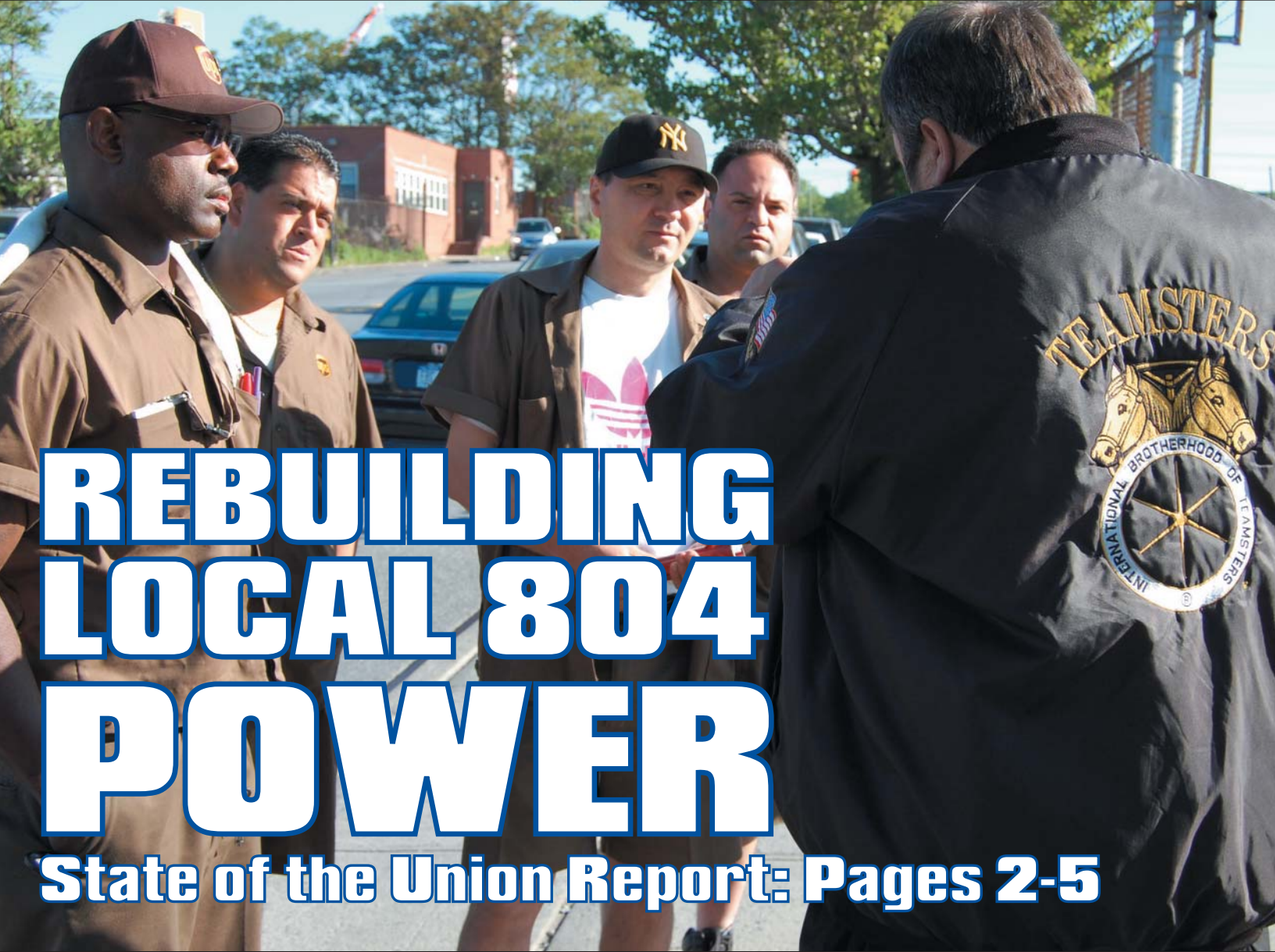


804 NEWS



www.TeamstersLocal804.org

May/June 2010



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REBUILDING LOCAL 804 POWER



Employers are taking advantage of the tough economy to put the squeeze on working Teamsters.

UPS recently announced that it hauled in \$533 million in profits in the first quarter. That's a 33 percent leap in profits compared to last year. Volume is up too. But you would never know it from management. They are riding Local 804 members harder than ever.

It's the same story at other Local 804 employers. They want more for less.

We're taking action to meet these challenges. Step by step, we're launching programs to rebuild Local 804 power from the bottom up.

Putting the Power in Your Hands

We're committed to giving members the tools you need to hold management accountable.

We've started the 804 Teamster University with educational workshops and trainings. Upcoming workshops will focus on safety, grievance writing, production harassment and more.

The new 804 Daily Log Book and OJS Checklist will help drivers protect themselves from unfair discipline and production harassment.

We've launched a Safety Survey as the first step in developing a new Health & Safety program that puts members first.

Information Is Power

Our union is at its strongest when members know their rights and how to enforce them.

What should you do if management calls you into the office? Can the company discipline you for not maintaining your SPORH? What can we do about supervisors working?

Our expanded 804 News delivers news you can use on the problems members face every day on the job.

Round the Clock Representation

UPS is a 24-hour operation. Now Local 804 operates 24-7 too. Union representatives rotate shifts so that building visits are conducted on every shift.

If you've got a problem at work that your shop steward can't handle, a live person will answer our union's phone at any hour. A night shift union representative can and will be reached.

Putting Your Dues to Work for You

To pay for these programs, we've cut Executive Board salaries by an average of \$40,000 each and eliminated a special retirement plan that was exclusively for Local 804 officers.

In all, we've instituted financial reforms that will save our union well over \$500,000.

Local 804 Power won't be rebuilt overnight. But we're moving in the right direction—thanks to Local 804 members who are stepping up, getting involved and making a difference.

Pat Pagnanella, former Secretary-Treasurer, swears in the new Local 804 leadership.



STATE OF THE UNION REPORT

Local 804 members voted for new leadership and a new direction in our union last fall.

Your new 804 leadership team took office on January 1.

Our State of the Union report tells members what we discovered when we got there—and what we've done to get our union back on track.

More than 500 members packed the house for the inauguration of our new officers. Ron Carey's children attended and were presented with the Bible used to administer the oath of office.



Salary Cuts Save Our Union More Than Half a Million

Your new Local 804 leadership team is cutting the fat and putting your dues to work for you.

On its first day in office, the Local 804 Executive Board voted to cut the salaries of all officers and business agents.

Last year, Local 804 officials paid themselves an average of \$155,136. The new Executive Board has set the salaries of all officers and business agents at \$115,000—a reduction of more than \$40,000 per person.

We eliminated contributions to a 401(k) retirement plan that was exclusively for Local 804 officers.

And we've reviewed our union's use of outside vendors and instituted reforms to make sure members are getting the most bang for their buck.

The salary cuts and other financial reforms we've adopted will save Local 804 more than half a million dollars in 2010—money that can be spent on programs that benefit the membership.

Education for Union Power

An informed union member is a strong union member. That's why we're launching the Local 804 Teamster University—with educational workshops and trainings for stewards and members.

In March, Dan Campbell, a retired business agent who represented UPS Teamsters in locals across the country, led a two-part training on disciplinary grievances.



Bob Schwartz (left) and Dan Campbell (top) lead classes at the 804 Teamster University.

Attorney Robert Schwartz led a seminar on the Legal Rights of Union Stewards in April. Copies of his books were given to members who attended.

Upcoming workshops will focus on safety, grievance writing, production harassment and more.

If you have a question or an idea for an educational workshop, contact Liam Russert at LiamR@TeamstersLocal804.org or call him at 718-786-5700.

Ron Carey Memorial Education Fund

Local 804 has established the Ron Carey Memorial Education Fund to pay for Local 804 members to participate in union education and leadership development programs.

Carey was a union reformer and militant Teamster leader who stood up to UPS and all of Corporate America. In 1991, Teamster members voted Carey in as the first democratically-elected General President in Teamster history.

In 1997, Carey led us to victory in a nationwide strike against UPS. He passed away on Dec. 11, 2008.

“Ron believed in building union power through an informed and mobilized membership. We will honor his memory by living up to this principle,” said Tim Sylvester.



EMPTY FILES AND COMPUTER SABOTAGE



Hard drives and filing cabinets, like this one above, were stripped clean before the former Local 804 officials left office.

Imagine running a union without computers or grievance files. That's exactly the situation we found when we took office on January 1.

After the election, the outgoing Local 804 officials removed hard drives from our union's computers. We demanded that they be returned.

When we walked into the union hall to start our new term, the vast majority of the computers didn't work because they had no software or operating systems. The hard drives were completely blank.

It cost thousands of dollars to get these computers up and running.

Grievance Records Gone

Computer hard drives weren't all that were missing from Local 804. The Local's grievance records were also nowhere to be found.

We inherited a backlog of nearly 300 unresolved arbitration cases—but almost no grievance files or documentation of the union's case.

Today, Local 804 is back in action. Our computers are up and running. By working with shop stewards and making UPS comply with union information requests, we're putting together the grievance records we need to win our arbitration cases.

Local 804 belongs to the members. And we are moving ahead.

Ending the Arbitration Backlog

The Local 804 UPS Supplement has strong language that requires UPS "to schedule and use five arbitration days" a month—"three for discharge cases, a fourth for suspension cases and a fifth for all other cases."

The intent of this language is to prevent members from being out on the street, waiting for their case to be heard, with little or no income to provide for their families.

But our arbitration rights had effectively been abandoned.

When the new Local 804 leadership

team took office, 96 members were discharged. Another 118 members were suspended. More than 70 contract cases were also on the docket with no plans for having them heard.

The local hadn't scheduled a single arbitration for January and only one case was scheduled for February.

In all, we inherited a backlog of 286 cases—some of them years old. We've put an action plan in place to reduce this backlog to zero before the end of the year.

Since January, 75 discharge cases have been heard, settled or scheduled. Twenty-four suspensions and thirteen contract cases have been heard, settled or scheduled.

At this rate, the backlog of arbitration cases will have been resolved by October and new cases will move forward in a timely manner.

Members who are out on the street will not wait eight to nine months for an arbitration date and Local 804 will not waste money on cancelled arbitration dates.

Pension Fund Up More than \$84 Million

Our Pension Fund assets are on the rise. The fund's assets are up to \$693.9 million as of March 31—an increase of more than \$84 million increase in the last nine months.

The Pension Fund is now officially in the Red Zone. Under the Pension Protection Act, the fund was required to suspend the lump-sum benefit option. Otherwise, the plan's Red Zone status will not affect your pension benefits.

The Fund's actuaries and financial advisors say the

money negotiated under the contract is enough to protect our benefits and move the Fund out of the Red Zone over time.

It will take time to turn our Pension Fund around. But we are moving in the right direction.

We will continue to issue regular Pension Fund updates including a report at every General Membership Meeting. We've all had enough of information brownouts when it comes to our benefits.

Confronting the Health Fund Crisis

The new Local 804 leadership team inherited a Health Fund in crisis. Before we even set foot in the door, we were told that the Health Fund would be nearly \$5 million in the red by May of next year unless we took action.

UPS was demanding severe benefit cuts including increasing the cost of retiree healthcare to more than \$1,100 a month. We were not going to let that happen.

The responsibility for this crisis lies squarely with the company and former union trustees who inherited a strong fund and ran it into the ground. In 2003, our Fund had more than \$34 million in reserves. When we took office, the Fund had less than \$4 million in assets.

We didn't create the crisis in the Local 804 Health Fund. But we are determined to fix it.

► We published a Local 804 Health Fund Update so members

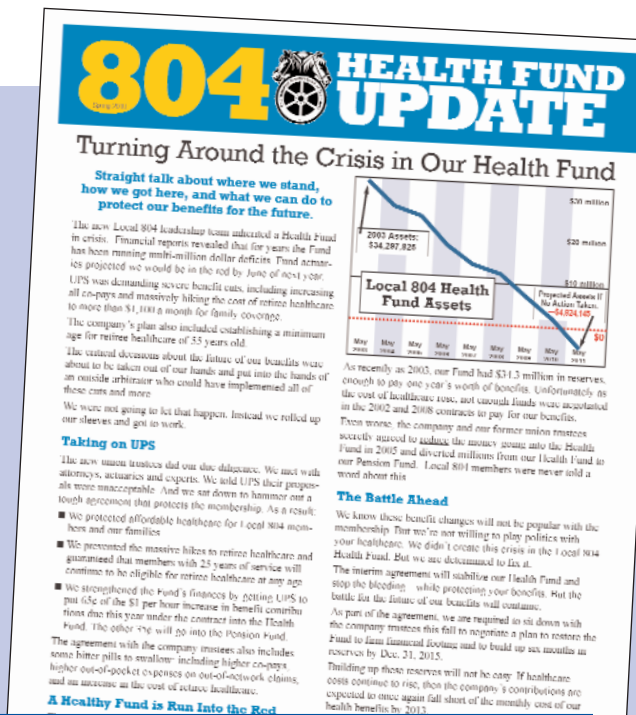
know exactly where we stand. It's your benefits and your money. You have the right to know.

► We hammered out a tough agreement that saves affordable healthcare and retiree healthcare for the membership—stopping cuts demanded by UPS.

► We strengthened the Fund's finances for the future and got UPS to put 65¢ of our contractually negotiated benefit increases into the Health Fund starting Aug. 1, 2010.

The agreement with the company trustees includes some tough medicine—including higher co-pays, higher out-of-pocket expenses on out-of-network claims, and an increase in the cost of retiree healthcare.

We are also required to sit down with the company trustees this fall



Complete information on the changes in the Health Fund are outlined in the Local 804 Health Fund update.

If you have questions about your benefits, visit the Fund website at www.local804fund.com. Or call the Fund at 718-786-5410.

to negotiate a plan to build up six month's reserves in the Fund by Dec. 31, 2015. Building up these reserves will not be easy.

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



MEMBERS SPEAK OUT

We asked members what the priorities for our union should be this year. Here's what they had to say.



“I want to know everything that happened under the old regime—especially with our Health & Welfare.”

— Gerald Eaton,
Foreign Package/Small Sort
Nassau



“Get everyone to stick together.”

— Eddie Poon, Bulk Driver, Maspeth



“Getting our seniority back for overtime.”

— Justin Johnson
Unloader, Nassau



“Find out what's going on with the pension and fix any problems.”

— Bill Schulkeis
Driver, Foster Ave.

“Health and Welfare—get it properly funded. I don’t like what happened.”

— Valetta Martin, Driver
Nassau



“I’ve been a member for five years now and I think the most important thing is getting rid of unfair treatment and building solidarity with the other guys.”

— Juan Rios, Driver, Brush Ave.



“Stopping supervisors working.”

— James Sullivan, Loader
Melville



“Get the union back to its roots and really try to take care of the membership. That’s been missing since Ron Carey.”

— Richard Gunerard, Retiree
43rd St.



“The local wasn’t enforcing health and safety. Management was making guys work when injured.”

— George Berth, Preloader
43rd St.



“The backlog of grievances and union members getting fired for stupid reasons.”

— Dawn Conley
Retired Driver
Suffolk



“Get everyone on the same page again. Unity is job # 1.”

— Dennis Donnelly
Feeder Driver
Foster Ave.





Know Your Rights:

What to Do If Management Calls You Into the Office

Across our local, we're seeing a rise in harassment from the company. Here are some do's and don'ts if you get 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.
- ▶ **File a Grievance.** If management gives you a warning letter, talk to your steward and file a grievance. Don't let them build a case that they can use against you later.

If You Are Injured on the Job...

Report the Injury Immediately to Your Supervisor

The law allows you 30 days to report an injury, but the longer you wait the more you allow the company to claim the injury took place off the job and you could be denied workers' compensation.

UPS has changed its system over the years and no longer has a call-in number for injuries. Bring a witness when you are reporting your injury if at all possible. Get a copy of the supervisor's report.

Seek Medical Care Right Away

Call an ambulance if you need to. Do not hesitate to leave the job if necessary, but make

sure you inform your supervisor.

New York State Workers' Compensation law allows you to choose your own doctor. The company may recommend a doctor, but it is your choice to decide who you will see.

Get a Workers' Comp Attorney

The Workers' Compensation system has become so complicated that it is impossible to navigate without an attorney.

Get the representation you need to make sure your rights are respected.

“The new business agents in my building are confronting supervisors who are working—and it’s making a difference. But we all have to do our part.

“If a supervisor is regularly working on your shift, let your steward or business agent know. Take notes so the violation is documented—even if you’re not going to be the one filing a grievance.”

— Anthony Johnson, Preload, Maspeth



Make UPS **PAY** for Supervisors Working

Working at UPS is exhausting—and the company always wants it done yesterday. It can be tempting to look at supervisors working as a necessary evil—even a helping hand.

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

The helping hand we deserve should come from an 804 member who wants the work.

It’s time to start making UPS pay for supervisors working violations.

UPS has to pay members who

file a grievance double-time pay for supervisors working violations.

Carefully documenting the violation will make it easier to hold UPS to the contract.

Documenting a violation is not hard. Just make sure to include the five W’s:

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

aren’t required but having them strengthens your case.

Once you’ve documented the violation, talk to your steward about filing a grievance.

Let’s be honest. The problem of supervisors working has been allowed to slide for a long time. And we won’t eliminate the problem overnight.

The place to start is with the most blatant violations.

If supervisors are regularly working on your shift, that’s an obvious place to document the violation and get a grievance filed.

If you’re nervous about filing a grievance yourself, talk to your steward or your business agent.

What Does the Contract Say?

The company shall not “send any employee home and then have such employee’s work performed by a supervisor.” (Article 3, Section 7—National Contract)

The company must “maintain a sufficient workforce to staff its operations with bargaining unit employees.” (Article 3, Section 7—National Contract)

“Supervisors will not perform bargaining unit work until after all reasonable efforts have been exhausted to have the work covered” by Local 804 members. (Article 3, Section 7, Local 804 Supplement)



“It’s time to start holding the company accountable for safety violations—and reducing hazards that are causing injuries.

“We won’t always be at UPS. But a back or knee injury is forever.”

Amy I. Goldstein, Shop Steward
Local Sort, Suffolk

Take the Safety Survey and Make Your Voice Heard!

Local 804 is launching a safety survey to hear directly from members about unsafe conditions at UPS. We want to know what’s working and what is NOT working with the company’s safety program.

What are the most serious safety problems at UPS?

Is the company serious about addressing employee concerns about safety?

Does the company deal with the root causes of injuries or do they put the blame for safety problems on the employees?

The new Safety Survey is your chance to have your say and help revamp our union’s safety program.

Ask your Union Representative or shop steward for a survey. Or take it online.

It only takes a few minutes to fill out.

All individual results are confidential. We will use the results to put together a revamped union safety program based on the membership’s answers.

Take the survey today. Get involved and help make UPS a safer place to work.

Defensive Driving Class

Members participated in our union’s first Defensive Driving class of the year on April 3 at the Local 804 union hall.

Are you interested in attending a future class? Call Local 804 and speak with William Riley at (718) 786-5700 ext. 146.



Feeder Drivers Win Respect for Seniority

Feeder driver stewards and Local 804 officers are cracking down on favoritism when it comes to overtime assignments.

The result is more respect for members' seniority rights.

The UPS contract requires overtime to be offered in order of seniority. But many senior drivers were missing out on overtime opportunities.

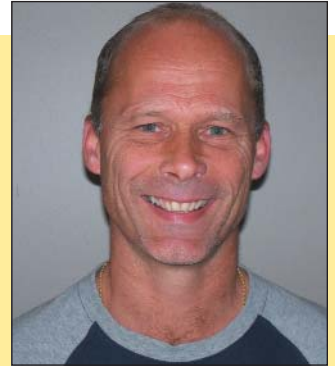
"Management would find ways of giving extra runs to whoever they wanted," said Todd Henris, a new feeder steward in the Nassau Building. "Now if two drivers have the same start-time, the senior one gets the overtime."

The problem was also bad among drivers who don't have regular assigned runs and bid on open runs (filling in for drivers on vacation, comp, etc.).

Don't Play Favorites

"Management would find ways to give extra runs to whoever they wanted. Now if two drivers have the same start time, the senior one gets the overtime."

— **Todd Henris,**
Steward, Nassau



Drivers pick runs for the next week on Thursdays. But come Monday, a senior driver who selected a run known for its overtime might find that management had changed the job and eliminated the OT.

Now, the run is being set on Thursdays and the company doesn't change it.

Clerks Take Action to Enforce Seniority Rights

Company tries to bump laid off clerks to part-time positions

UPS eliminated a few clerk positions in March—laying off six Local 804 clerks.

Now they're fighting back—and taking grievance action to defend their seniority rights.

The company claims that the laid-off clerks are only entitled to part-time jobs even though they have been with the company for more than a decade and they all worked full-time before becoming clerks.

Local 804 has filed a grievance to take on this violation of seniority and basic fairness.

We're also taking on the company's use of preloaders to do clerk work.

We held a clerks meeting at the union hall and are launching a Clerks Committee to help win the grievance.

"The outcome of the seniority grievance is important for all clerks, not just the six who have been displaced so far," says Eddie Oguchi, who has

Protect Our Rights

"The outcome of the seniority grievance is important for all clerks—not just the six who have been displaced so far."

— **Eddie Oguchi**
Clerk, Maspeth



worked at Maspeth for 19 years, three as a clerk. UPS may try to implement technology that lets them print label corrections right on the trucks. "If that happens, more clerks jobs could be eliminated," Oguchi said. "We've got to protect our seniority rights."

If you are interested in participating on the Clerks Committee, contact your Business Agent or call Liam Russertt at 718-786-5700.

PROTECTING YOURSELF FROM BROWN'S NUMBERS GAME



To UPS it's all a numbers game.
And management is always going to push for more.
United, we can hold the company to the contract.
A fair day's work for a fair day's pay is the name of the game.

Follow the Methods

Following UPS's methods is the best way to protect yourself from unfair discipline and production harassment.



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

— Jairo Reyes, Maspeth

"Keep safety first. Follow the speed limit—including in parking lots. Use proper methods for leaving and entering the package car, backing, and lifting."

— Javier Pellot, Maspeth



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

— Dom Farriella, Melville

"Don't work off the clock. Don't skip your lunch. And don't sort packages or adjust your load during your break. Make UPS pay you for every second you work."

— John Pisciocco, 43rd St.



"Practice doing your job the same way every day—not just when a supervisor is riding with you."

— Pete Hickey, Nassau

Download UPS's methods at www.teamsterslocal804.org

Can Management Discipline Me for Not Maintaining My SPORH?

Since the beginning of the year, the company has issued hundreds of warning letters saying that drivers are failing to maintain their SPORH (Stops Per On-Road Hour).

UPS drivers owe the company a fair day's work for a fair day's pay. Drivers who are trying to cheat the system can be disciplined.

But our union contract does not recognize the SPORH or any other production number.

Of course, that doesn't stop

Our contract does not recognize SPORH as a basis for discipline.

management from trying to use SPORH to discipline drivers.

One Local 804 member even got a warning letter because he was "only 98 percent effective." In school, 98 percent gets you on the Honor Roll. At UPS it gets you called into the office!

United, we can defend drivers from unfair discipline.

Local 804 held an intensive training in March for all officers and business agents on how to win production grievances. Staff training will be ongoing.

Get a Warning Letter? File a Grievance.

"If UPS is coming after you for production, they will try to build up a case over time."

"If the management gives you a warning letter, talk to your steward and file a grievance."

"If you don't, the company can use it against you later, including in arbitration. Protect your work record and your personnel file."

— Chris Sabatino, Trustee



The Local 804 University will also hold a seminar for stewards and members on production harassment and how to fight it.

10 Rules to Live By

By Lonnie Mishoe, Brush Ave.

1. Carry a small notebook and document everything—weather, traffic conditions, management orders, or any other unusual circumstances that may throw off your SPORH.

2. Inform management of any unusual situations that may occur. Document and notify Loss Prevention of unusual circumstances with customers.

3. Contact the office between Noon and 3 PM if you'll need your Air or Grounds picked up, or if you will have missed pieces. Call in even if you might make it, just in case.

4. Always sheet every package in your car.

5. Maintain your professionalism at all times. Shouting matches with supervisors do not bring results. Talk to your steward if your supervisor is out of line.

6. Help your fellow brother or sister when you can. Introduce yourself to new members. Build relationships with your preloader and drivers in your area. You may need help yourself one day.

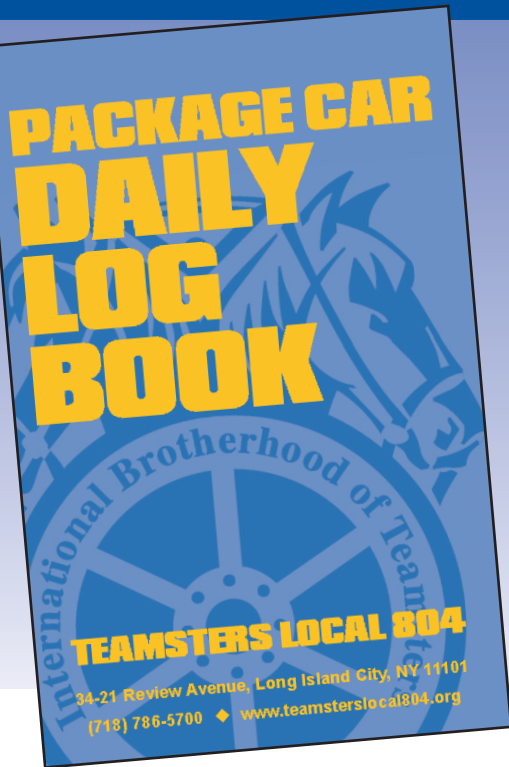
7. Remember: obey now, grieve later. If your supervisor instructs you to do something, do it, unless it breaks the law or jeopardizes your safety. Insubordination can be grounds for termination.



8. If you're injured on the job, notify your supervisor immediately. Do not let management sway you into not reporting the injury.

9. If you have an accident, notify management right away. If you don't notify them, they can discipline and even terminate you.

10. Start preparing for telematics right now. Follow the methods every day.



COMING SOON: Local 804 Package Car Log Book

The new Local 804 Package Car Log Book lets you keep a record of deliveries, pick-ups, NDAs, splits, load conditions, delays, and much more.

Many Local 804 drivers already keep daily records to protect themselves when management gets on them about their numbers or tries to hold them to an unrealistic SPORH.

Now Local 804 is producing log books for every package driver. They'll be ready in June and available from your shop steward.

Get Your OJS Checklist

Your supervisor has a checklist to document your violations on an OJS. Now Local 804 has issued a checklist to track the company like they track you.

Local 804 is issuing an OJS checklist for union members. Keep a copy in your package car along with your accident reports.

When you've got an OJS, use your checklist to document how the company adjusted

your load, changed your route, reduced the number of NDAs, and any other factors that inflate your SPORH.

You can also document if the supervisor handles packages. The contract states in black and white, "If a supervisor

assists a driver during an OJS, that day will not be used in determining a fair day's work."

By using the OJS checklist, you'll have the records you need if the company tries to use your OJS to try to hold you to an inflated SPORH.

The OJS checklist will be part of the Daily Log Book. You can also request one from your steward or download a copy at: www.teamsterslocal804.org



"We're arming you with the tools you need to document your day and protect yourself from production harassment and unfair discipline. A fair day's work for a fair day's pay is what it's all about."

— Sam Cuevas, Business Agent

New Technology Will Track Your Every Move

UPS management is using new technology to monitor drivers like never before.

Find out how telematics works—and how you can protect yourself.

UPS is rolling out new technology that allows management to monitor drivers like never before. Local 804 members say it's like an electronic OJS every day.

The technology enables management to track drivers electronically by combining data from the DIAD, GPS, and more than 200 sensors mounted in the package car.

UPS has already rolled out telematics in Melville and Yorktown, and it's coming soon to Foster Ave. By the end of the year, UPS plans to outfit 22,000 vehicles with telematics in the U.S. and Canada.

Drivers and stewards from Foster Ave. met at Local 804 to get a briefing on how telematics work and how to protect themselves.

"Drivers got to find out what's coming. We don't need to fear management's technology. We just need to be prepared," said Dartanyon Scott, a driver at Foster.

How It Works

Here's how telematics works at the

Melville building. Every morning, management pulls a Top Five report for every driver that shows:

- ▶ Seat belt off in travel,
- ▶ Recording in travel,
- ▶ Recording while idle,
- ▶ Bulkhead open in travel, and
- ▶ Backing distance.

Management can print up reports with the data superimposed on maps. For example, one map might show every backing first exception on a given day, its location, and speed. Another might show the same data for seat belt occurrences.

At any time of day, management can tell how many stops you have left, and question you about long delays. Using GPS, they can assign pick-ups based on how close a driver is to the pick-up, even if it's not normally on their delivery route.

When they rolled out telematics at Melville, supervisors said the new technology was all about safety.

Protect Yourself

"The best way to protect yourself is to follow the methods every day."

Greg Fitzpatrick, Steward, Melville



But now they are using it to question drivers about production.

"If they don't like your numbers, they use telematics to mess with you," says Greg Fitzpatrick, a steward at Melville. "It's like an OJS every day."

"Following the methods every day is the best way to protect yourself," said Fitzpatrick. "Don't try to beat it. Don't try to cheat it."

If you're called into the office to talk about your numbers, keep in mind that telematics gives the company an incomplete picture. Don't play into management fishing expeditions.

Answer management's questions with short, simple answers. If you don't remember the details of what happened on your route, just say so.

"I don't remember" or "That's how long it took me to do the job" are perfectly good responses.

The worst thing you can do is make something up and give management an excuse to discipline you for dishonesty.

OUR PROTECTIONS

Telematics gives management another tool to try to make drivers work faster than is safe or reasonable. But we've got protections.

1. Working Smart

Follow the methods every day. Get some advice on pages 12 and 13.

2. Use Your Head in the Office

If you get called into the office to talk about your

numbers, use your head. Get a shop steward. Keep your cool. And answer management's questions with short, simple answers. If you don't remember something, just say so.

See page 8 for more advice on what to do when you're called in the office.

3. The Contract

Telematics cannot be used by itself to discipline drivers on a first offense. Our contract forbids UPS from using information collected solely from technology for discipline except in cases of dishonesty (Article 6).

2010 Ed Dougherty Scholarship Winners



Kerri Friel



Natalia Galva



Meaghan McKeever



Brittany Manchio



Jessica Miro



Peter Vitale

Honoring the Past, Looking to the Future

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.

We honor his memory by awarding scholarships to advance our children's future.

Save the Date: Local 804 Picnic

Saturday, August 28 ♦ Cunningham Park ♦ Queens

More details coming soon!



Remembering Local 804's Oldest Retiree

John Wojciechowski, the oldest UPS retiree in the nation, has passed away. He was 100 years old.

A Local 804 member, Wojciechowski worked as a driver in Flushing beginning in 1934.

When Wojciechowski started working at UPS, Franklin Delano Roosevelt was president and serving in his first term!

Wojciechowski retired in 1966 before most Local 804 members even started at UPS.

Local 804 was built by Wojciechowski and other retirees who laid the foundation for our union. It's our job to leave a stronger union for the next generation of members.

Credit Union Scholarship

Congratulations John Rizzo!

The Local 804 Federal Credit Union has awarded its 2010 Statewide Scholarship to John Rizzo. We are pleased to award the scholarship to our hard-working member as he begins his freshman year this September.

The Credit Union's philosophy of "people helping people" is alive and well.

The FCU scholarships are based on grades, teacher recommendations, extracurricular activities, test scores, and an essay.

Congratulations to John!
Best wishes for future success!

Recent Retirees

Our retirees built the union we have today.

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

Thomas Connolly
Patrick DeFelice
Vincent Di Leo
Matthew Dzieniuz
Timothy Fox
Samuel Hom

Philbert Johnson
Frank Laquidara
Anthony Magrene
Howard Redmond
Sabino Rodriguez
Ralph Vernon

Recently Deceased

Local 804 recently lost two members. Our thoughts and prayers are with their families.

James E. Craig
Levern Sanders

Get a Withdrawal Card When You Leave Your Job

Members may request a withdrawal card when being laid off, going on a leave of absence, taking medical leave or terminating employment. By obtaining a withdrawal card, you will not be obligated to pay back dues if re-employed under a Teamster contract. There is no charge for the withdrawal card. All initiation fees and back dues must be up to date.

Mail to: IBT Local 804
34-21 Review Avenue
Long Island City, NY 11101

WITHDRAWAL CARD REQUEST FORM

Name _____

Social Security # _____

Address _____

Last Work Day _____

Reason for Leaving (quit, laid off, terminated, etc.) _____

Signature _____

Date _____

FEDEX DRIVERS AREN'T PILOTS

Support a campaign to make it easier for FedEx workers to join our union.

FedEx has used its lobbying muscle to be classified as an airline.

This puts FedEx under the Railway Labor Act, which makes it much harder for employees to organize.

FedEx is not an airline. And the company's 90,000 truck drivers and inside workers are not pilots.

FedEx should follow the same labor laws that every other package delivery company has to follow.

You can help make it happen.



Watch the video poking fun at FedEx executives and sign the online petition to make it easier for FedEx workers to join our union at www.FedExDriversArentPilots.com

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

NEWS



General Membership Meeting
Sunday, June 13
10 a.m.

Local 456 Union Hall
160 S. Central Ave.
Elmsford, N.Y.

Shop Steward Meeting &
Organizing Training
Saturday, June 5
10 a.m.
Local 804 Union Hall