



LOCAL 804-DELIVERY AND WAREHOUSE EMPLOYEES

An Affiliate of

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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November 2nd Contract Update

Dear Local 804 Members,

The Local 804 Negotiation Committee met with the company for a marathon session on Thursday, November

1. For the first time, the company agreed, in concept, to several key union proposals such as:

- **\$400 - \$500 pension increase**
- **Protections from the creation of 22.4 drivers**, including:
 - 110 additional 22.3 positions
 - 20 additional porter/carwash positions
- **Stronger Article 12 "Dishonesty" Language**

For these union gains, the company wants to be able to schedule newly hired workers on Sundays at straight time. All workers, **including new hires**, who do not have Sunday as part of their regular schedule, would still receive double time for Sundays. Everyone in the bargaining unit - **including new hires** - would also receive time and a half pay for their 6th day and double time for their 7th day of work. The company has also proposed creating a third start time that enables it to schedule Package Car Drivers earlier, and spreads other start times to the one hour now permitted for Package Car Drivers.

While the union initially rejected any scheduled Sunday work, the committee members all agreed to allow the company to schedule regular Sunday shifts if they paid double time.

The company flatly rejected that proposal.

Some 804 committee members have taken the position that the union cannot allow the company to schedule new workers for Sunday shifts at regular pay, even if that means leaving pension increases and job protections on the table. The committee also continues to push for additional benefits for part-time workers.

There are no plans for future negotiations as both sides have dug into their positions. The union will be doing all it can to inform the members of the situation and get their input. The union's goal is to negotiate the best possible supplement for our membership, rather than run the risk of having a contract imposed on us.

We want to hear from all Local 804 members so please email us at receptionist@teamsterslocal804.org and let us know what is important to you in the new Local 804 Supplement. Please tell us what building you are in and your classification.

In Solidarity,

Danny Montalvo
President