

# What Does the Proposed DHL Deal Deliver?



The proposed DHL contract is here and it will soon be decision time for DHL Teamsters.

The tentative agreement gives the company the sweeping changes that management wanted.

DHL would get to expand its part-time workforce and transform itself into a UPS-style operation.

The proposed contract delivers for DHL management. Does it deliver enough for DHL Teamsters in return?

Read the contract carefully and decide for yourself.

## Give and Take: DHL Versus DHL Teamsters

Every contract negotiation is a give and take. Does the proposed contract make DHL give as much as they are taking? Can we win a better offer by going back to the table?

### **DHL Gets:**

#### **A UPS Contract**

The proposed contract would let DHL hire part-timers for as little as \$10 per hour (and that start rate is frozen for five years).

### **DHL Teamsters Get:**

#### **A UPS Contract Without UPS Wages**

Under the proposed contract, full-time wages would go up \$3.35 over five years. UPS Teamsters got \$4. By the end of the contract our wages would trail UPS by \$7 an hour.

Could DHL afford to pay more? DHL already pays Teamsters in Chicago \$24.59 an hour and Local 705 is bargaining for more in a separate local agreement.

With everything DHL is taking in this contract, isn't it time for us to get the wages that we deserve?

### **DHL Gets:**

#### **Unlimited Part-Timers**

The proposed contract would let DHL hire an unlimited number of part-timers, as the company grows. Part-time labor will eliminate overtime by doing PM pickups.

### **DHL Teamsters Get:**

#### **Weak Protections for Good, Full-Time Jobs**

Under the proposed contract, full-time jobs will only be red-circled by name. When a Teamster quits or retires, that job would be gone. If the corporation gets low-wage part-timers, shouldn't we get protections like a strict percentage limit on part-timers, and no part-timers used as drivers? This would protect good full-time Teamster jobs.

The new DHL contract will determine our pay, working conditions and union power for years to come. It's our job to make DHL put its best offer on the table. Read the contract carefully. Decide for yourself.

If you think that we can win more from DHL in exchange for the givebacks we're being asked to make, then Vote No and send our negotiators back to the table to bargain higher wages, protections for full-time jobs and other improvements.