

# DHL Contract 2008

Summary of Key Changes in the Proposed Contract (page 1 of 2)

PLEASE POST & DISTRIBUTE—MARCH 5, 2008

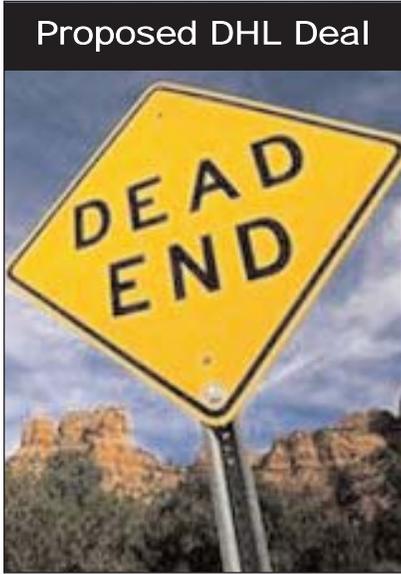
**T**he details of the secretive DHL contract are still coming out. But this much is clear. The proposed deal would give DHL management its biggest wish: a UPS-workforce without UPS wages.

DHL would become a company that is dominated by part-timers who make half as much as full-time drivers. Full-time jobs would be protected by name only. This 'red-circle' will become a red noose.

If you're unhappy with the secretive negotiations and the givebacks, you are not alone. Teamsters from Boston to Pittsburgh, from San Francisco to St. Louis, and Detroit to Dallas feel just like you do. And we have the power to do something about it.

Our Right to Vote on the contract gives us the power to protect our future. The contract vote will be by secret ballot. No one will know how you voted.

By Voting No, we can send our negotiators back to the bargaining table to win improvements. A No Vote does not mean a strike. Evaluate the contract carefully and decide for yourself. DHL has not put its best offer on the table. Unite with Teamsters across the country who want to protect our jobs and our future.



<p><b>Economic Proposal</b></p>	<ul style="list-style-type: none"> <li>■ Full-time wages would go up \$3.35 over five years (UPS got \$4.00). By the end of the contract our wages would trail UPS by \$7 an hour. Half of each raise would be delayed 6 months, so we would get 35c on April 1. Pension and H&amp;W contributions would match UPS and Freight. Part-time wages would be approximately <i>half</i> of the full-time hourly rate. No improvements in vacation, sick days, etc.</li> </ul>
<p><b>Loss of Overtime</b></p>	<ul style="list-style-type: none"> <li>■ <b>Current Contract:</b> DHLers currently make more than \$22 an hour, depending on their area of the country. With overtime, many members make \$65,000 or more per year.</li> <li>■ <b>Proposed Deal:</b> DHL could severely cut our overtime by hiring part-timers who make half of our rate. We would get a base raise of \$1,456 but could lose \$15,000 to \$25,000 a year in overtime.</li> </ul>
<p><b>Dead-End Part-Time Jobs</b></p>	<ul style="list-style-type: none"> <li>■ <b>Current Contract:</b> Part-timers are strictly limited if allowed at all. All part-timers make full pay.</li> <li>■ <b>Proposed Deal:</b> Current full-timers would be "red-circled by name." When they quit or retire, their full-time job is gone. No language to move part-timers into full-time jobs.</li> </ul>

This summary deals with the proposed Master Contract and National Pick Up and Delivery Supplement. Regional supplements will be available after March 12. Every affected DHL Teamster will get 3 votes: please vote NO on the national master and the national P&D supplement, to send our union back to the table to get a more acceptable offer. You will also get a vote on your regional supplement.

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<b>Grievance Procedure Dominated by DHL Management</b>	<ul style="list-style-type: none"><li>■ <b>Current Contract:</b> Our grievances are heard by a panel consisting of 2-3 union officers (not from the grievant's local) and 2-3 Employer representatives (not from DHL). we have the right to strike to enforce panel decisions or if a case is deadlocked.</li><li>■ <b>Proposed:</b> DHL would have the unilateral right to switch to a new panel where DHL managers sit for the employer's side. (Why would they vote against the company?) We would lose the right to strike</li></ul>
<b>Loss of Bidding Rights</b>	<ul style="list-style-type: none"><li>■ <b>Current Contract:</b> In most areas, DHLers bid territories and perform the work in that area.</li><li>■ <b>Proposed Deal:</b> DHL would have the right to "modify" bids. You could be forced to take freight from another driver or give your overtime away.</li></ul>
<b>Loss of Work to Independent Contractors</b>	<ul style="list-style-type: none"><li>■ <b>Current Contract:</b> To move work, DHL has to propose a change of operations to a panel. If approved, members have the right to follow our work. This protects us from DHL giving our work away to IC stations.</li><li>■ <b>Proposed Deal:</b> DHL would have to bargain with our union. But if the issue is not resolved, it goes to the new grievance procedure where management controls a 50% block of the votes. No guaranteed right to follow our work.</li></ul>
<b>Start Times</b>	<ul style="list-style-type: none"><li>■ <b>Current Contract:</b> In most areas, start times are not adjustable. You bid it and work it. No surprises.</li><li>■ <b>Proposed Deal:</b> Start times may be delayed by 1 hour for operational needs. Sounds like the old nonunion DHL.</li></ul>
<b>Weakened Seniority Rights</b>	<ul style="list-style-type: none"><li>■ <b>Current Contract:</b> All work offered in seniority order. No part timers.</li><li>■ <b>Proposed Deal:</b> Separate lists with part-timers loading trucks while full time on-call drivers may be sitting at home.</li></ul>

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*This bulletin produced, paid for and distributed by concerned DHL Teamsters who want to defend our contract and protect our future*