



# TEAMSTERS LOCAL 804 DELIVERY AND WAREHOUSE EMPLOYEES

An Affiliate of  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

December 1, 2017

Mr. Warren Pandiscia  
District Labor Manager  
United Parcel Service  
46-05 56<sup>th</sup> Road  
Maspeth, NY 11378

Re: **Threatening Local 804 Members**

Dear Mr. Pandiscia:

This letter is a follow up to our meeting this morning regarding management threatening Local 804 members who are unable to work tomorrow. Yesterday, with no prior warning to the union, management began threatening our members that they would be disciplined if they failed to show up for work this Saturday. In certain instances these members were called into meetings without union representation, a clear violation of Article 4 of the National Master Agreement. As I told you during our meeting, Article 3 of the Local 804 Supplement states that day off schedules be posted the Thursday prior to the applicable work week, and the company made these threats despite the fact that tomorrow is these members posted and scheduled day off.

During our meeting I also informed you that Article 13, Section 2(g) of the Local 804 Supplement governs sixth and seventh days of work. That provision contains a lengthy procedure for how and when our members work a sixth or seventh day, which the company has clearly violated by threatening Local 804 members with discipline if they are unable to work tomorrow. I urge you to instruct your managers and supervisors to stop threatening Local 804 members with regard to tomorrow.

Regards,

*Eddie Villalta*

Eddie Villalta  
President, Local 804 IBT

