



Make UPS Deliver

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Aug 31, 2007

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- ▶ When a tentative deal is reached, we'll get you the facts so you can make an informed decision.

National bargaining resumes on September 5th. President Hoffa says he will ink an early deal by Oct 1.

We need to be prepared to evaluate any early settlement carefully. UPS management has a proven track record of floating weak offers to see if we'll bite.

In 1997, UPS made a so-called "Last, Best and Final Offer" that would have created zero full-time jobs and given the company control of our pension. Teamsters at UPS rejected that weak deal and won 10,000 full-time jobs and record pension improvements.

Five years later, UPS made another weak offer. But this time, our negotiators James Hoffa and Ken Hall accepted it—two weeks before our contract even expired. Their "Best Contract Ever" resulted in the worst benefit cuts in Teamster history.

Sept. 19 will mark the one-year anniversary of the most secretive UPS contract negotiations in Teamster history. The slow pace of negotiations and the information "Brownout" have been designed to lower our expectations.

But the pressure is on the company, not us. Shippers and stockholders are pressuring UPS to settle early. This gives us leverage.

If UPS comes up short, there is no reason for us to accept a weak contract. With our current contract in place until July 31, 2008, we can vote "No" and send our negotiators back to the table.

Don't Settle Short

"In 1997, the company told us to take their 'Last, Best and Final offer.' We said 'No Way' and won record pension increases and full-time jobs. "Don't settle short this year. We have to hold out for the best offer."

**Martino Taylor, Feeder Driver
Local 667, Memphis**



Look Before We Ratify An Early Offer

"Members are right to be concerned about what's going to happen with our pension, but we can't lose sight of all the other issues.

"Look at the language on 9.5 and forced overtime, 22.3 combo jobs, and supervisors working.

"Let's take the time to understand all the issues before ratifying any agreement."

**Darwin Moore, Package Car Steward
Local 243, Pontiac, Mich.**

Last contract, we settled two weeks early and came to regret it. We should not settle many months early this time, unless we're sure we've made UPS deliver.

As contract talks heat up, *Make UPS Deliver* will be sharing information. When a tentative deal is reached, we'll get you the facts so you can make an informed decision.

makeUPSdeliver.org

Rank-and-file UPS Teamsters working together to win the contract we deserve.