

804 NEWS



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FALL 2023



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Local 804 at the 2023 NYC Labor Day Parade

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Learn about some of the key changes in the new contract and how to take action to enforce them.

4 How We Beat UPS

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Message from Your President

A CONTRACT VICTORY AT UPS, NEW MILITANCY FOR LABOR

Congratulations, brothers and sisters. Together, we made UPS deliver the best contract in our union's history.

UPS didn't agree to a single improvement because they give a damn about you.

The company gave in to our demands for one reason only. They knew that we were ready to strike and ready to win.

You demonstrated your readiness and resolve for over a year in escalating actions—parking lot meetings, the contract unity pledge, ready to strike t-shirts, and contract rallies.

When we picketed in front of UPS with signs that said “Just Practicing for a Just Contract,” the company got the message.

UPS negotiators broke off talks at the beginning of July and told us they had nothing more to give. After nationwide practice picketing, they came back to the table singing a different tune.

I'm proud to have served on the National Negotiating Committee. But make no mistake: YOU made UPS deliver.

Making History

The new contract reverses 20 years of going backwards.

Under Hoffa, our International Union played go-along, get-along with UPS and members paid the price with part-time poverty wages and givebacks like two-tier 22.4.

Local 804 members played a leading role in winning new leadership and a new direction in our union. We took on Hoffa and his contract givebacks before it was easy or popular.

At the start of these contract negotiations, I said we wouldn't have Hoffa to blame this time and it was up to us to put up or shut up.

You rose to the occasion and brought this multinational corporation to its knees.

Labor's New Militancy

The UPS contract was our opportunity to set the tone for the future and that tone is firmly set.

The entire labor movement is better positioned to take on corporate greed at the bargaining table and in organizing drives.

As we go to press, 146,000 members in the United Auto Workers are in a contract campaign to reverse tiers and concessionary bargaining just like we did at UPS. Their fight is our fight.



Striking Teamsters at Amazon are extending their picket lines. We stand with them.

Enforce the Contract

The best contract in the world is not worth the paper it's printed on if we don't enforce it.

The new agreement includes tougher penalties and we will make UPS pay for violations on 9.5, supervisors working, and 8-hour requests.

Talk to your shop steward, business agent and fellow members and make sure you understand your rights old and new.

It's your contract. You fought for it. You won it. Now make it yours every day.

One union. One goal.

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

Vincent Perrone
Local 804 President

ENFORCE YOUR CONTRACT RIGHTS

Enforce the new contract protections that strengthen your rights on the job.



“The 24-hour notice now means the company can’t spring OJS rides on us and make last minute changes to try and trip us up.

“Now we have time to work with members and educate each other on what to look out for.”

Mike Sticarsky
Laurelton

8-Hour Requests

Under the new contract, drivers only have to give three calendar days notice for an 8-hour request, down from five days.

The penalty for an 8-hour request violation is now two hours at double time.

UPS has to adjust your dispatch before your start time and make further adjustments during the day to make sure you complete your driver in hours as long as you notify management by 1pm.

OJS

UPS must give drivers a 24-hour notice before a supervisor’s ride, including the reason for the ride, and must provide documentation to driver and steward.

Don’t forget to use the online Local 804 OJS Questionnaire to document your ride.

Take Your Paid Time Off!

The new contract restricts “scheduled off” and penalizes members who work their vacations.

Before management marks you “scheduled off,” you must use all paid off. This will curb staffing abuses by UPS and stop the company from shorting our pension fund.

Anyone who works their vacation without prior authorization from the union shall pick their vacations last the following year. This will reduce side deals that take prime vacation weeks away from our brothers and sisters and gives them back to the company.

Take your paid time off. We fought for it. We’ve earned it. Don’t give it back to the company.

ENFORCE YOUR CONTRACT RIGHTS

9.5

The new contract strengthens drivers' 9.5 rights and we need to use them. The 9.5 list becomes effective on January 15.

If your 9.5 rights are violated four times in a calendar year then a compliance meeting must be held within 45 days. Continued 9.5 violations after that are eligible for quadruple time penalties.

In addition, the contract allows triple-time monetary penalties if UPS over dispatches drivers on the remaining two days of the week.

More Paid Time Off

Members will get two additional sick days per year.

We also won the right to take up to one week of vacation into individual days, payable at nine hours for full-timers and four-and-a-half hours for part-timers. OPHs are no longer capped at three per center.

Transfers

All members can request a transfer to another building. Full-time insider workers must transfer to another hub.



"The new stronger 9.5 penalties are a huge improvement and will make management think twice about overloading us and violating our 9.5 rights."

"Let's enforce the new language to make UPS create more routes, more driver jobs, and protect our health and safety."

Nelson Bautista
Yonkers



"We won new gains in this contract to improve our quality of life."

"Two more sick days, and the right to use five vacation days as Personal Days, means we have a lot more ability to care for ourselves and spend time with our families."

Pat Makuch
Melville

HOW WE MADE UPS DELIVER

Together we stood up to UPS and won a historic contract victory.

Our successful contract campaign wasn't built in a day. For more than a year, our union has been bringing members together to educate each other on the issues, show UPS our power, build solidarity with political and community allies, and support our Teamster leaders at the bargaining table.

One union, one goal—that's how we won.

KICKOFF ACTIONS



We kicked off the campaign with rallies across our local.

TRAINING TO ORGANIZE



We held organizing trainings and built a Contract Action Team.

HOW WE MADE UPS DELIVER

Communication Is Key

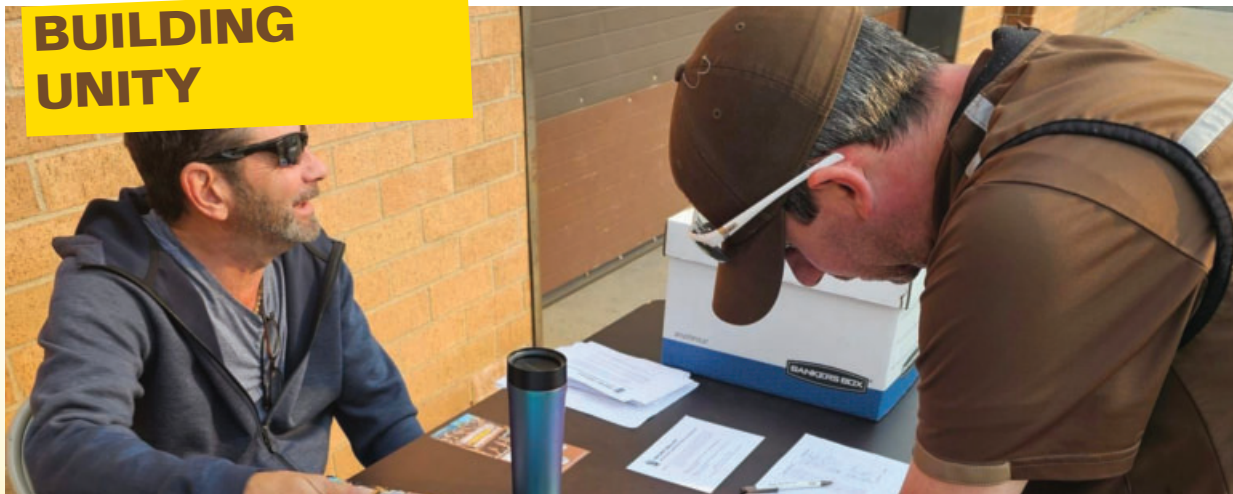
“Communication really made the difference. Surveys, parking lot meetings, and stewards at the gates got everyone more involved and motivated this time. When the union announced early tentative agreements, it got members more engaged and inspired to fight for more.”

Boris Esteves

Laurelton



BUILDING UNITY



We built the campaign with a Unity Pledge and regular parking lot meetings to inform members and build support for our key demands.

COMMUNITY SOLIDARITY



We built support with other unions, the community, customers and political officials. Rep. Alexandria Ocasio-Cortez addresses an 804 rally.

HOW WE MADE UPS DELIVER



Uniting Members to End Two-Tier

“RPCDs stood with us and we fought together to end two-tier. That’s what union unity is all about. I’m glad that I now have the full protection, pay, and recognition of a full-time package car driver.”

Anthony Garcia

Laurelton

GETTING STRIKE READY



We held votes to authorize a strike at every building, to rally members and signal to UPS that we mean business.

PRACTICE PICKETS



UPS broke off talks, saying they had “no more to give”. After nationwide ‘practice picketing’ they came back to negotiations and ponied up.

HOW WE MADE UPS DELIVER

We Rallied to Involve Everybody

“After not getting rewarded for the sacrifices we made during the pandemic, we were ready to fight for more. The rallies and practice pickets really united everybody and helped newer members get involved.”

Peter Williams

Yonkers



FIGHTING FOR PART-TIMERS



UPS bet that our union would sell-out part timers. They were wrong, and we stood firm behind demands for part-timer pay increases.

STRONG LEADERSHIP



We had battle-tested leaders at the bargaining table, working day and night to fight for our issues.

TEAMSTER AMAZON DRIVERS STRIKE



Local 396 Teamster Jessie Moreno rallies the picket line in northern New Jersey.



“The labor movement is heating up and, like we showed UPS, workers everywhere are coming together to say we mean business.

“We work in the same industry, Amazon workers are our brothers and sisters. Wherever they’re taking action, we need to be there to show our support and fight for fair treatment of all of us.”

Basil Darling Jr.

Foster Avenue

Teamster Amazon drivers in California have launched a strike that is growing and building support across the country.

Amazon drivers and dispatchers began their unfair labor practice strike at Amazon’s DAX8 delivery station in Palmdale, Calif., on June 24. They have since picketed at least 16 Amazon warehouses around the country, including facilities in California, New Jersey, Connecticut, Massachusetts, Michigan, and Georgia.

The growing strike will continue until Amazon reinstates the unlawfully terminated employees, recognizes the Teamsters, respects the contract negotiated by the workers, and bargains with the Teamsters Union to address low pay and dangerous working conditions.

The 84 workers in Palmdale joined Teamsters Local 396 and bargained a contract with Amazon’s Delivery Service Partner (DSP), Battle-Tested Strategies (BTS), in April.

Despite the absolute control it wields over BTS and workers’ terms and conditions of employment, Amazon has refused to recognize and honor the union contract. Instead, Amazon has engaged in dozens of unfair labor practices in violation of federal labor law, including terminating the entire unit of newly-organized workers.

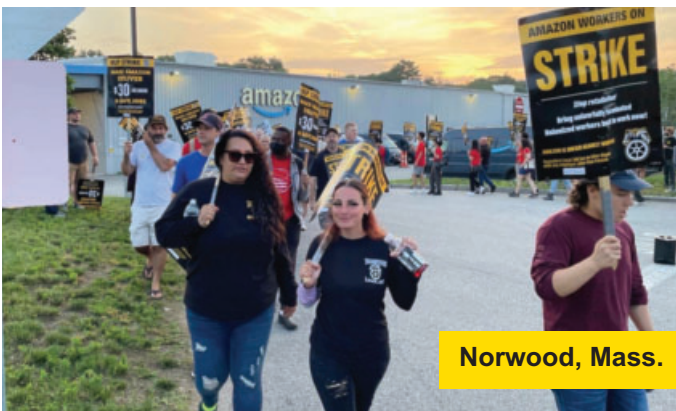
TEAMSTER AMAZON DRIVERS STRIKE



Atlanta



New Jersey



Norwood, Mass.



Pontiac, Mich.

New Law Protects All Warehouse Workers

The Warehouse Workers Protection Act is now law and in effect in New York State.

Local 804 mobilized and lobbied in support of the new law.

The WWP Act requires warehouses and distribution centers to disclose work speed data to current and former employees to inform them about their job performance. It also protects workers from any disciplinary action or firing because of a failure to meet undisclosed quotas or performance standards.

Local 804 will continue to push for stronger protections for all warehouse and delivery workers.

Standing Up Against Amazon On Long Island

Teamsters and the community are uniting to stop a proposed 10,000,000 sq. ft. industrial air cargo hub at EPCAL near Riverhead, Long Island.

The proposed development would bring noise, pollution, and environmental damage to our communities. If Amazon moves in, it would mean dangerous, low-wage, non-union jobs instead of decent, union labor.



GET THAT SUPERVISOR WORKING MONEY!

Get over \$177 an hour in penalty pay by using the smart strategy for supervisors working grievances.

Supervisors are not “helping” you when they do bargaining unit work. They’re eliminating jobs and taking money out of the pockets of members that want extra hours.

Take action and put that money in your pocket instead.

The new contract supercharges our supervisors working grievances by creating a new quadruple time penalty for violations by supervisors that are repeat offenders.

At the current full-time top rate, that’s over \$177/hour.

It doesn’t matter if you’re a part-timer or a full-timer. You can get that money by working with other Local 804 members and using the smart strategy for supervisors working grievances.

Here’s how the smart strategy works.

Article 3 of the Supplement outlines the steps management must take before working, including using a call-in list.

Ask your steward to find out the three most senior full-timers on the call in list and get their contact info.

Talk to the full-timers on the call-in list and show them this article. Work out a system in advance on how you will coordinate with each other and how you will split up the supervisors working grievance money (50/50, 60/40, etc.)

When you see a supervisor working, ask if they used the call-in list. They will probably lie and say they did.

Talk to the top members on the call-in list and confirm that management never called. Then file a grievance under the full timer’s name and rate.

The first two violations will be paid at double time. But the third violation by the same supervisor is eligible for the quadruple time penalty under the new contract.



Use the Sups Working E-Z Grievance Form

Local 804 has made an E-Z Grievance Form so that the correct articles are listed. Get a copy of this form from your Business Agent or download it from the 804 website. It will save you time and mistakes. But you still have to add in key details.

Make sure to fill out the top right of the grievance to include the name of the supervisor spoken to and the date. The new contract requires all management personnel to wear ID badges, not just name tags, and to provide their name upon request.

Include the details about where the supervisor worked, what work they did, and how long they worked, and witnesses if any.

Then talk with your steward. The grievance should be filled out in the name of a top-rate full-timer on the call-in list if you want to make UPS pay the maximum penalty.

VICTORY AT TRUMP VILLAGE



Members who work as handymen and porters at Trump Village won big in their new contract.

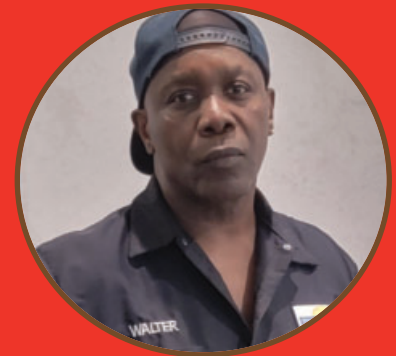
Negotiations were long and tense, but members and the bargaining committee stood together and stayed strong.

“At first, management wanted us to drop our demand for raises and just be satisfied with the retro pay,” says steward Walter White. “They didn’t even want to recognize Juneteenth, even though it was already a Federal holiday.”

“But we stood our ground and weren’t going to leave bargaining without the raises we need.”

Members won huge pay increases, including starting pay going up to between \$26.89 and \$29.38 next year and \$3,000 in retro pay.

Members also won Juneteenth as a paid union holiday, and five new sick days for new hires.



“Management wanted us to drop our demands.

“But we stood our ground and weren’t going to leave bargaining without the raises we need.”

Walter White

Trump Village Steward



Hitting the Links For a Good Cause

We held our 23rd annual 804 golf classic on Saturday the 9th. Over 160 members and friends came out in support and we raised over **\$26,000** for the Doc Dougherty Scholarship, Sickle Cell research, and a school for disabled children.

SISTERS IN HARMONY



The Local 804 Women's Committee organized a delegation of members to attend the 2023 Teamster Women's Conference in Nashville.

The Conference, the largest ever, brought together more than 1,500 Teamster sisters from across the country.

Members participated in workshops on workplace organizing, fighting for health and safety, and the struggle at Amazon.



Teamster Women's Conference participants rally for bankruptcy reform in Nashville.

BLACK TEAMSTERS BUILD POWER

Local 804 Black Caucus members attended the 2023 Teamster National Black Caucus Convention in Miami in August.



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.

Olumide Adesanya	Peter Fenev	William Leary	Victor Rivera
Kenneth Bartlett	Patrick Finnerty	Enrique Lora	Elmer Rivas
William Bell	John Fischer	Paul Lynch	Derrick Sutton
Andrew Bogucki	Byron Gayle	Michael Maisano	Rafael Terrero
Robert Bolloli	Robert Gersch	Michael McCoy	Scott Vaka
Darren Cleary	Jose Gomez	Jose Morales	Ruben Vazquez
Paul Dacunto	John Jasiecki	Philip Murphy	Gregory Watkins
Steve Denapoli	Wayne Kinard	John Palmeri	Sean Wilson
Quency Dossous	Pierre Lamarr	Carlos Paulino	Calvin Wynn
Myles Dunn	Andy Lanzo	Jerry Porter	Esdras Zayas
Randolph Edwards	Hector Lanzot	Christian Rauch	
Ronald Eilers	Leonard Laskowski	Kenneth Reel	

In Memoriam

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

Everett Hodges

Edwin Roman

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

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

General Membership Meeting

October 29—10 AM

Shop Stewards Meeting

October 29—9 AM

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

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INSIDE!

What does the new
contract language
mean, and how do
we enforce it?

See page 2.



Victory at UPS—It's time to enforce the new contract!