



# Two-Tier Hybrid Drivers

## The Giveback That Guts Wages, Threatens Overtime & Eliminates Good Full-Time Jobs

### Two-Tier Hybrid Drivers Would Gut Our Wages & Standards

Two-Tier Hybrid Drivers would be paid \$6 to \$16 less per hour than Package Drivers to deliver ground. They would have no 9.5 rights. This is a double-attack on good ground delivery jobs.

### Two-Tier Hybrid Drivers Would Take Away Overtime We Rely On

This deal would let UPS give our overtime away to Hybrid Drivers and pay them as little as \$20/hour to do it. We were promised stronger 9.5 rights to limit excessive overtime. Instead, we got a concession that gives UPS the incentive to take away normal overtime we rely on.

### Two-Tier Hybrid Drivers Would Eliminate Good Full-Time Jobs

The Two-Tier Hybrid Driver deal lets UPS create 20,000 lower-paid package delivery jobs and it lets the company get out of creating 10,000 full-time 22.3 jobs that don't require members to deliver ground. That's lose-lose on full-time jobs.

### Two-Tier Hybrid Drivers Would Let UPS Play Divide & Conquer

If this giveback is not rejected, up to 25% of the drivers in every building will be lower-paid drivers with no 9.5 rights. Management will pit higher-paid and lower-paid drivers against each other and play divide-and-conquer.

**The International Union has an offer from UPS on a five-year national contract. Every member will get to vote to accept or reject the company's offer. You deserve contract information so you can make an informed decision.**

[www.UPSTeamstersUnited.org](http://www.UPSTeamstersUnited.org)



**Text UPS to 94253 for Contract Updates**

UPS Teamsters United is a grassroots campaign to win a good contract. We are independent of the Hoffa administration and any candidates for union office.