

Local 804 Vice President Chris Williamson and members have organized the Local 804 Breakfast Club to bring part-timers and inside workers together, discuss common problems, educate one another, and plan actions.

The Club has held two meetings so far and will host ongoing breakfasts open to all inside workers in different locations across the local.

The Club meetings are geared to educating newer hires about the union and our contract protections.

"We begin with talking about the contract, what is in the national master contract and what is in the 804 Supplement," says Williamson. "Then we tackle issues like supers working and guaranteed hours, and grievance handling."

Contact Chris Williamson at the Local 804 Union Hall to find out about upcoming Breakfast Club meetings.

## Taking on the Key Issues

### Sups Working & Getting Our Guaranteed Hours

Supervisors aren't helping us when they do bargaining unit work. They're taking money out of our wallets. Members lose out on the opportunity to work extra hours—even overtime.

Our union contract guarantees you 3½ hours of paid work every day. Don't let management send you home early and don't sign anything waiving your rights to your guaranteed 3½ hours. That just gives the company an incentive to push everyone to work faster. Do your job at a reasonable pace that you can sustain. And get your 3½ hour guarantee.

### More Full-Time Jobs

Any part-timer who works a shift of 8 or more hours 40 times in a 70-day period (except during peak) qualifies for a full-time inside job. Enforcing the 40-in-70 language in our contract means you can win a full-time job with full-time wages, benefits, and pension for hard-working Teamsters. We've already won more than 100 full-time jobs this year.

### Dignity and Respect

Don't let management harass or disrespect you. If you feel like you're being treated unfairly or discriminated against, talk to your steward or Business Agent.

**"At Nassau, we're increasing communication between stewards and members in order to take on supers working, harassment, and pressure from management to leave early.**

**"We need to stick together to show UPS we're serious about increasing penalties for supers working and winning other improvements for part-timers and inside workers in the next contract."**

**William Dougherty  
22.3, Nassau**



# GET ON THE 9.5 LIST

**Get on the 9.5 list and make UPS pay for forcing RPCDs to work unwanted excessive overtime.**

Local 804 has given management the names of Package Car Drivers who want to be on the 9.5 list for the next five months. The new 9.5 list is in effect through October 15.

Once you are on the 9.5 list, talk with your shop steward and file a grievance if you work more than 9.5 hours a day more than twice in a week.

The contract calls for UPS to pay triple time pay for time worked over 9.5 hours and to adjust the driver's dispatch.

If you want to get on the 9.5 list, it's not too late. All you have to do

is fill out the 9.5 Add/Cut Form and have your shop steward turn it into management. You will be added to the 9.5 list for the following week.

## 22.4s Deserve 9.5 Protection Too

22.4 drivers do not have 9.5 rights under the contract negotiated by the previous International Union leadership. Local 804 members voted against that contract giveback.

In contract negotiations next year, we will be fighting to make all 22.4 drivers into RPCDs with equal pay and full 9.5 rights.



**Local 804 President Vinnie Perrone meeting with Maspeth drivers about 9.5 and contract enforcement.**

## Teamster Driver Do's and Don'ts

### Do's

- Follow the methods.
- Get union representation. Always.
- Admit honest mistakes to your shop steward.
- Take your lunch at your scheduled times.
- Always remember, management is not your friend.

### Don'ts

- Don't drive with a suspended license.
- Don't cover up an accident or injury.
- Don't flag stops.
- Don't sheet commercial stops as residential.
- Don't sheet packages away from the location.
- Don't lie about an honest mistake and get jammed up for dishonest.
- Don't listen to your supervisor when they tell you to falsify.
- Don't leave packages in lobbies.
- Don't throw packages on the belt.
- Don't go home Code 26 scheduled off.
- Don't trust management.

## COLA Increase of \$.82

All members at UPS who have completed their progression will receive a \$.82 cost of living (COLA) raise on August 1.

The COLA increase is on top of the contractual wage increase of \$1.00.

UPS isn't paying this extra raise because they want to or they like you.

We fought to win cost of living adjustments in our union contract. This benefit is written in black and white in Article 33 of our contract.

Nonunion companies like Amazon and FedEx don't pay COLA increases. Stick together at contract time. It pays off!

# NEW UNION HALL IN THE WORKS

**Teamsters Local 804 is making the move to a bigger, better union hall.**

On April 10, members voted to authorize the sale of our union hall on Review Avenue.

We'll be moving to a bigger, better building on 44 South Bayles Avenue in Port Washington with lots of parking and the Port Washington Long Island Railroad stop next door.

Our new union hall will have conference rooms for meetings and workshops, an 804 store, and a library and resource center of labor rights books and materials.

General Membership and Shop Steward meetings will continue to be held at Teamsters Local 282.



Repair and maintenance costs at Review Avenue were skyrocketing. The new union hall will bring in rental income.

immediately. The division and build out of the new office space is a work in progress.

Stay tuned.

Our move to Port Washington is in the works, but it won't happen

## LOCAL 804 WOMEN'S COMMITTEE

**The Local 804 Women's Committee met on May 1 and continues to provide space to support women members and develop strong women's leadership in the union.**





## LOCAL 804 AT CITI FIELD

**Sunday August 7, 4:10pm.** Join us at Citi Field. Mets vs the Atlanta Braves.  
We have reserved 300 tickets. Contact your BAs to reserve your tickets.  
\$33 per ticket. Upper level behind home plate.

**TEAMSTERS LOCAL 804  
COOKOUT + SOFTBALL TOURNAMENT**

August 28, 2022      Eisenhower Park, NY

Softball tournament: 8 AM Start      Cookout: 12 PM

KIDS ACTIVITIES      BOUNCY HOUSE      MUSIC

FOOD

\*1 Softball Team Per Building  
Talk to Your BA About Getting on a Team

The logo for the International Brotherhood of Teamsters Local 804. It features two horses' heads facing each other, flanking a circular emblem. The emblem contains a steering wheel and the text "International Brotherhood of Teamsters" and "Local 804".

# Recent Retirees

Our retirees built the union we have today. The following members of Local 804 retired recently. Local 804 thanks them for their years of service and wishes all of them happy and healthy retirements.

Steve Ambrosio  
Matthew Anderson  
Edward Bernacki Jr.  
James Brown  
Caiphas Cuffy  
Chris Digsby  
David Garcia  
Bill Huang  
Luis Jimenez  
John Kenneally  
Philip Kouletsis

Paul McLaughlin  
Daniel Montalvo  
Joseph Morabito  
Guiseppe Russo  
Reginald Sawyer  
Frank Scavone  
Philip Schook  
Anthony Tucci  
Denzil Walcott  
Solomon Williams  
Clifton Winston



Congratulations to **Joe Morabito** on his retirement. Joe started at UPS in 1979. We'd like to thank Joe for his long service as a steward in Manhattan south.

## In Memoriam

Heriberto Castro III

### Free Help Applying for Medicare & Medicare Supplements

Local 804 members, retirees, and their families can now get free assistance applying for Medicare and Medicare Supplement plans.

At age 65, Local 804 members and retirees get their health-care coverage through Medicare.

Applying for Medicare and finding the right Medicare Supplement plan can be confusing.

Local 804 members, retirees, and their families can get help from Empire Blue Cross, Blue Shield.

An advisor there will explain the options, help you pick the right one for you and your family, and help you apply.

Call Lauren Granger at 516-473-1336 or email [Lauren.Granger@EmpireBlue.com](mailto:Lauren.Granger@EmpireBlue.com)

Mark Kessinger

### 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, lay-off, 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.

Local 804 is now processing withdrawal cards online at [www.teamsterslocal804.org/withdrawal\\_card2](http://www.teamsterslocal804.org/withdrawal_card2)

# 804 NEWS



## General Membership Meeting

July 24

2500 Marcus Ave.  
Lake Success, NY

## Shop Stewards Meeting

July 17

Local 804 Union Hall

(718) 786-5700

[www.teamsterslocal804.org](http://www.teamsterslocal804.org)  
[info@teamsterslocal804.org](mailto:info@teamsterslocal804.org)

Local 804 Union Hall  
34-21 Review Ave.  
Long Island City, NY

## FIGHTING BACK AT UPS & AMAZON



**When Amazonians United led a walkout of Amazon workers in South Jersey to demand higher pay, improved working conditions, and better job protections, Local 804 Teamsters—and members from Locals 676, 863, and 177—were there in solidarity.**

**Local 804 members are gearing up for our contract campaign and a National Day of Action at UPS on August 1. We're also supporting Amazon workers in their fight for a better future.**