

# **Time to Stand United**

A Special Update from Teamsters for a Democratic Union • (313) 842-2600 • [www.tdu.org](http://www.tdu.org)

**T**he International Union claims it is negotiating the “Strongest Contract Ever” for DHL Teamsters. In fact, the secret deal they are finalizing contains givebacks that will destroy full-time jobs, eliminate overtime, and gut our rights.

The DHL national contract and national Pick Up and Delivery Supplement are not finalized yet. Working Teamsters are being kept in the dark until the negotiations are completely wrapped up.

But Teamsters for a Democratic Union has obtained contract documents that reveal the givebacks our lead negotiator Brad Slawson has already agreed to.

## **Give-Aways in the Proposed Tentative Agreement:**

- The Employer would be free to employ part-timers “to fulfill its operational needs.” There is *no limit* on the number of part timers who will load, unload, sort, and work on the ramp. The only limit of the number of part-time pick-up and p.m. shuttle drivers is 15 percent of the total full-time drivers.
- Part-timers would only be guaranteed *3 hours work*, and may be scheduled to work *any five days*. Start times for part timers may be changed by the employer up to 2 hours every day.
- All existing full-timers would be *red-circled by name* and then guaranteed 40 hours per week unless they are laid off, or ten-percenters. *As Teamsters retire or quit, the red-circle shrinks, and the noose tightens.*
- Full-timers and part-timers would be on separate seniority lists, creating a whole-new *second-class* of Teamsters, a class that would grow in numbers.
- The *employer can choose* to be in either the MCLAC grievance panels, or *its own grievance panels*, with DHL management people holding 50 percent of the cards. (This is a UPS-style disaster; ask any UPS Teamster if this system protects them.)
- The contract does not bind DHL Express’s corporate parent or any other subsidiary, leaving us vulnerable to company shell games.
- The grievance procedure is gutted. *The Right to Strike (the “hammer”) is given away.* The power of stewards is limited.

These devastating giveaways have already been accepted by the International Union and will be in the contract proposal to be voted on by the members.

It will be up to Teamster members to say No and send them back to the negotiating table to save our contract and good full-time jobs for the future at DHL.

Not all parts of the contract are settled yet. But officials close to the national negotiations could not name one new positive element in the tentative agreement. There is some hint that there may be some jobs coming back from the @home operation, but that remains to be seen. And there could be yet more give-aways.

## **Read the Contract & Take a Stand**

You can read the text of the Status and Tentative Agreement at [www.tdu.org](http://www.tdu.org).

Once the deal is finalized, the International Union will likely move to a quickie vote.

The time is now for concerned Teamsters to step forward. Let every DHL brother and sister know that we can and will vote No to protect our contract, our union and our future.