

May 26, 2009

Ken Hall
Director, Package Division
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

VIA FACSIMILE and CERTIFIED MAIL

Dear Sir and Brother:

In 1997, we stood on the picket line with 185,000 Teamsters to send UPS the message that Part-Time America Won't Work. Our union's historic strike victory forced UPS to agree to create full-time jobs by combining part-time positions. But the company has not created and maintained all 20,000 Article 22.3 jobs required by the 1997 and 2002 agreements. In fact, management is eliminating Article 22.3 full-time jobs every day. We are writing you today as concerned Teamsters to request an opportunity to meet with you prior to the national grievance panel in June to share the concerns of members nationwide over the company's attack on our 1997 strike victory—and to discuss what our Teamsters Union can do to win all 20,000 full-time combo jobs members are owed under the contract.

Teamsters for a Democratic Union and *Make UPS Deliver* recently launched a national campaign to monitor the company's destruction of full-time jobs. In a short time, UPS Teamsters from more than two dozen cities reported that the company has eliminated full-time jobs in their local unions—including Allentown Local 773, Baltimore Local 355, Boston Local 25, Cincinnati Local 100, Dallas-Ft. Worth Local 767, Charlotte Local 71, Detroit Local 243, Grand Rapids Local 406, Kansas City Local 41, Los Angeles Local 63, Los Angeles Local 396, Nashville Local 480, New York Local 804, New Jersey Local 177, Norristown Local 384, Omaha Local 554, Orange County Local 952, Philadelphia Local 623, Phoenix Local 104, Providence Local 251, Roanoke Local 171, Sacramento Local 150, Spokane Local 690, St. Louis Local 688, San Diego Local 542, Seattle Local 174, Syracuse Local 317 and others. Members reported widespread instances of 22.3 jobs not being filled after they go vacant. In other cases, full-time 22.3 Teamsters are being laid off and their positions eliminated. Based on these reports, we believe that UPS is thousands of positions short of the 20,000 full-time jobs required by Article 22.3.

Many Teamsters have filed Article 22.3 grievances at the local level to demand full-time job creation. Management is deadlocking these grievances and buying time for more violations. In the meantime, working Teamsters are being denied full-time jobs. Full-time combo Teamsters are being forced back to part-time positions, some suffering \$7 an hour wage cuts. We have even been contacted by Teamsters who are losing their homes as a result of losing their full-time job.

The International Union has the power to end these stall tactics and win full-time job creation by filing a national grievance addressing all violations of Article 22.3. Thousands of UPS Teamsters have signed a petition asking the International Union to take this action. The contract requires UPS to provide the International Union with a detailed list of the 20,000 jobs the company must maintain under Article 22.3. Our petition requests that the International Union provide every Local Union with a copy of this list so that our union can document exactly how many more full-time Article 23.3 jobs the company must create to come into compliance with the contract.

On behalf of the thousands of UPS Teamsters who signed petitions, we are requesting the opportunity to meet with you before the national grievance panel begins on June 8 in Philadelphia. We would like the opportunity to share our concerns, present the petitions, provide you with information about Article 22.3 violations, and discuss what our Teamsters Union can do to enforce our contract.

In 1997, our Teamsters Union united and told UPS that Part-Time America Won't Work. Once again, it is time to stand together and win full-time jobs for working Teamsters who need them. We look forward to the opportunity to meet with you on this critical issue.

Fraternally,



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