

What We're Fighting For

This chart comparing key differences in the positions of management and our negotiating committee shows where negotiations stood when the strike became necessary.

The management positions were contained in their so-called "final offer" on July 30.

The Teamsters positions were spelled out in the revised offer the union made on Saturday, August 2, in an attempt to reach a reasonable settlement without a strike.

What members actually win will depend on our unity in the days ahead.

UPS's July 30 Final Offer

Teamsters Pre-Strike August 2 Proposal

Issue

- Full-time jobs**
- 200 new full-time jobs per year.
- Subcontracting**
- Expand use of subcontractors to do feeder work.
- Wages**
- **Full-timers:** Wage increases of 0 cents, 50 cents, 50 cents, and 0 cents plus 2 bonuses that are not added to the base wage rate. (\$1.00 per hour total increase or \$9,000 more over 4 years plus a non-guaranteed fourth year bonus).
 - **Part-timers in progression (3 of every 4 part-timers):** No general wage increase; 25 cent increase between progression steps; 2 bonuses that are not added to the base wage rate.
 - **Part-timers out of progression (1 of every 4 part-timers):** Wage increases of \$1.00, 50 cents, 50 cents, and 0 cents plus 2 bonuses that are not added to the base wage rate. (\$2.00 per hour total increase or \$8,700 more over 4 years plus a non-guaranteed fourth year bonus).
 - No increase in the start rate for part-timers.
- Package car work**
- Use part-time air drivers to deliver ground packages.

- Create 10,000 new full-time jobs (2,500 per year) by combining part-time positions.
- No subcontracting of feeder work except during peak season.
- **Full-timers:** Wage increases of 70 cents, 65 cents, 65 cents, and 60 cents. (\$2.60 per hour total increase or nearly \$17,000 more over 4 years).
- **Part-timers:** Same wage increases as full-timers plus an additional \$1 per hour over four years for part-timers hired after 1982. (\$3.60 per hour total increase or over \$10,000 more over four years).
- Part-time wage increases apply to all part-timers who have attained seniority as of August 1, 1997.
- 50 cent increase in start rate for part-timers with an extra 50 cent increase at seniority.
- No shift of package car work to part-timers.

UPS's July 30 Final Offer

Teamsters Pre-Strike August 2 Proposal

Issue

Feeder work

- Use part-time air drivers to do air shuttle work.

Part-timers

- No increase in guaranteed hours.
- Maintain 4 year wage progression.

Air drivers

- Starting pay for new air drivers is frozen at \$10.00 per hour.
- 4 year progression for new air drivers.

Over 70s

- Company can increase weight limit above 150 pounds at any time without the union's agreement.

Health and Welfare

- Push all UPSers into managed care plans and HMOs.
- Eliminate family coverage for all newly hired part-timers.

Right to honor union picket lines

- Force UPS workers to scab on other union members.

Innocent until proven guilty

- Expand the list of infractions called "cardinal sins" where innocent until proven guilty does not apply.

- All air shuttle work done by full-time feeder or package drivers.

- 3.5 hour guarantee.
- Shorten the wage progression to 3 years.

- Increase pay for all part-time air drivers, including exception drivers, by creating a minimum part-time air driver rate of \$14.00 plus the general wage increases and a minimum full-time air driver rate of \$15.00 plus the general wage increases.

- Create more full-time air driver jobs and full-time combination jobs.

- No right to increase weight limit above 150 pounds without union agreement.

- Right to Teamster help and lifting devices for over 70s.
- No discipline for refusal to handle over 70s without assistance.

- Maintain current plans.

- Maintain our right to honor union picket lines.

- Maintain the current language — innocent until proven guilty except for "cardinal sins" as defined in the supplement.

ISSUE

UPS's July 30 Final Offer

Teamsters Pre-Strike August 2 Proposal

PENSIONS

Central States

JC40, JC83, JC84, SW PA and
MD, Locals 177, 344, 355,
639, 688, 804, 992, 996

Western Conference of
Teamsters, Alaska, New
England Plan, NY State Plan

Philly Area Plan, Central PA,
and Local 901

■ Company-controlled plan.

Full-timers:

35 & Out — \$3,500
30 & Out — \$3,000
25 years (age 57) — \$2,000
25 years (age 60) — \$2,500
25 & Out — \$2,000

Part-timers:

10 years (age 60) — \$500
20 years (age 60) — \$1,000
25 years (any age) — \$1,000
30 years (any age) — \$1,500

See above.

See above.

See above.

See above.

■ Improve benefits in local and regional Teamster pension plans.

See below for benefit levels...

Full-timers:

35 & Out — \$3,500
30 & Out — \$3,000
25 years (age 57) — \$2,500
25 years (age 60) — \$2,500
25 & Out — \$2,000

Part-timers:

Same as company offer.

Full-timers: Comparable or better than company plan.

Part-timers: Same as company offer.

Full-timers: Comparable or better than company plan.

Part-timers: Already better than company offer.

Full-timers: Significant improvements to current plan.

Part-timers: Same as company offer.