

804 NEWS



www.TeamstersLocal804.org

WINTER 2024



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TEAMSTERS LOCAL 804

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www.TeamstersLocal804.org

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FIGHT LAYOFFS & UNFAIR DISCIPLINE

We united and took UPS to the brink of a strike to win the best contract in our union's history.

With peak season over and volume down, the company wants payback. They are going to get fight-back instead.

As we go to press, UPS is crying because the company made “only” \$9.9 billion in profits last year. The company will lay off 12,000 managers and is considering selling off their nonunion carrier Coyote Logistics.

A headline in Fortune magazine declared, “UPS delivers 12,000 job cuts to management months after historic deal for unionized drivers—yet another sign the pendulum is swinging toward blue-collar workers.”

That doesn't mean Teamsters are immune to layoffs. We're not. Outside of the peak COVID years, we have always gone through seasonal layoffs when volume drops after peak.

But unlike managers and supervisors, we have union protections and we will use them to fight layoffs and protect our jobs and each other.

Use Your Seniority Rights

If a full-timer is laid off in a non-hub building and forced to

split shift, after two weeks they will be given the opportunity to work in a hub building so they can get eight consecutive hours of work.

Part-timers who are laid-off can bump non-seniority or lower seniority part-timers in other centers or buildings.

All members can now transfer to other buildings. Full-time insiders must transfer to another hub.

Fight Layoffs with Contract Enforcement

Sign the 9.5 list and use your 8-hour requests. Under the new contract, drivers only have to give three calendar days notice for an 8-hour request. Make UPS spread the work around.

Fight supervisors working. No supervisors should ever be doing our work, but especially when our members are laid off. Fight layoffs by filing supervisors working grievances.

No side deals. Before being “scheduled off” the company must use all paid time off. This will curb abuses with staffing.

Enforce Surepost Protections. The new contract includes protections that allow us to recapture work that is improperly diverted to the post office.



Protect Yourself During Hunting Season

With peak over, it's hunting season. Management is not your friend and they will prove it now.

That's why this issue of 804 News focuses on how you can protect yourself from unfair discipline.

Every member should know the methods and how to use them to work at a safe and sustainable pace.

Every member should know what to do if you're called into the office, starting with asking for your steward!

Every driver needs to be ready for their OJS. Follow the OJS tips and document your ride with the Local 804 OJS Tracking Sheet to protect yourself from harassment and speedup.

Information is power. Use it.

A handwritten signature in black ink, appearing to read 'VP' or similar, with a stylized flourish.

Vincent Perrone
Local 804 President

Be Ready for Your OJS

Know your rights and what to do when management gets on your truck.

When management gets on your truck, their goal is to get information they can use later to harass you and push you to work faster. Protect yourself by preparing for the ride and documenting it afterwards.

Before the Ride

24 hour notice. Under the new contract, management must give you at least 24 hours notice before the ride along. If they don't, file a grievance.

Bring everything that you need. Make sure to have a pencil and an OJS tracking sheet or notebook to document everything that takes place during the ride.

Complete your pre-trip routine. Verify your air, make sure you have driver release bags, grab your info notices, check your tires and lights, and complete everything else that you normally would before a day on the job.

During the Ride

Keep your same routine as normal. Work at a safe, sustainable pace.

It's natural to feel pressured to speed up with a sup on your truck. Don't rush or take shortcuts.

Follow the methods and focus on working at a safe pace throughout the day.

Completely stretch at your first delivery stop and at the end of your meal period.

Follow the posted speed limit at all times, including on UPS property and in other parking lots.

Wear your seatbelt and use three points of contact when entering or exiting the vehicle.

Use proper body mechanics when lifting. Get close to the package. Bend with the knees.

Back only when necessary. Scan and size up the area before backing. If in doubt, get out and look. Tap your horn repeatedly to signal your intentions.

Walk on walkways and drive-ways in residential areas. Don't cut across the grass.

Send messages on the DIAD as you normally would. Don't take shortcuts from your normal routine that will artificially inflate your numbers.

After the Ride

Complete the OJS Tracking Sheet to document your day.

Make note of anything different from a usual day that might inflate your numbers or slow you down. Make sure to document off the clock.

Download the OJS Tracking Sheet from the Local 804 website or use the online version at www.teamsterslocal804.org/ojs_questionnaire

After route review. If you're called into the office for an after-route review, bring your steward.

You have a right to all documentation from the ride. If management does try to write you up for production, file a grievance and ask your steward to file an information request.

OJS Rights & Wrongs

Supervisors are not allowed to help you at all during the ride, not even to tell you where to park or drive. If the supervisor assists you in any way, take notes and challenge the OJS with a grievance.

You have the right to use the bathroom when you need to, just like on any other day. Don't let the supervisor discourage you from using the bathroom or try to limit you from going only on break time.

You have the right to get a drink if you're thirsty. Follow UPS methods to stay hydrated.

You have the right to work without distractions. If the supervisor talks to you while you're driving, you have the

right to inform them that their actions are distracting and are unsafe to yourself and the general public.

You have the right to work safely. If the supervisor walks on your heels, you have the right to stop and respectfully tell them that you are working with urgency and purpose but also need space to perform your job safely.

You have the right to choose your meal time, as long as it is between noon and 3 PM.

You have the right to work free of harassment. If oversupervised or harassed, document it.

Work now, grieve later. If they tell you to violate the methods, ask them, "Are you instructing me to not follow the methods?" If they insist, it's better to document the interference than to face discipline for insubordination.

Protect Yourself During Hunting Season

Peak season is over and UPS is looking for any excuse to come after us. Follow these Teamster tips to protect yourself from harassment and discipline.

Make sure your license is up to date.

Get your DOT physical. You have the right to go to a doctor of your choosing to get your DOT physical. Full-time drivers can get a free DOT physical at any CityMD location. Make sure you print out the required form at teamsterslocal804.org/dot.

Accurately record your stops. Record the stop at the stop. DO NOT record a stop when you are back at the building.

Sheet missed packages as missed. Do not claim that you've made a delivery attempt when you haven't.

Do not enter a closed commercial stop as a "not in" residential stop; sheet it as missed and let your center know through the DIAD.

Tell the truth about your air and late business deliveries.

Work at a safe, reasonable pace that you can sustain for years to come. This is your career.

Don't sort packages or adjust your load during your break. Make UPS pay you for every second that you work.

Be where you are supposed to be and avoid unnecessary downtime. Work like you are being observed because you may be.

Correctly record your time for all lunches and paid breaks.

Don't take shortcuts. Management may look the other way for a while, but when something goes wrong, they will discipline you.

Practice doing your job the same way every day, not just when management is breathing down your neck. Then they become second nature.

FOLLOW THE METHODS

"Whether you're an inside worker or a driver, follow the methods.

"Management might still try to harass you, but you'll know the do's and the don'ts. Talk to your steward."

**Amy Goldstein
Suffolk, Steward**



Fight Layoffs & Excessive Overtime With Our 9.5 Rights

UPS Teamsters won stronger 9.5 rights in the new contract. It's time to enforce them. The first step is for every package driver to sign up for the 9.5 list.

If you did not sign up for the 9.5 list in January, you can add your name anytime by filling out a 9.5 Add/Cut Form.

After you sign up, if UPS works you over 9.5 hours three times in a week, the company must pay triple time for all hours you work over 9.5 hours on any day during the week.

If the company violates your 9.5 rights more than five times, you can have the local hold an elevated meeting with the District Labor Manager.

If the company continues to violate your 9.5 rights after the elevated meeting, you will be paid quadruple time for every hour worked over 9.5 hours.



Use 9.5 to Protect Yourself

"Eighty to ninety percent of the drivers in Melville are on the 9.5 list.

"Getting on the 9.5 list doesn't just keep you from getting overworked, it also protects others from layoffs.

"If management has to take the work off the drivers on the 9.5 list, they have to put that work somewhere. If everyone files, it creates more work opportunities."

**Frank Bucheli
Melville, Alternate Steward**

FIGHT LAYOFFS WITH CONTRACT ENFORCEMENT

Fight Layoffs with 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.

Supervisors should not be doing our work under any circumstances and especially not when members are laid off.

Stop supervisors working and make UPS pay for violations.

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

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

When you see a supervisor working, file a grievance under a top-rate 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.



Local 804 Financial Planning Seminars

Join us for an informative seminar to help Local 804 members and their families make smart decisions with their finances.

Topics to be discussed: Income and expense planning, debt reduction tips, ideas to lower taxes, budgeting, pension, 401k, annuity fund, social security, Local 804 member benefits, retiree health insurance. Attorneys from Morici and Morici will be present to discuss legal planning and benefits available for union members.

Saturday, February 10, 9:30 - 11:30

150 Motor Parkway
Hauppauge, NY 11788
(Adelphi office)

Sunday, March 10, 9:30 - 11:30

Knights of Columbus / Woodside
49-18 Queens Blvd
Woodside, NY 11377

Saturday, March 16, 9:30 - 11:30

150 Motor Parkway
Hauppauge, NY 11788
(Adelphi office)



NEW CONTRACT DELIVERS STRONGER PART-TIME RIGHTS

Right to Bid on Preferred Jobs

Inside workers have the right to transfer to other assignments based on seniority. The Company must post a notice when an assignment is available.

Transfer Rights

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

Layoff Protections

If your center is laying people off, you can transfer to another center based on seniority.

Overtime on a Sixth Punch

Part-timers who work a sixth punch will receive overtime pay. This work is strictly voluntary. No one can be forced to work a sixth punch.

Putting Our Seniority Rights To Work

“We won stronger seniority rights for inside workers in the new contract. Management used to be able to assign jobs inside and used this to retaliate against members.

“Now, according to seniority, members get to assign themselves preferred jobs.

“More veteran members can pick jobs that will help them have a longer career if they want. We can use the new language to help each other by dividing the work fairly.



Jordan Nesmith
Preload Steward, Manhattan North

The Do's and Don'ts of Drug Tests

Protect yourself from termination by following the do's and don'ts of drug tests.

DON'T Make It Easy for Management

There are some things you can do to protect yourself from disciplinary action if you are asked to take a drug test. But don't make it easy for management to discipline you in the first place. Don't come to work under the influence of drugs. It can be dangerous for you and others.

DO Ask for a Shop Steward

Have your steward find out why you're being asked to take a drug test. Shop stewards should take detailed notes in case any further disciplinary action is taken.

DON'T Refuse a Test

You may be discharged for refusing a test. However, you do not have to accept a urine test. You should request a blood test instead.

DO Ask for a Blood Test

If management asks you to take a drug test, request a blood test instead of a urine test. Urine tests can be inaccurate, or pick up substances you might have used off the clock.

Taking Union Action To Stop Harassment

Driver Chris D'Amico and Local 804 take action, and win, against harassment at Melville.

Together, we won the first-ever Local 804 Article 37 grievance at the UPS National Grievance Panel.

A Melville supervisor eavesdropped on Chris D'Amico and another driver complaining about being overloaded again.

The supervisor decided to butt in and yell "Well, what do you want me to do about it?".

"Fix the problem and adjust the loads," D'Amico responded.

The sup then blew a fuse, cussing at D'Amico, telling him to quit and finally threatening that "I'll take care of you."

"I made sure to confirm what he was saying and threatening in front of all the witnesses around us," D'Amico said.

D'Amico met with his steward and filed an Article 37 grievance the

next day. They took the case all the way to the National Grievance Panel and won.

The new contract increases the maximum pay for harassment violations to five times a member's daily guarantee.

D'Amico and another driver won penalty pay and the supervisor was penalized with another strike on his record. One more strike, and they must personally appear in front of the National Grievance Panel.



"It wasn't so much about the money, though that might help encourage more members to file harassment grievances. I just wanted to be able to do my job with respect and be able to use my rights without fear of retaliation."

Chris D'Amico, Package Driver, Melville

What to Do if You're Called into the Office

- **Ask for Your Steward.** If management calls you into the office, ask for your steward. It's your right and it's common sense.
- **Keep Your Cool.** Management's main purpose is often to intimidate you or put pressure on you to work too fast. Don't let them get under your skin. Keep your cool in the office. And follow the methods on the job.
- **Keep It Simple.** Answer management's questions with clear simple answers. Don't fall for fishing expeditions.
- **Don't Remember? Just Say So.** If management asks you about something and you don't know the details, just say "I don't know" or "I don't remember." The worst thing you can do is to make up a

story and give management an excuse to try to discipline you for dishonesty.

If you're called into the office, your steward or Business Agent has the right to know what the meeting is about and to meet with you to talk before the meeting starts.

You also have a right to take a break during the meeting and talk to your steward privately. Just say you want to go in the hallway and "caucus" with your steward.

Use a caucus to ask questions, to fill your shop steward in on important facts and to get on the same page. That way, you can face management in a united way.

STEWARD SPOTLIGHT

Each One, Teach One



Before becoming a package driver, Brush Ave. acting steward Rod Vertigen taught grade-school physical education for sixteen years. After the birth of his daughter, Rod came to UPS to build a more stable career with better pay and benefits than the school could provide. But the shift wasn't easy.

"Coming to work for UPS was life changing. Working for UPS can be grueling," Rod explained. "At the end of day, a lot of us are here to provide a better future for our families."

The realities of the job quickly taught Rod the value of "being union."

"Imagine where we'd be without the union. You see it in this new contract we won—higher pay, more sick days, MLK Day, and more power to make this a livable job for members. None of this comes for free—it's all because of fighting together as a union."

What keeps you going as a steward? Rod "wanted to help out a friend" when his steward had to go on comp, and "put the knowledge I've been able to learn from my brothers and sisters to good use helping other members."

"We couldn't survive in this job without helping one another out."

Rod still sees himself as a teacher of sorts. "As union members, it's our responsibility to educate one another. Read the contract and, if you don't understand something or have an issue, ask questions. Never be afraid of asking 'the wrong question'."

"I also encourage members to get involved. Come to meetings, learn and use the resources on the 804 website, get to know your co-workers."

"The union isn't something 'out there' waiting to help you when you get in trouble. We're all in this together, all the time. We are the union."

Rod Vertigen—Package Steward, Brush Ave.

Being Union=Supporting One Another

When your co-workers are turning to you for help and looking to you for leadership, that's when it might be time to serve as steward. That's how Junior Plummer became a steward.

"My co-workers were encouraging me," Junior says. "They saw that I knew the contract and was competent in dealing with issues."

Reliability and dependability are also key qualities in being a steward. "I was there everyday," Junior explains. "Showing up, knowing the rules, and being able to do the job are important."

Being a steward can be a challenge, but it's also gratifying. "It means a lot when your co-workers take you aside to say 'thank you' for helping them out or showing them the ropes."



"We're not going to get through to everybody, and we don't have to. It's enough that the majority appreciate what we're trying to do as a union."

Having a union means that we can rely on and support each other—we don't have to have all the answers ourselves.

"Be patient and, if you don't understand something in the contract or know what to do in a situation, seek out support," Junior advises. "We've got to take the time to get to know one another and meet each other where we're at."

Junior Plummer—Package Steward, 43rd Street

THE GROWING FIGHT AT AMAZON

Labor-Community Pushback Stops Amazon in Long Island

A broad labor, community and environmental coalition has successfully stopped Amazon from building a massive 10 million sq. foot facility and air cargo hub near Riverhead, Long Island.

804 members organized with community groups to build public support against the proposed facility, citing the environmental and quality of life threats to the community and the need for better, union jobs in the area.



Building Solidarity to Empower Amazon Workers

Local 804 members joined Amazon Workers, members of the United Auto Workers, and other allies to picket the Brooklyn Amazon hub in support of Amazon workers organizing for change.

When Amazon workers in Maspeth walked out in support of their striking co-workers, 804 members were there in solidarity.



STRIKE AND PICKET LINE ACTIONS WIN AT US FOODS

More than 130 US Foods Teamsters in Chicago Local 705 have won a Tentative Agreement on a new contract after three weeks on strike and nationwide picket line extensions.

US Foods agreed to significant wage increases, enhanced health benefits, higher pension contributions, and improved safety measures. Members gave up no concessions and defeated a company demand to make it easier to fire drivers for accidents.

Drivers voted unanimously to authorize a strike if the company failed to deliver a fair contract by the December 29 contract expiration.

On January 8, Local 705 simultaneously launched a strike at the company's Bensenville, IL facility and picket line extensions in over 20 cities with solidarity and support from the IBT Warehouse Division.

"The Teamsters are at critical moment with this company. All across the country, workers at US Food are rising up, taking action, and demanding change," said Tom Erickson, Director of the Teamsters Warehouse Division and Teamsters Central Region International Vice President.



DHL-CVG TEAMSTERS WIN STRIKE FOR FIRST CONTRACT

Following a 12-day unfair labor practice strike that saw picket lines extended nationwide, 1,100 DHL ramp and tug workers of Teamsters Local 100 at Cincinnati/Northern Kentucky International Airport (CVG) have ratified their first contract with the logistics giant by a 98 percent margin.

The new contract increases hourly wages by \$2 per hour immediately, provides a total \$5 per hour wage increase over the next three years, doubles the company's 401(k) retirement contribution, establishes a worker safety committee at CVG, and requires DHL to pay for the costs of health care premiums.

"Corrupt management at DHL tried every dirty trick in the book to prevent working people from organizing and negotiating a first agreement. But the executives didn't win—workers did, and now they've got a powerful Teamsters contract to prove it," said Teamsters General President Sean M. O'Brien. "Greedy corporations like DHL need to understand that any attempt to get the Teamsters to accept lackluster benefits and weak wages is a losing strategy. Throughout this fight, Teamsters at DHL-CVG stood strong and remained determined to secure an outstanding contract they can call their own."

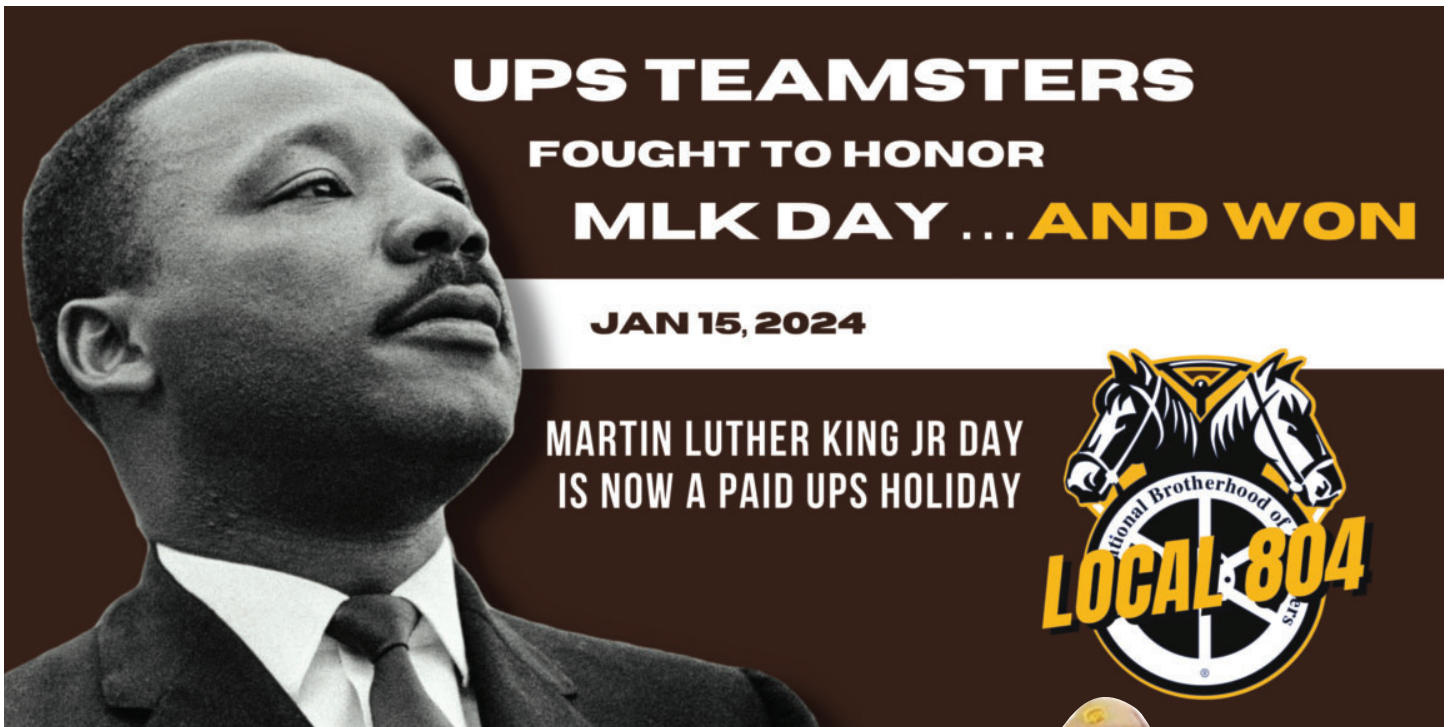
UPS Folds After Specialists Threaten Strike



UPS specialists and administrative workers have won union recognition in Louisville Local 89 and Chicago Local 705. When the company retaliated against members for organizing, our union threatened strike action.

Now, the IBT has won a neutrality agreement that gives our union the ability to organize UPS specialists nationwide without company interference.

This victory over UPS union-busting is a step toward organizing some 6,500 UPS specialists and other nonunion employees nationwide.



Martin Luther King Jr. Day is now a paid union holiday at UPS because UPS Teamsters organized to right a wrong.

Dr. Martin Luther King Jr. called for racial equality, workers' rights, and good jobs for all. But UPS refused to respect the holiday—until UPS Teamsters took action.

“By recognizing MLK day as a union holiday, we honor the mission of justice and equality that Dr. King fought for.

“The dream of Martin Luther King lives on today through every UPS Teamster who organized to right this wrong.”



Antoine Andrews
Steward
Foster Avenue

HELPING THOSE IN NEED

Local 804 members at City Harvest, a food rescue and food bank, pick up and deliver food to feed hungry New Yorkers.

“We’re proud that our job gives us the opportunity to help our neighbors in times of need. Everyday, we get to see the appreciation of those who receive the food we deliver. Times are getting tougher, and we really appreciate our union brothers and sisters now too.”

Haisel Vasquez
City Harvest Alternate Steward





NOTICE TO EMPLOYEES AND MEMBERS

**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

Case No. 29-CB-315625

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT obtain and distribute any weapons to Local 804, International Brotherhood of Teamsters (Union) members and officials.

WE WILL NOT intimidate you in the exercise of your Section 7 rights by telling you that we are obtaining weapons and suggesting that we will threaten people with the weapons.

WE WILL NOT intimidate you in the exercise of your Section 7 rights by displaying weapons during bargaining with the United Parcel Service (Employer) or with any other employer.

WE WILL NOT intimidate you in the exercise of your Section 7 rights by displaying weapons during arbitrations with the Employer, or with any other employers.

WE WILL NOT intimidate you in the exercise of your Section 7 rights by posting photographs of weapons bearing the Union logo and by encouraging Union members and officials to carry and use weapons on a picket line.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

WE HAVE deleted all posts on X (formerly known as Twitter) referring to weapons, and will not re-post them, including posts on March 4, 12, and 15, 2023, by our representative, and on March 15, 2023, by the Union.

Local 804, International Brotherhood of Teamsters

(Labor Organization)

Dated 11/12/23 By [Signature] President
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation, and we investigate and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov, and the toll-free number (844) 762-NLRB (6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

Two Metro Tech Center, Suite 5100, Brooklyn, NY 11201-3838
Telephone: (718) 330-7713 Hours of Operation: 9:00 a.m. to 5:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above regional office's compliance officer, (718) 765-6190.

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.

Jeffrey Allen	Ronald Connor	Dipchand Hansraj	Darryl Murphy
Andrew Boyd	Myles Dunn	Jabri Jackson	Theodore Pitt
Roger Brady	Orland Estrada	Robert Jewels	Calvin Robinson
Nelson Brizan	Bernardino Falcon	Kevin Keys	James Saccone
John Cebollero	Patrick Finnerty	Michael Kuehn	Reylis Soler
Konstantin Chopov	Gennaro Fiorentino	Denny Lee	Paul Spalding
Norman Clancy	Jhony Gerardi-	Gene Long	Darron Spicer
Colin Cochrane	nomontano	Ernest Lupo	Raul Torres
David Conlin	Robert Gersch	Matthew Melton	Robert Widawsky
	Jose Gomez		

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

automatically 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.

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.

Local 804 is now processing withdrawal cards online at teamsterslocal804.org/withdrawal_card2

84 NEWS



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

General Membership Meeting

May 19—10 AM

Shop Stewards Meeting

May 19—9 AM

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

(718) 786-5700

www.teamsterslocal804.org

info@teamsterslocal804.org



INSIDE!

We organized to
win new contract
protections.
Now, it's time to
enforce them.