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## Texas Full-Time Jobs Massacre

UPS management is moving to eliminate every Article 22.3 job at the Dallas/Ft. Worth Airport on Feb. 12. This is the single largest cut since UPS started slashing Article 22.3 full-timers last year. In all, the company is planning to eliminate 120 Article 22.3 positions at DFW.

Members report that the company is making all Article 22.3 employees bid on two part-time positions and reducing them to part-time wages. This will mean a pay cut of \$5 an hour or more for many Teamsters. Members are also being forced to work split shifts.

UPS is eliminating the night sort at DFW on Feb. 12. But the company is eliminating the Article 22.3 jobs on every shift, not just the night sort.

"UPS is trying to get rid of 22.3 jobs all together and put everyone back to part-time. That's what they really want," said Jacqueline Jones, a Local 767 steward.

The contract requires UPS to maintain a minimum of 20,000 Article 22.3 full-time jobs nationwide at all times. The company is thousands of jobs short of the required number but the International Union has taken no action to enforce the contract.

"UPS owes us a minimum of 20,000 jobs and they're in clear violation of the contract," says Local 767 stew-

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*Sandy Gustafson,*

*Local 767 Steward, UPS, Dallas-Ft. Worth Airport*



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The next national grievance panel is scheduled for Feb. 2-5.

Will the International Union take up a national grievance? Or will Hoffa and Hall continue to leave local unions and working Teamsters holding the bag while the company steals our jobs and shreds our contract?

## Your Money or Your Full-Time Job

### Local 174 Surrenders \$1 Million-Plus in Back Pay To Save 22.3 Jobs

Our union's failure to enforce the Article 22.3 full-time jobs provision of the contract has forced Seattle Local 174 members to make a devil's choice: your money or your jobs.

When UPS laid off dozens of Article 22.3 Teamsters, Local 174 filed a grievance and promised to

win back the jobs.

Now local officials have cut a deal that would give back a separate grievance victory worth \$1 million or more. In exchange, UPS would put laid off 22.3 Teamsters back to work and guarantee a minimum number of 22.3 positions in Local 174's jurisdiction.

The proposed deal has divided members. The jobs at stake belong to 22.3 full-time employees. Most of the \$1 million or more in back wages is owed to part-timers.

"We're more or less being blackmailed into this," said Merritt Miller, a Local 174 steward on the

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# Your Money or Your Full-Time Job

## Union Refusal To Enforce Contract Forces Seattle Teamsters To Choose

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night sort in the Redmond Building. "The company is playing a shell game with the 20,000 22.3 jobs and the union doesn't seem to want to do anything about it."

### Million Dollar Grievance Giveback

The Joint Council 28 Rider to the national contract has specific language that requires the company to double-shift part-timers when Article 22.3 or 40 combo workers are on an excused absence (vacation, holiday, personal day, etc.).

UPS agreed to this language in the 2002 negotiations, but never complied with it. Local 174 grieved the violation and ultimately won the case in arbitration, including back pay for some 150 part-timers. UPS refused to pay. Interest on the back pay piled up while management stalled.

UPS now owes Local 174 members \$1 million or more in back pay. Local 174 officials have cut a deal to give up this grievance victory and to allow management to rewrite the contract to eliminate the language that requires the company to pay part-timers overtime to fill in for absent Article 22.3 workers.

In exchange, the company would guarantee a minimum of 160 full-time Article 22.3 jobs in Local 174. Before UPS started eliminating combo jobs, Local 174 had some 200 Article 22.3 positions.

The company would also create enough Article 22.3 jobs on a temporary basis to make sure that all Article 22.3 Teamsters who have currently been reduced to part-time will be returned to full-time status. But when those Teamsters move on, their Article 22.3 jobs can disappear too.

Of the millions in unpaid wages, the company will pay only \$100,000. Local 174 officials made sure the deal includes up to \$40,000 in legal fees for the local.

Local 174 officials have justified the deal by saying it is the best they can do and told members that they are on their own if they vote it down.

"Local 174 officials have allowed the company to keep them on their heels through the entire process and have resorted to Old Guard fear tactics to sell a flawed deal," said Local 174 steward Dan Scott.

"If that wasn't enough, they see fit to wrench almost 30 percent of the final monetary agreement from the

affected members' pockets and keep it for themselves," Scott said.

### Where is the International Union?

The attack on full-time jobs reveals a glaring weakness in the contract. Article 22.3 has no language that prohibits the company from reducing the number of full-time jobs in any one location. The clause only requires 20,000 jobs nationally. This gives the company a weapon to punish locals that enforce the contract or win arbitration decisions the company doesn't like.

But the biggest weakness that is being revealed is in our International Union. Our contract requires UPS to maintain 20,000 full-time Article 22.3 jobs. They're not doing it. The Hoffa administration knows it but has taken no coordinated action to stop the company and save these full-time jobs.

Not every local has a multi-million dollar grievance to trade away to get UPS to stop eliminating Article 22.3 jobs in their jurisdiction. Local 174 members wouldn't have to be voting on this devil's bargain at all if our International Union would use its leverage to make UPS maintain the 20,000 full-time jobs they owe members under the contract.

Instead, members are being forced to choose between unpaid wages and full-time jobs when the contract says we have the right to both. Their ballots must be returned by the end of January.

## UPS Cuts More Full-Time Jobs in Sacramento

UPS management announced it will lay off all 22.3 local sort positions in the Rocklin, Calif. building as of Jan. 30. Local 150 Teamsters in these positions were given two choices: go driving or work a split shift—preload from 4 a.m. to 8 a.m. and then the local sort shift from 6 p.m. to 10 p.m.

Members at the West Sac hub recently did an audit of Article 22.3 jobs and found approximately 50 vacant Article 22.3 full-time jobs. Two more 22.3 jobs are vacant at the Rocklin building.