

NO TWO-TIER HYBRID DRIVERS

Unlike 22.3 jobs, Hybrid Drivers cut wages to create more full-time jobs.
We don't need to make givebacks to win more full-time jobs.



22.3 Full-Time Jobs Victory



22.4 Two-Tier Giveback

Good for Teamsters or Management?

Management opposes 22.3 jobs because they cost the company more money.

Managements wants 22.4 jobs because they let UPS pay lower wages to deliver ground.

Better or Worse Teamster Jobs?

Teamster members fight for 22.3 full-time jobs because they pay higher wages and create better inside jobs.

UPS Teamsters oppose Two-Tier 22.4 Hybrid Drivers because they cut wages and create worse jobs in package.

Raising or Cutting Teamster Wages?

22.3 jobs pay higher wages than what inside workers make for doing the same work.

22.4 Hybrid Drivers jobs get paid \$6 an hour less than what Package Drivers make for delivering the same ground packages.

Make UPS Deliver in Our Contract

✓ Package driver rate when Teamsters deliver ground packages.

✓ 10,000 new 22.3 jobs for good full-time jobs that don't require driving.

Text UPS to 94253 for Contract Alerts • www.UPSTeamstersUnited.org

UPS Teamsters United is a grassroots campaign by Teamster members to prevent givebacks and win the contract we deserve. We are independent of the Hoffa administration and any candidates for union office.