

TEAMSTERS LOCAL 804 NEWS



Full Pensions for Local 804's 22.3 Workers!

Persistence has paid off for Local 804 members. In violation of the contract, UPS did not provide 22.3 members with full-time work in the late 1990's. The union arbitrated and in 2000 won back pay for workers for 1998 and 1999.



These members will now have full pension credit dating back to 1998 and will receive, on average, \$1,000 more a year in pension payments for the rest of their lives.

While the members welcomed their new full-time positions and back pay, they never received the correct pension credit for those years. Pat Gambino, one of the members whose pension was affected, brought the matter to Local 804 Trustee Rick Gomez in early 2016. Local 804 officers then acted to make these members whole.

The union succeeded in making the members' case and got UPS management to provide full-time pension credits for the two years. These members will now have full pension credit dating back to 1998 and will receive, on average, \$1,000 more a year in pension payments for the rest of their lives. Not only will it make their retirements a little more secure, the additional funding will help to strengthen the pension fund for all participants!

With the support of Local 804, these members, above, will receive their full pensions. From left, Local 804 Trustee Rick Gomez, Ceceilia Capers, BA Kenneth Hoskey, Shawn Romeo, Oscar Candellario, Secretary-Treasurer John Piccinich, David Richardson, Pat Gambino and Safety Director William Riley Fernandez.



**Contract Negotiations
Scholarship Winners** p.3

**Saving Jobs, Fighting
Harassment** p.4

**What's New With Your
Health & Welfare
Benefits** p.9

United As One!



“Labor unions around the country are on the attack. Fortunately, Local 804 has always been a strong union. That’s because you, our members are strong and united.”

Eddie Villalta

President, Principal Officer,
Teamsters Local 804

This issue of *804 News* contains news and information highlighting the many victories won since this Executive Board and Union Representatives took office earlier this year.

The experience we have gained has put us in a position to achieve even more success as we move forward, together, united as one union.

Our first priority is protecting the jobs of our members. We are doing that by successfully saving jobs and closing arbitration cases that date back to 2008 (see page 4). Meanwhile, whenever possible, we are resolving disciplinary cases in favor of members before they go to arbitration.

In the process we have learned that changes need to be made to the new panel system created in the 2013 Local 804 UPS Supplement. Increasing the speed at which discipline and contract infringement cases can be resolved is key to a fair, effective system.

An important issue overlooked in the last Supplement was travel pay for UPS Combo Helpers. Once that was brought to the attention of this Executive Board we took it to UPS and won the fight for travel pay (see page 7).

If you are a driver, your license is your livelihood. UPS is cracking down on drivers for failing to report accidents and violations (see page 8).

Protecting jobs also means protecting our work. When supervisors do bargaining unit work they take food out of the mouths of our members. That’s why there are provisions in the contract to protect us from supervisors doing our work and making them pay for it when they do (see page 6).

We are also making gains in the all-important arena of Pension and Health & Welfare benefits. Not only did we win full pensions for our 22.3 members, by doing so we strengthen our pension fund for all participants (see page 1).

And we understand medical costs are a burden, particularly when going to the Emergency Room. That’s why we increased coverage 50% for ER procedures performed by out-of-network doctors. And our new smart phone App will make it easier to see if doctors are in-network or out-of-network, and stay up-to-date on your other health & welfare benefits.

We are in the process of negotiating contracts in outside contracts as well. We are confident we will succeed in improving on what has already been built and bringing the benefits of an 804 contract to others.

There is other important information in this issue. Please read it carefully.

In closing let me encourage you to volunteer and participate in this year’s Labor Day Parade, Saturday, September 10. After the parade come back to the union hall for the Health Expo and Cookout.



804 News

Local 804, Delivery and Warehouse Employees, IBT

Danny Montalvo, Editor

34-21 Review Avenue

Long Island City, NY, 11101

Tel: (718) 786-5700

Fax: (718) 786 5757

www.TeamstersLocal804.org

Local 804 Executive Board

Eddie Villalta, President

John Piccinich, Secretary-Treasurer

Danny Montalvo, Vice President

Danny Betancourt, Recording Secretary

Rick Gomez, Trustee

Dwight Philip, Trustee

Wally Weidtmann, Trustee

Union Representatives

Kirk Shocker, Business Agent

Tom Murphy, Business Agent

Mark Johnson, Business Agent

Alex Zelada, Business Agent

Joe Forcelli, Business Agent

Kenneth Hoskey, Business Agent

William Riley Fernández, Safety Director

Tony Freitas, Union Representative

Calendar of important dates

Sept 10 Labor Day Parade, BBQ & Health Expo	Oct 15 Shop Steward Meeting	Oct 23 General Membership Meetings	All meetings start at 10 A.M.
---	---------------------------------------	--	--------------------------------------

All general memberships meetings at Local 282, 2500 Marcus Avenue, Lake Success, NY 11042.

All shop steward meetings at Local 804 Union Hall, 34-21 Review Ave, Long Island City, NY 11101.

Contract Negotiations



Trump Village workers stand in solidarity for a fair contract.



The Wall Street Mail Negotiation Committee briefs members on talks.

Local 804 is currently negotiating contracts at three outside shops – Trump Village, Wall Street Mail and City Harvest. Members are standing strong at Trump Village, where negotiations began in May. The negotiation committee reports progress on several fronts including maintaining current member health benefits, but have yet to reach agreement on wages and employer-funded training.

The Negotiation Committees at both City Harvest and Wall Street Mail have each had their first negotiation session. Members at both shops are seeking dignity and respect as well as reasonable wage increases.



City Harvest Drivers are seeking dignity and respect in their new contract.

Local 804's Dougherty Fund 2016-17 Scholarship Winners!

Children of Local 804 members who are high school seniors have the opportunity to compete for scholarships offered by Local 804. Meet some of this year's Dougherty winners.



Tara Englehardt

Tara will attend Binghamton University. She is the daughter of Erick Englehardt, a UPS Melville package driver.



Tara Manchio

Tara will attend the State University of New York – Cortland. She is the daughter of Lee Manchio, a UPS Melville package driver.



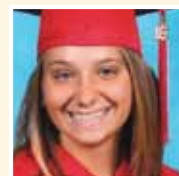
Shannon Beattie

Shannon will attend Harvard University. She is the daughter of Matthew Beattie, a UPS Suffolk car washer.



Alexander Moy

Alexander will be attending the State University of New York – Purchase. He is the son of Jerry Moy, a UPS Melville feeder.



Sarah Atanasio

Sarah will be attending Goucher College. She is the daughter of Lloyd Atanasio, a UPS Island City feeder.

Fighting Harassment, Unjust Discipline, and More!

Your Local 804 Executive Board and Union Representatives are in the barns and at other worksites every day to ensure our members are protected and getting the wages, benefits and working conditions guaranteed by our contracts.

In addition to clearing up a backlog of more than 200 unresolved cases in arbitration dating back to 2008, we are taking on and resolving new cases on a daily basis before they go to arbitration. Whenever possible, the union seeks to work out issues directly with management to avoid a lengthy arbitration process. As a result, several members have been quickly reinstated into their jobs over the past couple of months.

The 2013 Local 804 UPS Supplement created the new panel system for arbitrations. The new system prioritizes discipline cases before contract infringement cases and mandates that arbitration cases be taken up in the order they are received.

While there are advantages to the panel system, there are also disadvantages, including a lack of flexibility. Discipline cases are taken up twice a month and must be heard in the order that they were received, so the union cannot prioritize cases. Nonetheless, the union is winning the vast majority of discharge cases.

The new panel system also requires that contract cases only be taken up quarterly, creating a lengthy backlog. The union is currently collecting the necessary information needed to win

those contract cases.

The Executive Board is preparing proposals for the next round of contract negotiations to reform the new panel system to make it faster and more effective.

Members have an important roll to play in preventing and also in winning discipline cases. Remember to work now and grieve later, always keep detailed notes and talk to your shop steward whenever problems arise.

Remember

Work Now, Grieve Later!

Remember, work now, grieve later. Stand up for yourself, but be smart about it. Failure to follow instructions and gross insubordination can lead to termination. Never tell a supervisor, "I won't do that." Work as directed and then ask for your shop steward. Take detailed notes, document, document, document.

Internal Organizing Builds Union Power!

When the new Executive Board came into office earlier this year, it was discovered that a lot of people were not properly initiated into the union and, therefore, were not paying their dues.

The Executive Board then embarked on a campaign to sign-up those who were not properly initiated into the union so they could gain the full benefits of union membership

There is strength in numbers, every member counts!

and contribute to the betterment of all.

To date, more than 150 people who were on the job but not paying dues

have signed their union cards and are now paying dues and enjoying the full benefits of being an 804 member.

It is important that when a new worker is hired, shop stewards are notified so that they can have them fill out their 804 application and be initiated properly.

There is strength in numbers, every member counts!

Teamster National Hispanic Caucus Convention



Teamster delegates from across the country gathered for the Hispanic caucus's biannual convention on July 29th in Atlantic City. Delegates celebrated unity and diversity as they highlighted recent organizing campaigns and laid the groundwork for greater Teamster power in the year ahead.

In addition to addressing issues of critical issues important to union members, the event provided a forum for Teamster Latino leaders, both established and emerging, to meet and discuss strategies to implement pro-Hispanic and pro-worker agendas back at their locals. Local

804 President Villalta observed, "The issues that are important to Latinos, and Latinas, are the core of what it means to be a Teamster. We must respect and encourage diversity in our fight to lift the standards for all workers, both on the job and in the political arena."

In a show of solidarity with UNITE union members, caucus Teamsters joined a picket in front of the Taj Mahal casino. UNITE Local 54 members have been striking for a more than month to preserve their health benefits. The Teamster message was loud and clear: Union members demand that Atlantic City stays a union town!

(Above left) Participants from Local 804 included Trustee Rick Gomez; Shop Steward George Zamot from Brush Avenue; President Eddie Villalta; Shop Steward Norberto Flores from Manahattan South; Vice President Danny Montalvo and Shop Steward Raul Molestina from 43rd Street. (Above right) Teamsters on the strike line with UNITE Local 54 members. (Above) Local 804 Vice President Montalvo stands with Taj Mahal workers.



Safety First!

The newly re-established Local 804 Safety Committee is working to ensure that members are protected on the job. To participate, speak to your Steward or Business Agent.

Protecting Our Work is Everyone's Job!

Supervisors doing bargaining unit work, UPS failing to provide members with guaranteed hours, technological advances and low-cost shipping competitors are all very real threats to our wages, benefits and jobs at UPS.

Supervisors Doing Teamster Work

Our contract is the first line of defense. In negotiations, we must always place high priority on protecting and expanding bargaining unit work. When a supervisor does bargaining unit work, they are taking work and money away from Local 804 members. It is a violation of the contract. But we can only file and win grievances with the help of members.

In May, UPS workers at Beekman Center were rightly concerned when they noticed supervisors doing their work. Working with shop steward Mike Barbera, 10 members filed a grievance and won. Not only will this discourage supervisors from doing Local 804 work in the future, each worker received a check for the work they should have performed.

Also winning grievances for supervisor work were 43rd Street Driver Mike Salas and Package Driver Mike Chen.

Our contract requires UPS to “maintain a sufficient workforce to staff its operations.” Supervisors must “exhaust all established local practices...including where applicable double-shifting, early call-in and overtime,” before working. If you see a supervisor doing Local 804 work, contact your shop steward!

Amazon Threat

Could Amazon, one of UPS's biggest customers, be positioning itself to be a



43rd Street Driver Mike Salas, center, with his grievance award.



(Left) Pictured with grievance awards are Beckman Center Steward Mike Barbera, Local 804 Vice President Danny Montalvo, Paul Ohallaram, JR Plummer and Lenox Center Steward Raul Molestina. (Right) Package Driver Mike Chen.



competitor instead? CEO Jeff Bezos recently said that the company wasn't seeking to replace outside delivery partners such as UPS, but instead wants to “heavily supplement” the last mile of delivery during peak seasons.

Worldwide, Amazon is moving to own and control more of its supply chain and logistics. Though Amazon hasn't yet launched a fleet of delivery drones, it has been creating a private delivery system for years, including a

fleet of trucks and trailers as well as interests in an air cargo network. Additionally, it is providing its own same day delivery service in New York and other cities.

With the surge in on-line shopping, both the US Postal Service and Fedex now offer Saturday delivery for standard ground packages. UPS is now testing Saturday home deliveries in several markets and expects home delivery to account for half its business by 2019.

Combo Helpers Win Travel Time Pay

Teamsters Local 804 won the fight for travel pay. UPS Combo Helpers will now be paid for the time they spend traveling on the job. They will receive full pay going forward, as well as back pay. To receive back pay, Combo Helpers must fill out a questionnaire and return it to their Steward, Business Agent or to the Local 804 office.

Local 804 President Eddie Villalta said, "It wasn't right for these workers to not be paid for all of their work. UPS's policy effectively cheated them out of wages. With New York State labor law on our side, we took it up with management and won the grievance. Combo Helpers deserve nothing less."

Back pay will vary from member to member, depending on average time spent traveling and length of employ-



Tom Garcia and Elizabeth Castro, both from the Maspeth Building, are now receiving pay for travel time.

All UPS members, regardless of title and full or part-time status, should be paid for travel time.

ment. Combo Helpers are urged to complete and return the questionnaire as soon as possible.

All UPS members, regardless of

title and full or part-time status, should be paid for travel time. If you have a question about travel pay, contact your steward or business agent.

Local 804 leaders are closely monitoring any Amazon business decisions that could negatively impact UPS and its workforce. While Amazon may be able to increase profits by relying on non-union labor and independent contractors for deliveries, it cannot compare to the top-notch professional services provided by Local 804 members.

New SurePost Procedures Brings Work Back

Changes to UPS's SurePost program, in which the post office delivers a package the last mile, is creating more work for UPS members. Our national contract sets limits on the

size and weight of SurePost packages and provides language that has forced UPS to redirect packages that would

While Amazon may be able to increase profits by relying on non-union labor and independent contractors for deliveries, it cannot compare to the top-notch professional services provided by Local 804 members.

have gone to the post office if there is another ground package going to the same address.

Last summer, 385,000 packages a day were redirected back to UPS

package cars across the U.S. for Teamsters to deliver — 28% of total SurePost volume.

Under the procedures, when a pre-loader or driver sees a package that is clearly more than 10 pounds and/or larger than three cubic feet, they can remove the package from the belt, take it to a clerk and it will be put on a UPS package car for final delivery instead of going to the post office.

Local 804 members should redirect packages for UPS delivery whenever packages do not meet the SurePost criteria.

By enforcing the contract, we are able to protect our work.

Stay on Top of DOT Infractions

Every year, UPS gets reports on the licenses of every member that drives for them. If you have a driving infraction, eventually management will find out and you risk discipline or termination for not informing the company. To avoid any surprises, check your driving record annually.

Accurate MVDC

Drivers, don't make a mistake on your MVDC.

UPS has been cracking down on drivers for failing to include accidents and violations on their MVDC

forms. The company has gone so far as to terminate drivers for 'dishonesty.'

It's better to avoid a termination than to fight one.

If you're not sure if you have a ticket or a problem on your license, tell management that you need to check your record before you fill out your MVDC.

You can get a copy of your Driver Record Abstract online at the NYS Dept. of Motor Vehicles website. All you need to do is register online and pay a \$7 fee and you can view and print a copy of your record. Go to



<https://dmv.ny.gov/mydmv/mydmv> to get your abstract.

If you're not 100% sure about your record, tell your manager that you need to check your abstract before you fill out your MVDC. Then fill out the MVDC honestly.

If you may have made a mistake on your MVDC, the time to correct it is now, not after the company discovers the mistake and turns it into a dishonesty issue.

Get a copy of your Driver Record Abstract, tell management that you made a mistake on your original form, and fill out a corrected form.

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 No.: _____

Address: _____

Last Work Day: _____

Reason for Leaving: (Quit, Laid Off, Terminated, Etc.) _____

Signature: _____

Date: _____

Free CDL Classes

Teamsters Joint Council 16 is offering free classes for CDL & tractor-trailer commercial driver's licenses A or B. To be eligible, members must be in good standing, have a valid driver's license, and a CDL tractor-trailer learner's permit Class A; or a learner's permit for Class B, with air brakes endorsement.

Road practice for tractor trailer is every Saturday and Sunday at the Deer Park Railroad Station on Long Island.

For more information call Joint Council 16 at **212-924-0002** or visit **www.TeamstersLocal804.com** and do a search for CDL Class.

What's New With Your Health & Welfare Benefits

The Welfare Trust Fund Board of Trustees recently increased coverage 50% for Emergency Room procedures performed by out-of-network doctors. This change comes as a result of 804 members reporting being treated by out-of-network doctors in the ER.

Whenever possible, find out if an Emergency Room doctor or surgeon is contracted with Blue Cross. This could save you thousands of dollars in co-pays. The new app is designed to quickly and easily determine whether a doctor is either in network or out-of-network.

The Local 804 Welfare Trust Fund is proud to announce the launching of a Smart Phone App. This free

app is available for both iPhones and Androids. Once installed, the app will allow you to check to see if doctors are part of the Empire Blue Cross Blue Shield network.

The Welfare Trust Fund Board of Trustees recently increased coverage 50% for Emergency Room procedures performed by out-of-network doctors.

Most hospitals are contracted with Blue Cross but not all doctors in a Blue Cross hospital are contracted with Blue Cross. The app will allow

you to check on doctors in the hospital to see if they are contracted with Blue Cross. Remember, out-of-network doctors cost you more.

The app is also a portal to the Empire Blue Cross Blue Shield website where you can find information about your hospital benefits.

The hospital benefits are insured and administered by Empire Blue Cross Blue Shield, P.O. Box 3993, Church Street Station, New York, NY 10008-1407.

As always, if you have any questions, feel free to call your Health and Welfare Fund office at 718-786-5410 for any questions you might have about your benefits.

Health Expo

Following the Labor Day Parade on Saturday, Sept. 10th, Local 804 members will head to the union hall for a barbecue and health expo. Doctors and other professionals will be on hand to give advice and answer questions you may have about health issues and your health care benefits.

By appointment, eligible members can have a free annual DOT exam performed by Clarity Testing at a mobile office. Members and their families can also sign up in advance to receive a free eye exam, as well as prescription glasses, at General Vision's mobile unit.

To make an appointment for a free DOT exam, contact your steward or business agent. For eye exams, call the fund office at (718)786-5410 to set up an appointment.

Your Choice!

Workers' Comp. Doctors

Local 804 members have the right to go to the Workers' Compensation doctor of their choice when injured on the job. While the company may try to steer you to one of their preferred physicians, you have the right to pick your own.



New York State Workers' Compensation law allows injured workers to select any doctor or medical professional that is authorized to treat Workers' Compensation patients.

For a list of authorized area doctors, go to www.teamsterslocal804.org

TeamCare Participants: Know Your Benefits

TeamCare field representative Patricia Fornino gave an informative presentation on the healthcare benefits available to Local 804 UPS part-timers and their families at the May 7th Local

cost to members well into the future. Several new benefits have been added this year, including the TeamCare wellness program. When using an in-network provider, there is now no member cost for a number of rou-


is available to active members who become disabled as a result of an injury that occurs outside of work or a pregnancy that prevents them from working. Members must also be receiving medical care. This benefit does not apply to work-related injuries, which are covered by Workers' Compensation.

To submit a claim for short-term disability through TeamCare, participants must call an Aetna Disability representative at (800) UPS-1508 or go to the link at www.UPSers.com. A copy of the claim must then be submitted to Teamcare and the UPS Human Resource Service Center must be called at (855)877-4772 to initiate a disability leave.

The UPS HRSC must also be given a medical note within 48 hours and then every 60 days to recertify. Medical documentation can be emailed to leaverecords@ups.com or faxed to 877-251-5073. Call the UPS HRSC at 855-877-4772 with any questions about your disability leave. To find out about your benefit payment or claim status, or for any other questions about your benefits, call TeamCare at 800-TEAMCARE or go to www.MyTeamcare.org.

TEAMCARE WELLNESS

- Routine physicals and testing
- Immunizations (including flu shots)
- Women's Health Exams
- Well-baby Care
- Routine Screening and Testing
- Colorectal screenings/routine colonoscopies
- Diabetic Training and Education
- Nutritional Counseling




\$

Your Cost:

\$0.00

In-Network provider must be used



Delivering better healthcare over the long haul

804 Shop Steward meeting. Fornino provided an overview of benefits, clarified procedures and discussed some of the new benefits available to participants.

With all of the news reports of skyrocketing medical insurance costs, members were pleased to learn that the fund is in strong financial condition and is positioned to continue providing top-notch benefits at a low

tine exams, immunizations (including flu shots) as well as diabetic and nutritional counseling. See box for details.

Filing For Short Term Disability

Questions arose concerning the short-term disability benefit for Local 804 UPS part-timers. The benefit

Join the Local 804 Credit Union



Local 804 Federal Credit Union is a non-profit organization that provides financial services to its membership. Democratically owned and controlled by its members, we are committed to providing affordable savings accounts, loans and other financial products. Federally insured by the National Credit Union Administration (NCUA) our focus is on empowering our members to become financially secure.

Recently Retired 804 Members

The officers and staff of Local 804 wish our latest batch of retirees a safe, happy and healthy retirement. We salute them for their years of service to the union and look forward to their future involvement in Local 804.

- | | | |
|--------------------|----------------------|--------------------|
| ■ Nick Arens | ■ Kenny Hamilton | ■ James Schiavelli |
| ■ Lou Castagnola | ■ Dave Henry | ■ Tom Sherwood |
| ■ Alan Corwin | ■ Laura Kramer | ■ Raymond Simioli |
| ■ Frankie Defelice | ■ Doug Lindenberg | ■ Steve Thatford |
| ■ David Drebotick | ■ Tom Lowe | ■ John Vilastro |
| ■ Norman Fielding | ■ Rob Mucha | ■ Fred Whitaker |
| ■ Steve Galarza | ■ Mark O'malley | ■ Tim Williams |
| ■ Pat Gambino | ■ Anthony Passaretti | ■ Sal Zito |
| ■ Charles Hall | ■ Robert Prierra | |

Eight Decades and Going Strong!

Part 2 – World War 2

Local 804 members have a reputation for both patriotism and union solidarity. From its inception, Local 804 understood the importance of supporting other workers' struggles and working with other unions to achieve common goals. Area Teamster Locals representing UPS workers bargained together. In December of 1941, Local 804 had 3,325 members.

The US declared war on Japan and Germany in December 1941. Local 804 members did their part on the battlefield and on the home front. More than 500 active Local 804 members served in the military during the Second World War. The majority of them returned to their union jobs.

After the U.S. entrance into World War II, UPS began to hire women to work in the operations side of the company. By December 1942, UPS employed women in the operations of its major cities. A year later, women were hired as drivers as well.

Both major labor federations, the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO), and their affiliated unions, including the Teamsters, promised "no-strike" pledges for the duration of the war. At President Roosevelt's urging, union leaders agreed to temporarily set aside differences with management to ensure no disruptions in wartime production. But, business leaders rarely permitted the war to come between them and profits. Seizing a chance to cut

MADAM: The War Is Over.



Don't be imposed upon!

It's no longer patriotic to carry home your bundles. It's just plain silly! All restrictions on Department Store Deliveries were lifted last November 1st. Naturally the Stores won't tell you about it—since they charge you for delivery service, and pocket the difference when you don't get it. The mark-up for delivery is the same now as it was before the war — but the service isn't.

In December 1941, exactly 3325 men were employed to make deliveries for 375 stores throughout the city. This included Christmas help. In December 1945, only 1900 men were working—including Christmas help. Deliveries were made and are still being made by half the number of men it takes to do the job as it was done before the war.

There is no manpower shortage. There are 800 experienced men waiting for these jobs. Yet the department stores still make you carry your own packages—and make you pay for the delivery service you don't get!

Madam, we repeat: the war is over. Don't be imposed upon! Get what you pay for. Demand pre-war delivery service. You deserve it!

MERCHANDISE DELIVERY DRIVERS AND EMPLOYEES
Local 804, International Brotherhood of Teamsters

To Members of Local 804:

This is your advertisement. It is appearing in the major Greater New York newspapers.

company costs, NYC area department stores placed ads in local papers urging their customers to carry their own packages home as a way of contributing to the war effort.

In return for labor's no-strike pledge, the government offered arbitration to determine the wages and other contract terms.

While union members overwhelmingly supported the war effort, the no-strike pledge caused tensions and difficulties for workers. Union officials, for the most part, stood by their pledge and refused to sanction strikes and walkouts.

Despite the no-strike pledge, Local 804 members struck UPS in June

1942, following the suspension of 315 drivers who refused to work overtime, stopping the deliveries of 100,000 packages at 375 stores. Two and a half weeks later, Mayor LaGuardia intervened, and a contract was reached.

Until the war ended in 1945, Local 804 was involved in several more disputes, either on behalf of Local 804 members or in support of other union members. Servicemen returned home, and labor unions were no longer bound by wartime rules.

Before the war most groceries, dry cleaners, drugstores, and department stores offered local home delivery service. During the war, the labor shortage as well as gasoline and tire rationing, gave retailers a reason to limit or stop delivery services. This reduced UPS business, and with 804 members returning from war to their old jobs, the union worried about layoffs and unemployment.

To counter job loss, Local 804 launched a public relations campaign to encourage shoppers to return to their pre-war habits. At the end of the war, Local 804 membership was down to 1,900. The union ran an ad in NYC area papers urging women to "not be imposed upon" and made the case that shoppers were paying for delivery whether or not they carried their own packages and that 800 experienced men needed the work.

Then, as now, the union understood that in order to increase its power, it had to grow. Organizing new members provided the union the density needed to strengthen the union.



804 NEWS

International Brotherhood of Teamsters

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

Presort Standard
U.S. Postage
PAID
Hackensack NJ
Permit #1534

SAVE THE DATE!



Labor Day Parade, BBQ & Health Expo



Saturday, **September 10, 2016** 10:00am

Contact Your Business Agent

March with your Local 804 Brothers and Sisters in the New York City Labor Day Parade, followed by a cookout and health expo at Local 804 headquarters in Long Island City. Free transportation available and free medical exams will be provided by appointment only.

Location Manhattan March, Local 804 HQ BBQ & Health Expo

Volunteers are needed!