

804 NEWS



www.TeamstersLocal804.org

SUMMER 2025



**STAY UNITED
& STAY SAFE**



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Teamster General President Sean O'Brien meeting with Local 804 members.

TEAMSTERS LOCAL 804

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www.TeamstersLocal804.org

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Message from Your President

STAY UNITED & STAY SAFE

As we go to press, a heat wave is sweeping through our area and most of the country.

What transpired proved once again that UPS management does not give a damn about you. But your Teamster brothers and sisters do.

With temperatures hitting 99 degrees, Local 804 stewards and volunteers organized parking lot meetings and passed out Teamster heat safety materials to educate members about how to work safely in the heat.

I want to thank each and every one of these members. You are what solidarity and our union is all about.

Facing the heat, UPS management showed their true colors as well.

We had our first heat-related injuries of the year. Two drivers were hospitalized. One was in the Emergency Room for over two hours and not one management person answered his calls.

This company can talk all they want but actions speak louder than words.

Use Your Union Rights

In the contract, we won the right to hold UPS to their heat stress training materials which say, "On extremely hot days or during heat waves, maintain a slower pace and take frequent breaks."

It's up to us to make UPS's lip service a reality.

- Stay hydrated.
- Use cooling solutions.
- Maintain a slower pace.
- Take your full lunch
- Take additional cool-down breaks if you need too.
- If you are eligible for the 9.5 list, sign up and file grievances.

Cool-Down Breaks

Whether you work inside or as a driver, our union contract gives you the right to rest in a cool zone. This is on top of your regular breaks.

- Recognize early signs of heat-related illness like fatigue, nausea, dizziness, headaches, and take action.
- If you need to take a cool-down break, tell management. You are not asking. If you're a driver, get to a cool zone and send a DIAD message. If you work inside, tell a supervisor and your shop steward.
- Rest and rehydrate. If you are not recovering, get medical help.

Your health is more important than this company's packages or profits.

If management tells you to clock out, follow that instruction. Then talk to your shop steward and file a grievance.

If you have a question, talk to your shop steward or a member who knows the ropes. Get informed. Enforce your rights and have your co-workers' back.



Harassment

A harassing preload supervisor at Maspeth has been shown the door. You may have heard about them.

They called one of our stewards a "bald-headed bitch." She told another of our stewards to "Suck my d*ck."

She threatened members that, "I will have my people kick the shit out of them" off the clock.

Management has the right to supervise and direct the workforce. They do not have the right to harass you and treat you with disrespect. Local 804 will have your back.

Change of Operations

The Mt. Vernon and Queens North building closures are complete. Working together, we held the company accountable to its obligations under the contract throughout this disruptive change of ops. We have kept everyone working and we will enforce the contract going forward.

One union. One goal.

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

Vincent Perrone
Local 804 President

'Better, Not Faster'

We can protect ourselves and avoid unnecessary and unfair discipline by following the methods.

by **SCOTT DAMONE**—Local 804 Trustee



UPS CEO Carol Tome has famously described her vision for the company as “Better, Not Bigger”.

Local 804 is taking up her challenge, but with a twist. Let’s ask, how can we make conditions at work “better” and improve how we work to protect ourselves?

We need to be ‘Better, Not Faster.’

Follow the Methods

The vast majority of discipline for inside workers is for “failure to follow methods and procedures” resulting in misloads or missed add/cuts. Drivers tend to have methods and procedures issues with auto accidents, mis-deliveries, and missed scans.

All of this can be mitigated by following the company’s methods and procedures.

Don’t Make Up Your Own Rules

Preloaders are trained to check boxes for multiple labels, circle icons, and/or write HIN on the packages with crayons. Yet many loaders do not do this. Loaders are told to avoid stacking, dumping cages, and cage hopping. Every day, loaders are doing these things and thinking “If I do follow the methods, I’ll never get wrapped.”

Management is responsible for hiring, staffing, and ensuring service to their millions of customers.

Our job is to provide a fair day’s work and a reasonable performance. The methods are there for a reason. Don’t make management’s bad decisions your problem. Don’t take shortcuts that can cause accidents and mistakes. You’ll be the one left holding the bag with an injury or discipline or both.

Numbers— Management’s Problem, Not Ours

It is not a driver’s responsibility to plan their stop counts or load quality. Years ago, drivers were sent out in package cars that were loaded stop for stop with labels out and up for selection.

Now drivers are spending inordinate amounts of time sorting and loading their assignments on the road. Management ordered this change—not the union. So let them have it. Don’t make up the extra time it takes by taking shortcuts and skipping steps.

Follow the methods. When you’re done delivering, the numbers are management’s numbers, not yours. Your number is on your paycheck.

The company demands that drivers back only when necessary. Driver release packages are supposed to be out of sight and out of weather. Drivers are not supposed to cut across landscaping and lawns. No one is to throw the customers’ packages. No matter what the stop count is, these methods are to be followed.

If the company’s plan fails, they will have to make adjustments and create a new plan. That burden is not on Teamsters.



Maspeth part-timers discuss how to prevent discipline.

No Shortcuts. Follow the Methods.

“When we take shortcuts, all we're doing is putting a target on our back and making it hard for members to work together. A fair day's work doesn't mean cutting corners.

“We protect ourselves and our Teamster brothers and sisters by working at a steady pace and following the same playbook.”

Joe Doherty—Alternate Steward, Nassau

Take Pride in Our Essential Work

Almost 110 years ago, the company's founder approached the Teamsters and asked them to represent his workers. That marriage has been extremely successful for both parties and it's important to remember that this incredible success for the company came off the backs of Teamster workers who have been touted for their quality work for decades.

The company used to advertise with messages underscoring the quality of the service provided by Teamster workers. Jim Casey is famous for his

“Caseyisms”, many of which are still displayed in UPS buildings all over the country. Some of these are:

“Best service and lowest rates.”

“Never promise more than you can deliver and always deliver what you promise.”

“Anybody can deliver packages—from the small boy in the neighborhood on up to the most extensive delivery systems in the land. The one thing we can have to offer that others will not always have is quality.”

“Service—the sum of many little things done well.”



UPS even featured a logo for 30 years that included “the delivery system for stores of quality.”

Every package is our calling card and that is the guiding principle for how we should treat our customers' merchandise.

It's time to get back to basics and restore the images of both the company and the Teamsters union. Follow the methods. Work safely. No more shortcuts. No more skipping steps. Be better, not faster.



Suffolk drivers meet up to strategize on how to beat the heat.

STEWARD SPOTLIGHT



Everyone Has a Part To Play

“The first and most important thing members can do is to read the contract. We need to understand the rights and protections we have as the union.

“Another big thing—since we’re a union, we don’t cut deals. Read the contract, understand our do’s and don’ts, and always seek out your steward or business agent if there’s a problem with management or a question.

“When we cut deals, when we don’t show up for our shift, we hurt other members, we’re taking money out of the pension, and we’re just making it harder to work together.



“Come to the union first. We have stewards to make sure we level the playing field, that everybody is treated equally and is on the same page about what our role is.

“We’re not supposed to fight each other—that’s the ‘divide and conquer’ the company wants. We supposed to stick together, and fight the company. The only way we’ll get solidarity, is by everybody playing their part.”

Letiticia Nibbs

22.3, 43rd Street

Being Union Means Being Involved

“As a new steward, I have most appreciated helping people, helping members learn the contract and know their rights, and see members get involved.

“We need our stewards and our union because not everybody has a warrior spirit and is willing to stand up for themselves against the company. Our right to representation is the most important right and I’m always going to be there for members.

“Being union also means being involved. Our rights only exists if we enforce them and hold the company accountable. Members can

get involved in lots of ways—learn the contract, file grievances, don’t take short cuts, talk to fellow members about problems on the job.



“The advice I always give members is to be honest with me. Even if you screwed up, I’m going to do my best to lessen the blow. But we’ve got to know the truth from the start.

Darryl Beaton

22.3, Maspeth



Enforcing Heat Protections

Our Teamster contract protects our right to work safely in the heat. Here's what you need to know.

Article 18 of our contract protects your right to rest in a cool zone when you're experiencing symptoms of heat illness. This is in addition to regular meal and 10-minute breaks.

Recognize early signs of heat-related illness, such as fatigue, nausea, headache and cramping.

Notify management and your shop steward and inform them you are experiencing symptoms of heat illness and

that you are exercising your rights under Article 18 of the contract to take a cool down break.

Drivers should always use the DIAD to communicate with management, so you have a record.

Rest and rehydrate. When you are recovered and ready to return to work, inform management. If you are struggling to recover, call 911.

If management instructs you to clock out, work as instructed and file a grievance.

UPS's own Recharge program materials instruct employees that, "On extremely hot days or during heat waves, maintain a slower pace and take frequent breaks."

It is a violation for management to retaliate against members for resting to prevent heat-related illness, or for calling 911 in an emergency.

If that happens, contact your shop steward or business agent immediately.

Safety Comes First



"Summer started with unsafe and dangerous temperatures. It's up to every single one of us to utilize Article 18, take breaks if needed, follow cool solutions, and focus on safety above all else.

"Using the tools we've been given allows us to ensure our safe return home every night—the company's own stated 'final stop.' Stay smart, stay safe, stay united."

Bogdan Anitei—Package Driver, Maspeth

Health Matters More Than the Bottom Line



"Delivering a package should not be life or death. If you feel the need to park under a tree, grab some water, or go sit in a cool zone, you have every right. If it costs the company extra time on a 103-degree day, that's not your problem. Your health matters more than their bottom line. We have a strong contract and a strong union that will back us up on that."

Shane Devine—Shop Steward, Melville

BEAT THE HEAT AT UPS



Use UPS's Own Words To Enforce Heat Safety Rights

UPS pays lip service to safety. Turn that around by using management's words to enforce your right to slow down and take additional breaks when you're working in extreme heat.

Our Teamster contract at UPS says, “Employees shall be allowed to follow best practices as outlined in the Employer’s heat stress training (Article 18 Section 27).”

Here are the company’s own words in black and white from safety training materials that you can use to enforce your heat safety rights, including working at a slower pace and taking cool down breaks.

Work at a Slower Pace

UPS PCMs instruct employees “On extremely hot days or during heat waves, maintain a slower pace and take frequent breaks”

The UPS Heat Safety DIAD Training says “You should pace yourself every day but it’s particularly important when you’re working in extreme heat.” The training is crystal clear that, “Pacing means slowing down or taking breaks.”

If management pressures or harasses you, tell them you are working at a safe, sustainable pace.

Communicate by the DIAD if you are a driver so that you have a record and take a photo of aggressive or harassing DIAD messages.

Then file a grievance and use the company’s heat stress training materials as evidence that management is violating Article 18 (Safety) and 37 (Harassment) of the contract.

Additional Breaks

UPS heat stress training materials repeatedly advise employees to take additional breaks to prevent heat illness.

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

- “If you have cramps, or feel weak, dizzy, nauseous, or have a headache you should find somewhere cool to rest.”

- Management should allow for a “preventive cool down recovery period (additional break to prevent the body from becoming overheated)”

- “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”

Our Teamster contract gives us the right to follow these heat stress training practices (Article 18, Section 27).

Heat stress breaks do not require clocking out. They are paid breaks and count toward 9.5.

Always follow instructions: If management instructs you to clock out, follow this instruction to avoid discipline. Document the violation and file a grievance.

Enforce Your Teamster Rights

Our Union contract gives us rights. It’s up to us to enforce them together.

The union has put together a Heat Safety toolkit, including wallet cards and leaflets to inform yourself and other Teamsters.

Talk to your steward and coworkers to find out more about your heat safety rights and proven strategies for enforcing them.



Maspeth

Enforce the Contract

The contract was not only signed by the union; the company agreed to the conditions as well. It's our job to remind them of that by enforcing the contract.

When the company violates the contract, notify your steward or alternate. They will try to fix it or tell you to grieve it.

Writing a good grievance is not hard.

Keep your grievance short, sweet and to the point. Explain the basic problem, indicate which contract or other violations have occurred, and lay out how management needs to fix the problem.

Adding your arguments, evidence and justifications reveals your hand to management and allows them to be better prepared to defeat your position. Save your arguments for when you present your grievance to management.

The grievance should say what happened, but also needs to be clear about what we want management to do about it. This is called the remedy.

Don't forget to ask for back pay and benefit contributions where appropriate.

Include the phrase "Make the grievant whole in every way" in your remedy to cover anything you might have left out.

TEAMSTER TIP

The company loves to try and turn a grievance around on the union. Don't give management an easy out.

Maintain good attendance, report to work on time every day, and never have no call/no show unless you're in a coma.

Adhere to appearance guidelines. Don't let a good grievance discussion turn into a B.S. discipline hearing because you're wearing a blue t-shirt under your uniform.

Follow the methods and work as directed. Then grieve the hell out of them!



Members use parking-lot meetings to stay informed and plan collective action.

Stepping Up Contract Enforcement



Dave Carew, Alternate Shop Steward from the Suffolk building, serves on the new National Contract Enforcement Committee and addresses how members are stepping up to enforce the contract protections we've won.

UPS signs the contract just like we do—so why do they violate it?

First, because they think they can. They were already violating the contract before the ink dried.

The second, more important reason is to try to demoralize us. It's classic divide and conquer.

If more of us stood together we'd be much more powerful.

But if you're going to be selfish and make deals with management, nothing's ever going to change. They're going to keep screwing our members over and over because they can.

UPS doesn't care about right or wrong. The contract is only as powerful as our ability to enforce it. That's our job as the union and as members.

What is the Teamster National Rank and File Contract Enforcement Committee?

The Teamsters National Rank and File Contract Enforcement Committee was appointed by General President Sean O'Brien. We are charged with coming up with ideas to empower members to enforce the rights we won in our historic contract victory.

We meet and discuss what we can do to make sure members are safe and our contract is enforced.

Heat is obviously one of the biggest issues right now. In the South and the West, it's even more extreme than here.

We're coming up with plans to empower the members and tactics to make sure the company is doing what they are supposed to be doing, from ice machines and fans to cool down breaks and 9.5 rights.

We discuss different ways to inform members. One of the most important ones is parking lot meetings.

TDU has been a big part of this. They've been holding webinars and training activists from around the country how to run parking lot meetings and get members informed and educated.

How are contract enforcers in Local 804 working together?

In Local 804, we are working with members, stewards and Business Agents in every center to get the message out through chats and webinars, and flyers. After the last heat wave we held parking lot meetings at six buildings to bring members together and strengthen contract enforcement. This is just the beginning.

What is your message to members who are frustrated about the company violating the contract? How can they help turn it around?

We shouldn't be afraid to enforce our rights. We have President Perrone, we have business agents, we have stewards—we can be in touch with all of them about how to stand up for ourselves.

An educated member is the most important tool we have. If you have any desire to learn more, reach out to one of your stewards or a BA. Hold a parking lot meeting, bring members together in your building. We're here to help give you the tools to succeed in enforcing the contract.

TEAMSTERS LOCAL 804 SOFTBALL TOURNAMENT & BBQ*

August 24, 2025 * Cunningham Park, Queens

**KIDS
ACTIVITIES**

MUSIC

FOOD

**BOUNCY
HOUSE**



One Softball Team Per Building
Talk to Your BA About Getting on a Team

*BBQ is pending

LADIES OF LOCAL 804

LADIES OF 804



\$30 voucher

Food included!

ATLANTIC CITY

The **Ladies of Local 804** organized an outing to Atlantic City to build community and support sisterhood in the union.

Contact Angelique at
718-208-5399 to get involved
in the **Ladies of Local 804**.



The 2026 Teamster Election

The two-year process for electing Teamsters International Union officers is underway. Here is what you need to know about the process and how to participate.

National Petition Drive

The first step in the IBT election process is a petition campaign, and it is underway.

Candidates have until December 31 to collect signatures from a minimum of 2.5% of the membership to become accredited candidates.

Accredited candidates get a digital copy of the Teamster membership list to reach out to voters.

They are also entitled to a copy of the worksite lists from each local union and to publish campaign material in the Teamster magazine.

There are 24 positions from the U.S. and three from Canada. Elected candidates serve a five-year term beginning in March 2027.

Your Right to Campaign & Parking-Lot Access

Members have the right to petition or campaign in the employee parking lot of any Teamster employer, including UPS.

This right is guaranteed in the Election Rules. Every Teamster has a right to participate in the election without interference or retaliation by their employer or local union officials.

The International Union election is run by an impartial Election Supervisor: the Honorable Timothy Hillman, who is a retired federal judge.

Judge Hillman has a staff of attorneys and investigators to enforce the Rules and decide protests.

Elections for Delegate to the Teamsters Convention

Every local union must hold an election for members to vote for the delegates and alternate delegates to the Convention.

Convention delegates have the power



to vote to put International Union candidates on the ballot, and they vote on amendments to the Teamsters Constitution.

Convention delegate elections are overseen by the independent Election Supervisor. Any member who has been in good standing for 24 consecutive months prior to nominations can run for convention delegate.

In October, the Election Supervisor will publish a list of dates and election plans for local union delegate elections to be held January-March 2026.

Some locals may hold elections this fall if they represent summer seasonal employees or if they are approved to run their local union and convention delegate elections simultaneously.

Nominations at the Teamsters Convention

The Teamsters Convention will take place in Las Vegas, June 14-18, 2026.

At the Convention, delegates will cast ballots to determine what candidates for International Union office will qualify to appear on the ballot.

Nominated candidates must receive 5% of the vote from Convention delegates to appear on the ballot.

Candidates for regional Vice President positions must get at least 5% of the vote of the delegates in their region.

Candidates for General President, General Secretary-Treasurer, At-Large Vice President and Trustee must get at least 5% of the vote of all Convention delegates.

Amending the Teamsters Constitution

Convention delegates have the power to amend the Teamsters Constitution.

At the last Teamsters Convention, delegates voted to make strike benefits payable on day one of a strike.

Convention delegates also voted to establish majority rule in contract votes, abolishing the "Two-Thirds rule" that the Hoffa administration had used to impose contracts that were rejected by a majority of the members.

Ballots & the Ballot Count

A ballot will be mailed to every Teamster in October 2026. Ballots will be counted in November 2026.

Teamster Election Rules require that voting be done by mail ballot in accordance with Department of Labor Regulations.

Doc Dougherty Scholarship Dinner a Success



Thank you to everyone who supported the Doc Dougherty Scholarship Dinner which raised over **\$90,000 for our scholarship fund.**

A Local 804 Trustee, Doc Dougherty was killed by a driver crossing a Local 804 picket line.

Never forget that what we have was won with the blood, sweat, tears and lives of the Teamsters before us. Do your part now and pass it on to the next generation.

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.

Pablo Alberca
Emil Alexiou
Abdel Archibald
Donald Benjamin
Peter Bevin
Purnel Borel
Matthew Bracone
Cheryl Brathwaite
Peter Craine
James Cronin
Jose Cruz
Dominic Delgiorno
Frank Digiori
Edwin DiMalanta
Joseph Duross
Giuseppe Faulisi
Willie Felix

Robert Fellin
Roland Fernando
Kevin Frank
William Fries
John Gonzalez
David Gonzalez
Robustiano Griffin
Patrick Hennessy
Wilson Hernandez
James Howard
Arturo Inniss
Robert Kuenzler
William Leary
Hugh Mac Donald
Julio Machado
Jen Manduck
Ricardo Marrero

Dennis Medina
Oscar Melgar
Christopher Melton
Emilio Mendez
Richard Mitchell
Rolando Molina
Richard Mouton
Patrick Murphy
Robert Muscarella
Edwin Myers
Warren Ng
Paul Pantina
Paul Patorno
Joe Pauyo
Michael Policastro
Gary Prevosto
Hector Ramos

Scott Reid
David Richardson
Christopher Robinson
Ivan Rodriguez
Douglas Rome
Christopher Shane
Mahmoud Shehata
Jerlem Tantongco
Mike Trailovic
Joseph Trotto
Henry Vargas
Frank Vasquez
Michael Williams
James Younger

You aren't a member of your Credit Union? Why?

Local 804 FCU was founded in 1978

- Our mission is to deliver value: That means helping you keep more of your money
- Local 804 FCU is owned by its members, not by a corporation or stockholders
- We are a not-for-profit organization
- We deliver respectful, courteous, timely, confidential, and unbiased personal service
- The bottom line means low-cost, high-quality financial services for you!



For more info or to join:
cu804.org/benefits

With Payroll Deduction you can save effortlessly.

Have funds deposited directly from your payroll each week into:

- Checking / Savings Accounts
- High Yield Savings Account
- Vacation/Christmas Accounts
- Loan Payments



TEAMSTERS
LOCAL 804



Never Miss a Retiree Health Insurance Premium Again!!

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

What is this service?

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

How does it work?

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

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

How do I sign up for this service?

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

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

804 NEWS

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

General Membership Meetings

July 27—10 AM

October 5—10 AM

Shop Stewards Meetings

July 27—9 AM

October 5—9 AM

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

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BEAT THE HEAT

How members enforce
the contract and protect
ourselves.