



# LOCAL 804-DELIVERY AND WAREHOUSE EMPLOYEES

An Affiliate of

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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August 15, 2018

Dear Brothers and Sisters of Local 804,

On August 12<sup>th</sup> 2018 Local 804 conducted its scheduled General Membership meeting. Naturally, the meeting was primarily focused on the National and Supplemental Contract, and our Locals decision not to endorse either. Prior to the meeting I had proposed to the Executive Board that a change of legal counsel should be made. By a 4-3 margin the board endorsed the current counsel Cary Kane Law. In accordance with Article VII section 2a of the Local 804 Bylaws I brought it to the membership. The Bylaws clearly state that "in the event the Executive Board refuses to approve the Principal Officer's choice of expert services, the Principal Officer may present the choice to a duly noticed meeting of the membership for approval". The membership overwhelmingly supported the decision to institute new counsel.

For over 30 years one of the most influential figures in the success of Local 804 and the Teamsters has been Rick Gilberg from Meyer, Suozzi, English & Klein. Rick won a series of major arbitrations in the 80s and 90s. He was Counsel and advisor to legendary Ron Carey and helped the Carey slate win the first ever rank and file vote for National Officers. Rick served as IBT General Counsel during the Carey administration and also served as counsel to the National IBT grievance Panel. He was counsel for two rounds of National UPS negotiations. Rick wrote several important contract provisions including double pay for supervisors working and the innocent until proven guilty language allowing members to remain of the job pending arbitration. Additionally, Rick oversaw numerous 804 Supplemental negotiations.

The Membership's voice was heard loud and clear on Sunday. As we face new challenges in our fight for a contract, as UPS continues to refuse compliance to language we already have in place, the addition of Rick Gilberg as counsel to 804 will be enormously beneficial to the membership. Rick was part of the creation of great contract language under Ron Carey. He won major decisions to strengthen that language. As we battle UPS to improve and defend our Contract we are privileged to have Rick Gilberg join our fight!

Sincerely,

Eddie Villalta

President, Local 804