

804 NEWS



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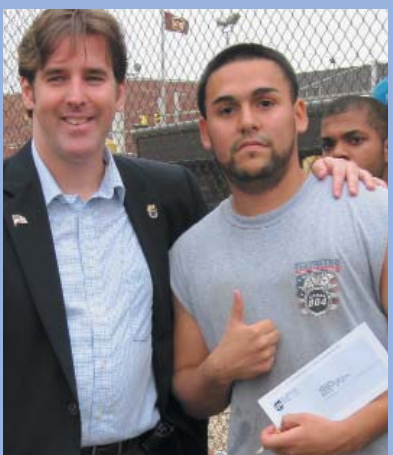
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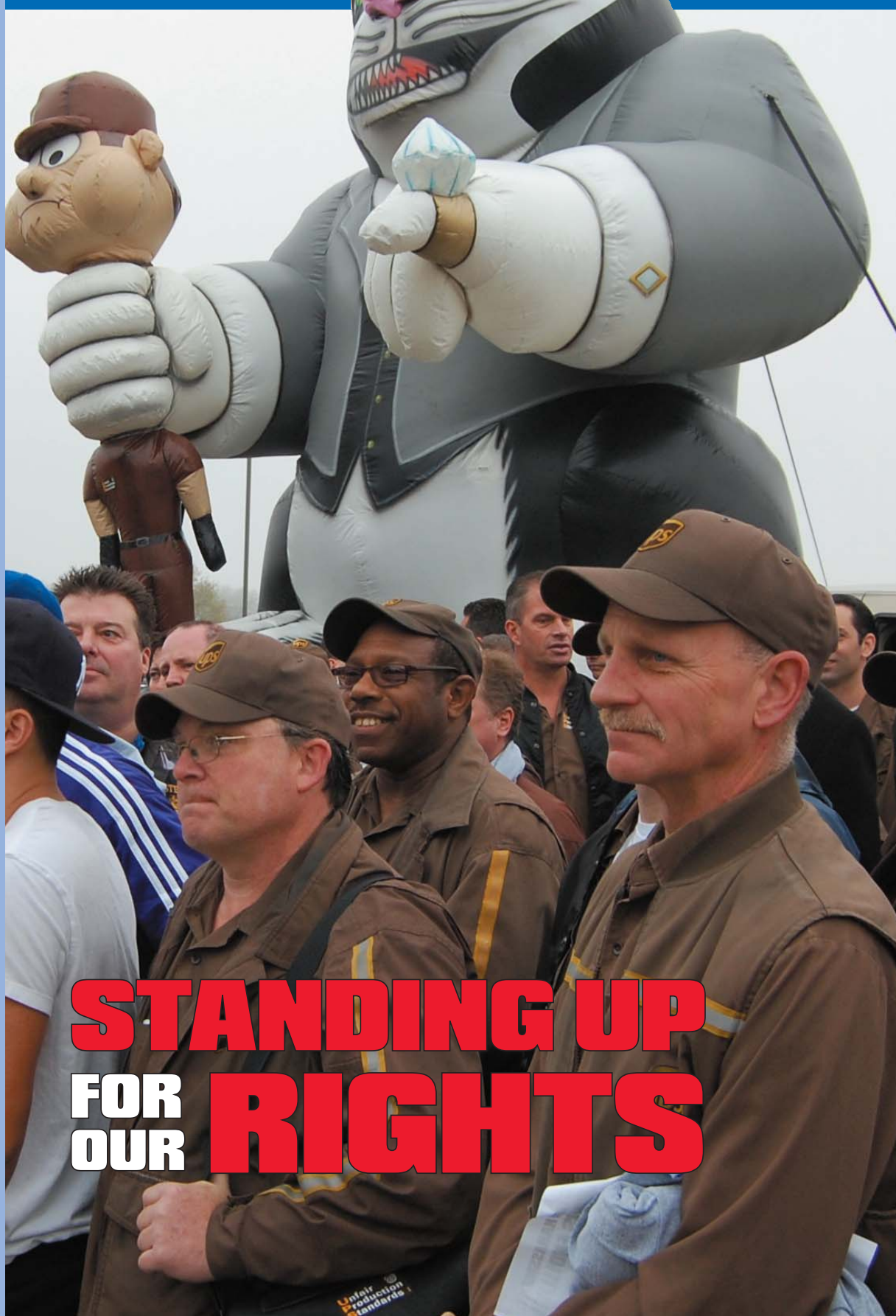
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STANDING UP FOR OUR RIGHTS

Union Production standards



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Use the Local 804 Package Car Daily Log Book to document your day and protect yourself from production harassment and unfair discipline.

The Log Book features a special section to document your OJS—including how the company adjusted your load, changed your route, reduced your air, or any other factors that inflate your SPORH.

Log books are back in stock. To get a copy, ask your steward or business agent.



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- Tim Sylvester - President
- Jim Reynolds - Secretary-Treasurer
- Pete Mastrandrea - Vice President
- David Fennell - Recording Secretary
- Neil O'Brien - Trustee
- Chris Sabatino - Trustee
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- William Riley Fernandez - Health & Safety Director

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804 MEMBERS STAND STRONG & DELIVER



As we go to press, UPS is wrapping up another year of multi-billion profits. Despite a deep recession, UPS profits are growing by double digits every quarter.

With business down, the company is keeping profits up by squeezing Teamster members harder than ever.

The company is boosting productivity by eliminating jobs, using supervisors to do union work, cutting and combining loads, abusing new technology and increasing production harassment.

This isn't a Local 804 problem. Teamster officers and UPS Teamsters across the country report a steep rise in the same violations.

In Local 804, we're drawing a line in the sand.

Contract Enforcement Pays

Local 804 members are showing that when we stick together, we can make UPS pay for violating our contract.

Local 804 members won more than \$50,000 in grievance wins before the last national grievance panel meeting in September.

Check out our contract enforcement coverage on Pages 4 to 7 to learn more about these victories and how you can put proven enforcement strategies to work for you.

Defending our Benefits

Members won another critical victory last fall—stopping a new wave of cuts the company tried

to impose on our health benefits.

In 2010, we stopped the company from eliminating retiree healthcare at 25 & Out at any age. We negotiated other tough benefit changes that saved our fund from going broke.

Last fall, our arbitration victory defeated new cuts demanded by UPS. Instead, we won benefit improvements, restoring out-of-network emergency coverage.

Under the previous administration, our Fund lost \$25 million and was going to be millions of dollars in the red unless we took action.

Today, the Health Fund's reserves are \$14.8 million and growing and your benefits are protected. See our Special Report on Pages 10-11.

Staying Strong in Tough Times

Contract violations and unfair discipline are up across the country at UPS. It's part of a nationally coordinated effort to make employees deliver high profits in a bad economy.

Local 804 members are proving we can fight back when we stick together and stick with it.

Local 804 President

PROTECT YOURSELF EXCESSIVE OVER

With peak over, our 9.5 rights are back in effect.

Protecting yourself starts with opting in to the 9.5 list.

Opting in to the 9.5 list:

- ▶ Is easy.
- ▶ Protects you from being over-dispatched.
- ▶ Makes it harder for

management to cut and combine routes.

- ▶ Stops UPS from sending drivers home.

Enforcing our 9.5 rights works. Local 804 members

have won thousands of dollars in 9.5 grievances and gotten management to adjust their loads—without losing the over-time they actually want.

The more of us who stick together, the more strength we have to enforce our 9.5 rights.

HOW TO ENFORCE YOUR 9.5 RIGHTS

Enforcing your 9.5 Rights is a two-step process.

The new Local 804 9.5 Enforcement Packet walks you through the process. Get your copy at www.TeamstersLocal804.org.

Step one is to document a work week in which you worked three days over 9.5 hours. The 9.5 Rights Documentation Form has a table where you can easily document the simple but critical details: dates worked, start time, unpaid breaks, end time, and total hours worked.

Once you have documented this information, you have to tell your Center Manager that you want to be on the 9.5 list. Make sure to bring your steward.

Meeting with Management

Use the Enforcement Form to document what happens in your meeting with your Center Manager.

If you worked more than 9.5 hours on three days in one work week, then you qualify for the 9.5 list. (There are exceptions for cover drivers.)

Your Center Manager should add you to the 9.5 Opt-In list for a five-month period, excluding November and December.

If the Center Manager denies your right to get on the Opt-In list, document that fact and their reasons why on the 9.5 Rights Documentation Form.

Then file a grievance saying that the company violated Article 37 by failing to add you to the Opt-In list after you had worked more than 9.5 hours on three days in one

work week.

If the Center Manager tries to put you off, then put your request in writing and hand it in.

If the Center Manager makes any threats that you will be over-supervised, given extra performance rides, or be targeted with telematics, document that, too. Use the extra space on the back of the form as needed.

The more documentation you have—and the more drivers in your center that are getting on the 9.5 Opt-In list—the more protection you have.

Filing a 9.5 Grievance

Once you are on the 9.5 list, you should use the 9.5 Violation Form to document every time you work more than 9.5 hours three times in a work week. Again, you will need the simple but critical details: dates

FROM TIME

That's why Local 804 has launched a local-wide campaign to exercise our 9.5 rights together.

Do your part. Protect yourself and other Local 804 members by getting on the 9.5 list.

worked, start time, end time, unpaid breaks and total hours worked.

Armed with your evidence, go with your steward to speak with the Center Manager to request that the company comply with Article 37 of the contract, which calls for the company to adjust the driver's work schedule and pay triple time pay for hours worked over 9.5 hours in a day.

If the company agrees to resolve the problem, note the settlement on the 9.5 Rights Documentation Form.

Depending on the situation, an appropriate settlement calls for adjusting your load, triple time pay for hours worked over 9.5 hours in a day, or agreement to pay the triple time penalty on the next violation.

If the company doesn't resolve the problem, talk to your steward and file a grievance.

\$1,400 for 9.5 Violations.

"Last summer, management put two routes in my truck—over 200 stops! Every night I was out till 9:30 pm.

"I got on the list, and I filed a grievance every week. Management is going to try to stall you—you have to stick with it. That's what I did, and management adjusted my load and I got a check for \$1,400."

Robert Kotarowski, Maspeth



I Get the OT I Want.

"Opting in to 9.5 doesn't mean you're going to lose your overtime. Be clear with your steward and management about how much OT you want.

"Personally, I don't mind some OT. I opted in and got my load adjusted. I don't file a grievance every time I go over 9.5—I only file when management works me excessive overtime."

Mark Cohen, Foster Ave.



Don't Fall for Threats.

"Everybody knows that if you're the only driver in your center on the list, you're going to get extra attention. We have to make sure that we get 10 or 15 drivers to opt-in at the same time.

"If we work together, 9.5 will work. I've seen them pay out our grievances and adjust our loads. It's about teamwork."

Ralph Serpico, Melville



In a tough economy, UPS is squeezing Teamster members harder than ever—cutting jobs and boosting productivity through production harassment, 9.5 violations and supervisors working.

Local 804 members are feeling the pinch—but this isn't a Local 804 problem. Teamster officers and UPS Teamsters across the country report a steep rise in contract violations.

Local 804 members are showing that when we stick together and stick with it, we can make UPS pay for violating our contract.

CONTRACT ENFORCEMENT

Members Win \$50,000 in Grievances

Local 804 took a record number of grievances to the last national grievance panel. We documented our cases and held the company's feet to the fire.

As a result, Local 804 members won more than \$50,000 in grievances for 9.5 violations, supervisors working, paycheck shortages and unpaid wages.

We asked members for their advice on winning strategies for grievance success. Here's what they had to say.

► **Nail Down the Facts.**

The Flushing Center filed mountains of grievances on supervisors working and 9.5 violations in 2011—and members got thousands in penalty pay. Their secret: doing a thorough investigation.

They start by collecting information from members: “We built up a text network. When a supervisor takes 20 packages off of a driver, the driver texts one of our stewards. And then we pull the recap for the day,” said alternate steward Domenick DeDomenico.

Under the contract, your steward and business agent have the

right to review relevant company records to investigate your grievance.

Investigating your case gives the company less room to wiggle out of it. “Instead of saying a supervisor worked for approximately this much time, we can say *exactly* how much time the supervisor worked,” DeDomenico said.

► **Educate Newer Members About Their Rights.**

All package drivers who made book before Aug. 1, 2008 are eligible for 15 minutes of “coffee pay” after you work 8.5 hours.

The company was shorting a group of newer drivers in the Flushing Center in Maspeth on their paycheck.

Shop steward Vinny Perrone helped the drivers file a grievance—and they won over \$4,500 in unpaid coffee pay.

► **Keep Filing Grievances Till The Problem is Solved.**

Filing just one grievance usually isn't enough to solve the problem. You have to build up your case over time.

Back in 2010, management was cutting and combining routes at the Brush Avenue building. The average driver was delivering for 11.5 or 12 hours.

Steward George Zamot filed over 250 9.5 grievances. At first, the center manager responded by threatening and harassing a few drivers. But the drivers stood their ground—and their center manager was demoted.

“We kept piling on grievances.

Luther Betton, steward Chris Williamson, Giancarlo Laconca, and Luis Robinson show off their grievance checks. Members in the Flushing Center have won thousands this year in penalty pay.

Steward **Vinny Perrone** helped members win \$4,500 in unpaid coffee pay.



PAY\$

Want to help inform members and enforce the contract? Talk to your Business Agent about joining the 804 Contract Action Team.

It didn't happen overnight, but we built up our case, stuck together, and management backed down," said Zamot.

"Now management will work with us to adjust their loads. And it usually doesn't even take a grievance."

Drivers in Yorktown, Elmsford, and other buildings took similar action—and got grievances paid and loads adjusted.

► Make it a Team Effort.

At Brush, members hold a weekly 15 minute meeting to discuss problems and get everyone on the same page.

At the Flushing Center, the stewards have built a text network so that members can report problems and collect the facts for grievances quickly.

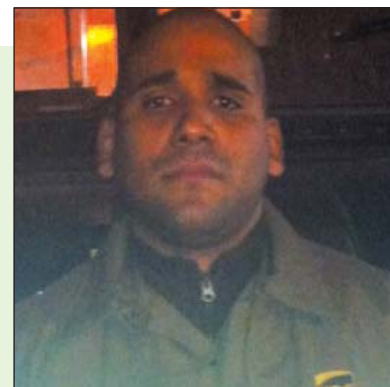
"Getting the company to back down doesn't happen overnight," said Zamot. "Every member has their part to play. When we stick together, we can get results."

We Built Our Case

"We kept piling on grievances. It didn't happen overnight, but we built up our case, stuck together, and management backed down.

"Now management will work with us to adjust loads. And it usually doesn't even take a grievance."

George Zamot, Steward, Brush Ave.



Take Away the Wiggle Room

"We built up a text network. When a supervisor takes 20 packages off of a driver, the driver lets us know.

"Instead of saying a sup worked for approximately this much time, we can say *exactly* how much time the supervisor worked."

Domenick DeDomenico, Alternate Steward, Maspeth



MEMBERS GET PAID FOR

Supervisors aren't helping us when they do our work. They're taking money out of our wallets.

But Local 804 members are making management pay members thousands of dollars for supervisors working. You can do the same.

"Supervisors will tell you 'I'm here to help you,'" says Ruben Rivas, a part-time preloader at Maspeth. "But they're not helping you. They're taking money out of your pocket."

Before he started enforcing his rights, management was sending Rivas home after his 3.5 hour guarantee, and then finishing up the work with supervisors.

That's starting to change.

Rivas only has two years in at UPS. But he's learned a thing or two about getting paid when supervisors do our work. He just got a check for \$300 for his super-

visors working grievances. And another check is on the way.

UPS has to pay double-time pay for supervisors working violations.

"My shop steward Chris Williamson showed me the ropes. You can't argue and fight with these guys. Ask them what they're doing, and write up your grievance," Rivas said.

How to Report Sups Working

When you see a supervisor working, the first step is to ask them why they're working.

If they say they're just filling in for someone in the bathroom, ask them "Who?" (And if they don't

tell you, be sure to write that up in your grievance.)

If the supervisor keeps working, your next step is to file a grievance.

Carefully documenting what happened will make it easier to get paid. Write down:

- ▶ Who was working?
- ▶ What were they doing?
- ▶ Where were they doing it?
- ▶ When did they start working and when did they stop? Including start and stop time will give management less wiggle room to debate how long the supervisor worked.

FIGHTING FOR FULL-TIME JOBS

Union action gets full-time 22.3 jobs filled—and we're pushing for more.

UPS has been on a national campaign to eliminate full-time 22.3 jobs. Local 804 is taking action to secure more full-time 22.3 jobs.

It's starting to pay off. Eight 22.3 full-time jobs have been filled in Nassau.

Local 804 members went on strike with UPS Teamsters nationwide in 1997. United by the slogan, "Part-Time America Won't Work," we demanded that UPS combine part-time jobs into full-time positions.

We won and the first 22.3 full-time jobs were created. The previous Local 804 administration allowed management to eliminate 22.3 jobs when they went vacant. We are working to get these jobs filled.

A Local 804 grievance on 22.3 job elimination was

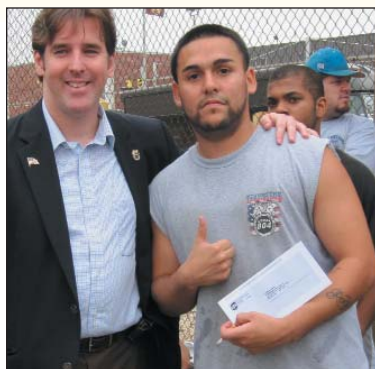
Local 804 is fighting to protect the full-time 22.3 jobs we won in our 1997 strike against UPS.

postponed at the national grievance panel in October. Business agents are working with stewards and other volunteers to prove our case.

We will sit down with the company to reach an agreement on filling and creating more 22.3 jobs. If the issue isn't resolved, we'll fight for the results we need at the national grievance panel in March.



SUPERVISORS WORKING



Get the Pay You Deserve

“Supervisors will tell you ‘I’m here to help you.’ But they’re not helping you. They’re taking money out of your pocket.”

Ruben Rivas, PT Preload Maspeth



Full-time and part-time members and stewards from the 43rd St. building met at Local 804 to plan a strategy for taking on contract violations.

- ▶ What did the supervisor say when you asked him what he was doing?

Also, were there any witnesses? Witnesses aren’t required but having them strengthens your case.

The new Local 804 Inside Workers Survival Guide includes a reporting form you can use to write down all the required infor-

mation. You can also download a reporting form and a model grievance at www.TeamstersLocal804.org

Contract Enforcement Tip

Under Article 3, Section 7 of our contract, UPS has the responsibility to maintain a sufficient workforce to run its operations without using supervisors.

If you see a supervisor working, make a note of any members who were sent home early.

That information will make it harder for UPS to blame absenteeism or members for the fact that supervisors were doing our work.



Ask Them What They’re Doing

“The supervisors know that if I see them in my work area, I’m going to question them. Now, they get a heads up from the other supervisors, and they don’t even bother touching a package when I’m around.”

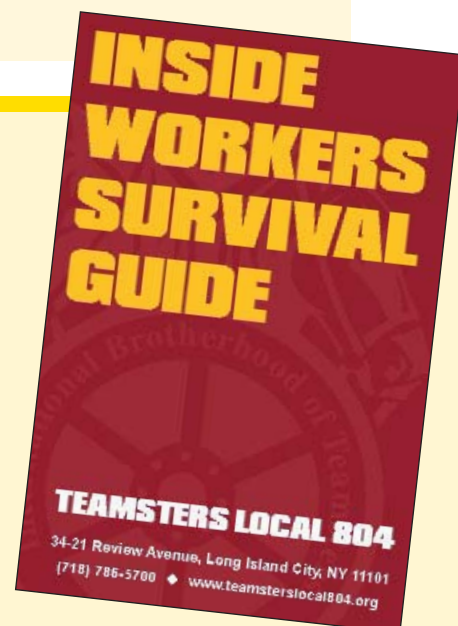
Hector Chang, FT Inside, Maspeth

NEW FROM LOCAL 804: Inside Workers Survival Guide

Local 804 has produced a new Inside Workers Survival Guide to help you know your rights and how to enforce them:

- Protect yourself from unfair discipline
- Document harassment and paycheck violations
- Get penalty pay when supervisors do union work

To get your copy, ask your steward or your business agent.





MEMBERS SAY **NO** TO PRODUCTION HARASSMENT



Local 804 members held a series of rallies to say no to production harassment.

The company is on a nationwide campaign to boost profits by squeezing more out of every employee. For Teamster members, the result has been production harassment,

excessive hours and stress.

Members rallied at the Nassau, Elmsford, Melville and Foster Ave. buildings with a UPS Fatcat to send the company a message.

The contract calls for a fair day's work for a fair day's pay. It's time to put a stop to production harassment.



SOLIDARITY WITH MELVILLE DRIVERS

Local 804 is fighting UPS's termination of two shop stewards from the Melville building in retaliation for their participation in a union action. UPS is also threatening other drivers at Melville with discipline.

The Local 804 Executive Board stands 100 percent behind our Teamster brothers and sisters at Melville—and so do Local 804 members.

Members held rallies at multiple buildings to show our solidarity. Fox 5, Newsday and other media covered the rallies.

Local 804 officers have tried to negotiate a fair settlement to resolve the dispute. The company has demanded that Local 804 members surrender our right to strike as a condition of settling the case.

The right to strike is sacred. Local 804 members have lost their lives defending it. We cannot and will not surrender our legal right to strike.

UPS and our union have presented our case to an arbitrator. Local 804 will continue to pursue talks with the company. If management continues to refuse to settle, the arbitrator will issue a ruling.

Members rally at Melville (top), Nassau (middle), and Foster Ave. (bottom) to protest production harassment.

“Some of the things that management claims are “dishonesty” are downright ridiculous. But why make it easy for the company to jam you up?”

“It’s better to stay out of trouble than to get into trouble. Follow the methods. Don’t take shortcuts.

“If you know a driver that management is going after, talk to them and straighten them out. That’s what being union is all about.

“Local 804 is there to protect us. But we’ve got to protect ourselves too.”

— John Bohl, Steward, Nassau

DON'T FALL FOR THE FALSIFICATION TRAP

UPS management is taking advantage of loopholes in the national contract to fire drivers on charges of falsification.

Protect yourself from unfair discipline by following the methods.

Thanks to Telematics and GPS, UPS can track drivers like never before. The new technology has changed how management does business—and not for the better.

Across the country, Teamsters report that the company is coming down on drivers for taking shortcuts that management used to look the other way on.

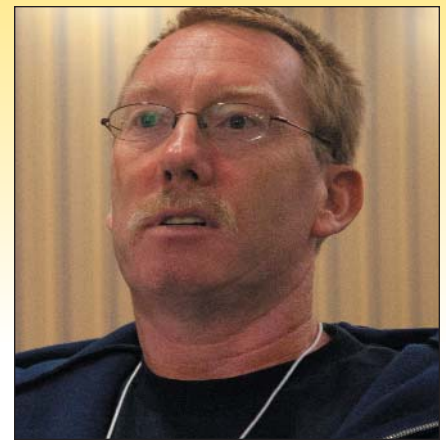
Following UPS’s methods is the best way to protect yourself.

Tell the Truth About Your Air. If your air is late, then it’s late. If you know in advance that you may not make your commitment, notify a supervisor through your DIAD and ask them what they want you to do.

Put the decisions on them. Write back that you’ll work as instructed—and do just that. Make an entry in the remarks column such as “directed by sup” so it is in your delivery records. Cell phone cameras are handy for taking pictures of unusual directives from management.

Don’t Flag Packages—and record them accurately. Record the stop at the stop even if it’s less efficient. Do it management’s way—not the fastest way.

Sheet Missed Packages as Missed. Play it straight. Don’t claim that you’ve made a delivery attempt when you haven’t. Don’t record a



stop when you’re back at the building. Don’t enter a closed commercial stop as a “not in” residential stop; sheet it as missed and let your center know through the DIAD beforehand.

It’s Not the Crime; It’s the Cover Up. Drivers don’t get fired for delivering an air late or missing a package. But UPS is disciplining drivers and taking them off the payroll for “dishonesty” and “falsification of records” for flagging packages and entering the wrong information into the DIAD.

Don’t jam yourself up. Follow the methods and do the job the right way.

It may not always make sense. It may be a hassle. But it beats a trumped up discharge.

DISHONESTY AND FALSIFICATION

UPS is firing members on charges of “dishonesty” – claiming that mis-sheeting packages is “falsification” and “dishonesty.”

Teamster locals report the problem is happening across the country.

Worst of all, many arbitrators are buying the company’s argu-

ment.

Local 804 has successfully defended drivers in some cases, but the discharges continue.

And many arbitrators are ruling with the company that this is dishonesty.

Local 804 will defend drivers who are fired on trumped up

dishonesty charges.

And we will fight for stronger protections against unfair discipline in upcoming contract negotiations.

In the meantime, drivers can protect themselves by doing the job right and following the methods.



SPECIAL REPORT

from your Union Health Fund Trustees

UPS demanded new cuts in your medical benefits and forced the issue to arbitration. Local 804 stood firm—and we won.

- **We defeated new benefit cuts.**
- **We won benefit improvements.** Out-of-network emergency coverage is restored.
- **We added millions to the Health Fund** and negotiated higher benefit contributions from UPS to protect your benefits for the future.

When we took office two years ago, we inherited a Health Fund in crisis. The Fund had been losing millions of dollars a year every year for almost a decade.

The Fund's actuary told us the fund was going broke and would be at more than \$13 million in the red this year.

UPS was demanding monumental cuts including making retirees pay more than \$1,100 a month for family coverage and eliminating 25 & Out retiree healthcare coverage.

Ignoring the problem and letting the Fund go bankrupt was not an option. Neither was accepting UPS's massive cuts.

We sat down with UPS and negotiated an agreement to

save your medical coverage. The agreement included some tough medicine. But we also defeated many cuts.

We saved affordable retiree healthcare and 25 & Out. And we put millions of dollars in reserves back in the fund.

UPS and our former Local 804 officials drove our Health Fund into the ditch. We towed it out.

Six months later, UPS turned around and demanded more cuts. We were not about to let that happen.

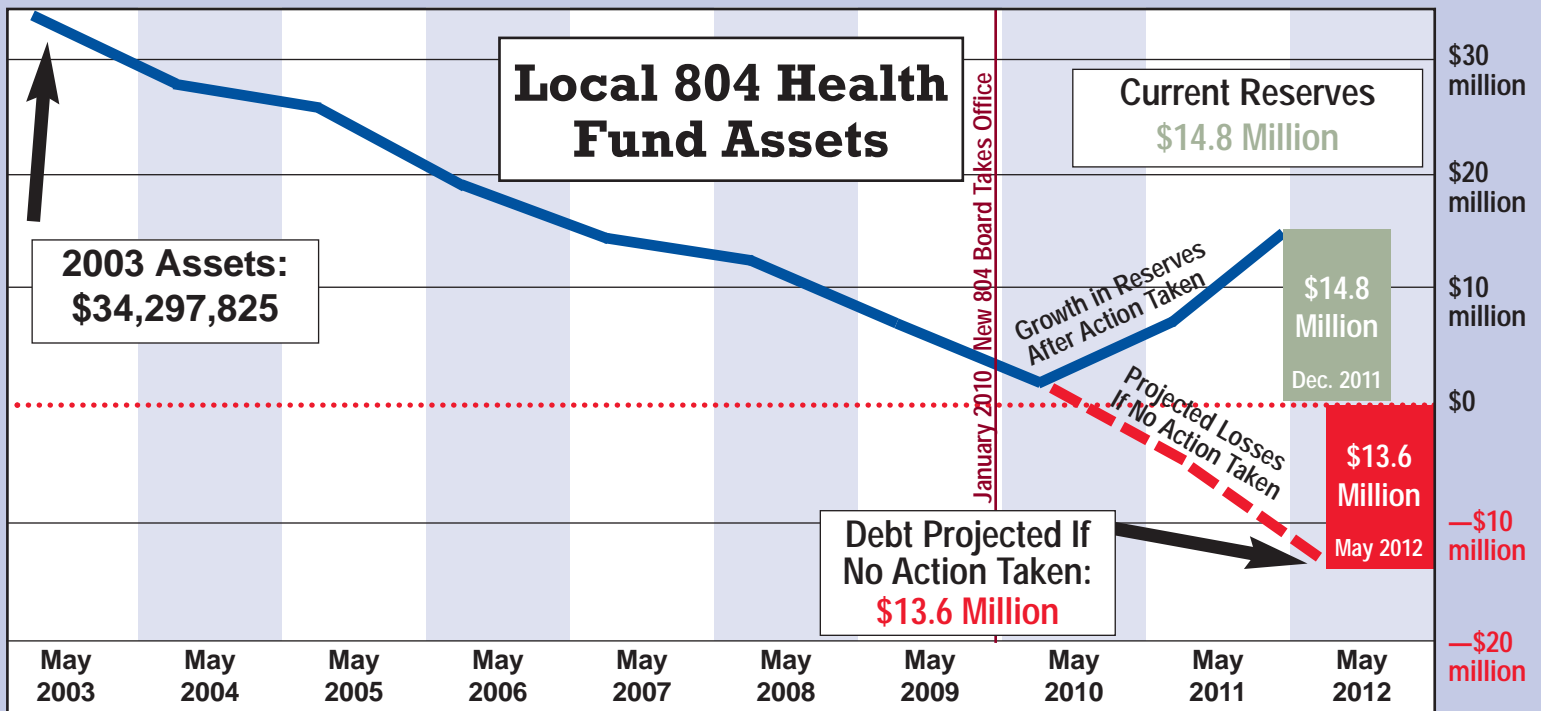
The company trustees forced the issue to arbitration. Local 804 stood our ground—and we won.

Local 804's strong stand paid off. In an arbitration victory this October:

- **We stopped UPS's proposed cuts**—every single one.
- **We improved benefits.** Effective January 1, out-of-network emergency coverage is restored. (See back cover for details).
- **We are protecting your benefits for the future.** Our arbitration victory will guarantee that the Fund has a healthy level of reserves and protects members from benefit cuts for the life of the contract.

After years of mismanagement, your Local 804 Health Fund is back on track.

HEALTH FUND SPECIAL REPORT



SAVING OUR HEALTH FUND

In the Black After Years of Mismanagement

Decisive action by Local 804 is rebuilding your union Health Fund and protecting your benefits—after years of mismanagement.

As recently as 2003, our Health Fund had \$34.3 million in reserves. The company and former union trustees inherited this strong fund and ran it into the ground.

They recklessly spent down the fund's reserves. Even worse, they reduced benefit contributions to the Health Fund, secretly diverting millions from the Health Fund into the Pension Fund. On their watch, the Health Fund lost more than \$25 million.

The Health Fund is administered by a team of trustees, half named by the company and half named by the union. When members elected new union officers, Local 804 appointed new Union Trustees to the Fund.

But by that time the damage had been done. Actuaries reported that in 2011 the Fund would be more than \$4.8 million in the red. By May of this year, the Fund was projected to be more than \$13 million in the red.

Former Local 804 Officials Played Politics

Instead of leveling with the members, former Local 804 officials ignored the growing crisis. Then they played politics.

They cut a deal with UPS to eliminate 25 & Out retiree healthcare at any age. But they put off signing the agreement because they did not want to face the music until after the Local 804 election.

The secret plans to slash benefits were hidden from the membership. Your new 804 leadership team learned about them through Fund meetings and discussions with legal counsel.

You have the right to know what has happened with your Fund. That's why we have fully disclosed the facts at Shop Stewards' and General Membership Meetings, and now, through this Special Report. The information Brownout on your Health Fund is over.

Where We Stand

The Local 804 Health Fund is now operating in the black for the first time in a decade. The Fund has \$14.8 million in assets as of December 2011.

To protect members' benefits for the future, we need to continue to build up the fund's reserves.

Our contract with UPS expires in 2013. We all need to make UPS deliver the contribution increases we'll need to protect our medical benefits and retiree healthcare.

PENSION UPDATE

Good news for Local 804 members and your pension and retirement security. The assets of the Local 804 Pension Fund, as of Oct. 31, are up to \$769.4 million dollars.

That's an increase of more than \$43.3 million since the end of 2010. Despite the worst economy of our lives, the assets of our Pension Fund have grown by over \$75 million since this Executive Board took office.

This good news about your Local 804 pension runs counter to some false rumors that are being circulated. It's time to set the record straight.

A few members have spread the rumor that a recent letter sent out by the Pension Fund means that 25 & Out has been eliminated and that members have to be 55 years old in order to retire. Rest assured these rumors are completely false

Here are the facts.

1) Your 25 & Out Benefits are In Effect and Secure. Local 804 members saved 25 & Out for ALL Local 804 members by voting to reject the last contract which was recommended by the former Executive Board. Your 25 & Out benefits are protected.

2) There is No Change in Normal Retirement Age. Age 55 has been and remains the "Normal Retirement Age" in the Local 804 Pension Fund. Under the law, the Pension Fund was required to send out a notice to every participant that details your vested benefits and what your pension would be at "normal retirement age."

This letter does not reflect any change in your pension. You can retire with 25 years of pension credit at any age. Your 25 & Out benefits remain in effect.

3) The Pension Fund's assets are up by over \$75 million since this Executive Board took office. We are digging out of the hole we inherited. We are on track to move the Fund out of the Red Zone over time.

We will continue to issue regular Pension Fund updates and reports at every General Membership meeting. It's your pension. You're entitled to the facts.

RETIREMENT SEMINAR

Members Chart Course for Retirement Security

Members packed Riccardo's on Nov. 12 for a retirement seminar organized by Local 804. One hundred eighty members registered for the sold out event.

The seminar covered essential information on retirement plans, including income strategies using pension and savings, Social Security Do's & Don'ts, learning from others' mistakes, and planning for the unthinkable.

"The retirement seminar was great. It definitely encourages you to think about where you are financially and how to plan for our future," said Alex Masciana, feeder steward from 43rd Street.

Local 804 is scheduling the next retirement seminar. Keep your eye on union bulletin boards and the website so you can register.



ED DOUGHERTY MEMORIAL SCHOLARSHIP FUND

Applications for the 2012 Ed Dougherty Memorial Scholarships are now available at Local 804.

The Ed Dougherty Scholarship Fund awards \$12,000 scholarships to high school seniors who are the son or daughter of an active, retired, disabled or deceased Local 804 member.



The Scholarship Fund was established to remember Ed “Doc” Dougherty, a Local 804 leader and Executive Board member. In 1970, Doc Dougherty was killed when he was run over on a picket line during an 87-day strike against UPS.

Doc Dougherty made the ultimate sacrifice to fight for a better future for Local 804 members and our families.

Call (718) 786-5700 to request your application.

Please do not delay—applications are due by January 31, 2012.

International Union Scholarships

Scholarships from the International Union are available through the James R. Hoffa Memorial Scholarship Fund. Scholarships are awarded annually to outstanding high school seniors. Each applicant must:

- ▶ Be the son, daughter or grandchild of an active, retired, disabled, deceased or laid-off Teamster member who has had at least twelve months of consecutive membership in good standing in the union;
- ▶ Be in his/her last year of high school and may not apply if he/she has already graduated high school;
- ▶ Be in the top 15% of his/her high school class;
- ▶ Plan to submit excellent SAT or ACT for evaluation;
- ▶ Plan to attend an accredited four-year college or university.

Applications are due by March 31, 2012. Call (718) 786-5700 to request your application.

TRUMP VILLAGE



Trump Village members celebrate a new contract that protects their healthcare.

Management at Trump Village tried to make Local 804 members pay a portion of their monthly healthcare premiums.

Members stuck together and won a contract that protects their benefits, and provides better vacations and a wage increase.

PAY FOR OUR HEALTHCARE?

NO WAY!

How many people do you know who have to pay all or part of their healthcare premiums? The average American worker pays \$3,000 a year for healthcare. Not in Local 804.

In contract negotiations, management at Trump Village tried to make Local 804 members pay a portion of their healthcare.

Local 804 members at Trump Village are porters and maintenance workers for luxury apartments. They work around the clock to maintain the

facilities—cleaning, making repairs, removing garbage and recycling, and removing snow in the winter.

When management demanded that they pay for their healthcare, workers stuck together and said, “No way!” They won a new contract that:

► **Protects health benefits.**

Under the contract, Trump Village will triple the payment it makes to pay for members’ healthcare. Members won’t have to pay a dime toward their monthly premiums.

► **Improves vacation rights.** The new contract provides the right to take winter vacations for the first time.

► **Provides wage increases** of \$1.75 an hour over the life of the contract. Management wanted a wage freeze.

“We fought until the finish line, and we ended up getting management to back down. This was a great job on the union’s part,” said shop steward Pierre Wyatt.

EPPENDORF SERVICES

NEW CONTRACT PROTECTS MEMBERS PENSIONS



“In negotiations, the union did everything to make sure our pensions are protected. Under the new contract, the company has to contribute a lot more on our behalf.”

**Matt Classie, Steward
Eppendorf Services, Inc**

Local 804 members at Eppendorf Services stuck together and won a strong contract that protects their pensions.

Local 804 members at Eppendorf Services, Inc. perform the skilled repair of medical laboratory equipment.

When they entered contract talks, pensions were the number one issue. Members at Eppendorf are covered by a separate Pension Fund than members at UPS.

“Our pension fund was in the Red Zone. There are more retirees taking benefits out than money going in. In

negotiations, the union did everything to make sure our pensions are protected. Under the new contract, the company has to contribute a lot more on our behalf,” said shop steward Matt Classie.

Members won a 34 percent increase in pension contributions from the company in the first year of their new contract, and a 24 percent increase in the second—enough to maintain members’ benefits.

LOCAL 804 TEAMSTERS ARE THE 99%

Local 804 members are uniting with other unions and grassroots activists to turn up the heat on corporate greed.

Employers are taking advantage of the bad economy to come after the contracts and benefits of union members and the rights of all working people.

Teamsters in Local 804 are teaming up with unions and other allies to fight back. Local 804 joined Verizon workers for a march against corporate greed in New York City.

In the last four years, Verizon made \$19 billion in profits, but the company is demanding across-the-board concessions. Local 804 members can relate to that. UPS is making record profits but they are always after more.

Wall Street and Corporate America are trying to shift the blame for the recession on to unions and working people.

Local 804 Supports Locked Out Teamsters

Sotheby's, the auction house for the super-rich on Manhattan's Upper East Side, pulled in \$680 million last year. Now management wants to replace working Teamsters with part-time nonunion temps.

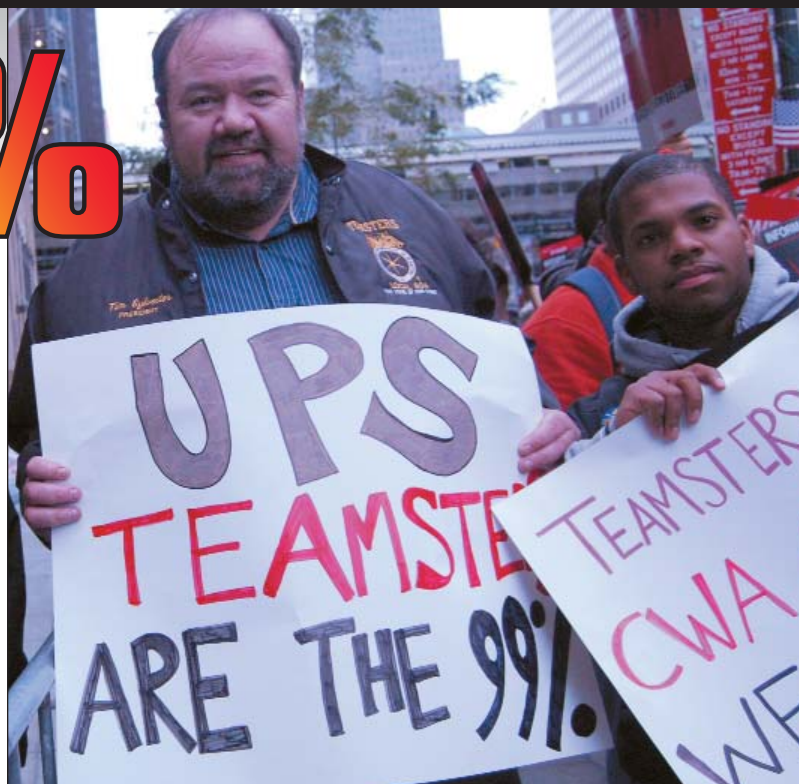
Forty-two Teamsters from Local 814 have been locked out since August but they are standing strong—with the backing of other unions and the public.

Local 804 members have joined the Sotheby's picket lines along with members of many other unions: the

Ironworkers, CWA members at Verizon, subway and bus workers from the Transport Workers Union, SEIU, the Laborers and more. The International Union and NY Joint Council 16 have supported the fight.

Public supporters including Occupy Wall Street protesters have also joined the picket lines in huge numbers.

Local 804 members at Maspeth took up a special holiday collection to support the locked out Local 814 members and their families.



Local 804 President Tim Sylvester and alternate steward Kamal Kaalund rally with union members at Verizon. Their message? Teamsters at UPS and CWA members at Verizon stand together against corporate greed.

Unions and the 99% movements are working together to start to shift the focus where it belongs. Unions aren't the problem. Runaway corporate greed is the problem.



Local 814 members are locked out at Sotheby's auction house (above). "Teamsters at UPS and at Sotheby's are in this fight against corporate greed together," said Kamal Kaalund, a Local 804 member who is taking up donations for our brothers and sisters at Sotheby's.

Local 804 Community

Helping a Brother In a Time of Need

Local 804 members stepped up big to raise funds to help Brother Rick Brandimarte at a BBQ and auction this summer.

Happily, Rick is doing better and back to work now.

Welcome back Rick!

And a big thanks to Neil and Jennifer Munro for helping a brother in his time of need. This is the third such benefit they have organized for a fellow 804 member.



2011 Local 804 Picnic

Hundreds of Local 804 members, and our families and friends, turned out for the annual Local 804 Picnic.

The picnic was in Eisenhower Park, Long Island.

Members BBQ'd, played volleyball, and held a raffle.

Kids played games and had a ball in the giant inflatable jumper.

Supporting the Ed Dougherty Memorial Scholarship Fund Summer Dinner Dance

One hundred twenty-five Local 804 members and friends attended a dinner dance this summer at Riccardo's in Astoria to raise money for the Ed Dougherty Memorial Scholarship Fund.

Over \$8,000 was raised at the event in support of the Scholarship Fund.

Local 804 Members Hit the Links to Help Our College Bound Kids

On Saturday, Sept. 24, 100 golfers raised more than \$9,000 for the Local 804 Ed Dougherty Scholarship Fund. Special thanks to Glenn Pettit, Chris Robinson, Scott Damone and other Suffolk Local 804 members who helped organize this successful golf outing and fundraiser.

Recent Retirees

Our retirees built the union we have today.

The following members of Local 804 have retired in recent months. Local 804 thanks them for their years of service and wishes all of them happy and healthy retirements.

John Barry	Timothy Godden	Richard Mauro	William Sheehan
Michael Bavuso	Joseph Grice	Jeff Paliseno	Frank Smith
Anthony Boncimino	Todd Hall	Stephen Pandolfi	Cecilio Torres
Christopher Broder	Douglas Hamilton	Gregory Pennino	Heriberto Torres
Reginald Brown	Florence Hosp	Herbert Pringle	James Ward
John Colella	Mitchell Kishlansky	Alexis Santiago	Gary Yenke
John Corallo	Dale Lloyd	Edwin Santiago	
Federico Durand	Peter Maletta	Robert Schneider	

Get a Withdrawal Card When You Leave Your Job

It is very important that you obtain a withdrawal card from Local 804 when you leave your job for any reason. This includes FMLA, retirement, layoff, resignation, discharge, military leave, disability or compensation.

When you leave your job, call Local 804 at 718-786-5700 immediately to request a

withdrawal card or fill out the form below.

When a member has a withdrawal card, he/she is not required to pay union dues for the time he/she is out. A member who fills out a withdrawal card will remain in good standing.

There is no charge for a withdrawal card. In order for your card to be processed, your

dues must be paid up to date.

Failure to obtain a withdrawal card will result in you continuing to accrue a monthly dues obligation.

Please note: it is entirely the member's responsibility to inform Local 804 when you will be out.

Local 804, IBT, 34-21 Review Avenue, Long Island City, NY 11101 REQUEST OF WITHDRAWAL (Please print)

Name _____ SS # _____

Address _____

City _____ State _____ Zip _____

Last Work Day _____ Phone # _____

CHECK ONE OF THE BOXES: Laid Off Retired Resigned Discharged
 FMLA Disability Compensation Military Leave

Please Note: In order to receive a Withdrawal Card, your dues must be paid up to date.

Improving Your Medical Benefits

Out-of-Network Emergency Coverage Restored

Local 804 members spoke out loud and clear that restoring out-of-network emergency room coverage was a top priority. Last Fall, while UPS was demanding benefit cuts, we demanded that our old emergency coverage be restored. And we won.

Effective Jan. 1, members' coverage for out-of-network emergency services are back to the same reimbursement we had before the benefit changes in June 2010.

That means out-of-network professional charges, such as doctors, physician assistants or radiologists associated with an ER visit will be reimbursed at 80 percent of the Fund's major medical allowance.

In-network charges will be covered at 100 percent after your deductible.

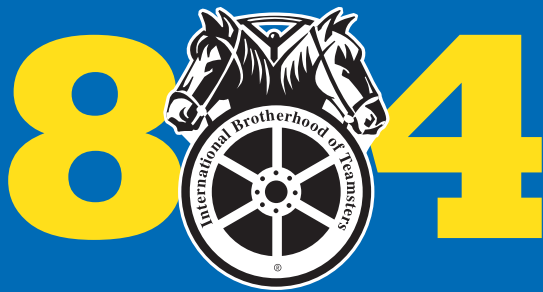
To win this improvement, the trustees agreed that for all members who become disabled on or after Jan. 1, the maximum weekly payment will be \$170.

Whether disability payments are \$170 a week or \$300 a week, they are not enough to cover our costs when we're on disability. That's why many Local 804 members buy supplemental disability insurance. Find out more about this insurance at www.teamsterslocal804.org



Special Report: 804 Health Fund

The Local 804 leadership team has defeated new benefit cuts demanded by UPS and we've put the Health Fund back in the black after years of mismanagement. **See Pages 10-12.**



General Membership Meeting
Sunday, February 19
10 a.m.

Plattdeutsche Restaurant

Shop Steward Meeting
Saturday, February 11
10 a.m.

Local 804 Union Hall

NEWS

Local 804, Delivery and
Warehouse Employees, IBT
34-21 Review Avenue
Long Island City, NY 11101