

TEAMSTER VOICE™

SPEAKING OUT FOR A STRONGER UNION

FORMERLY CONVOY DISPATCH

Teamsters for a Democratic Union
(313) 842-2600 • www.TDU.org
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After Record Profits, UPS Gets Concessions

The weak contracts at UPS and UPS Freight affect every Teamster.

After hauling in almost \$4.5 billion in profits last year, UPS management has reaped another windfall: contract givebacks.

The weak contract deals affect every Teamster—not just the 250,000 members employed at UPS and UPS Freight.

How can Teamsters who work at struggling employers expect to win good contracts and defend our benefits when the International Union is rolling over and making givebacks at the most profitable transportation company in the world?

The UPS deal will save the company billions in reduced pension and healthcare costs. UPSers were promised they would not have to pay for healthcare. But the contract will move more than 140,000 Teamsters into an inferior health plan and make them pay much more for healthcare.

The contract at UPS Freight introduces nonunion pay and conditions at the company that was supposed to help rebuild Teamster standards in freight.

Teamster Power Sidelined

Contract negotiations started on a high note. When UPS demanded that Teamsters pay for healthcare, members turned out by the thousands at union rallies to chant, “No way, we won’t pay!”

Instead of continuing to unite and mobilize, the IBT kept members on the sidelines and in the dark with an information brownout.

Members Respond

Angry Teamsters at both UPS and UPS Freight are organizing a Vote No movement in many areas.

The UPS Freight contract is headed down in many big locals. UPS Teamsters—especially in the areas affected by the healthcare cuts—are passing out leaflets, wearing Vote No T-shirts, and have launched a “Vote No on UPS Contract” Facebook page.

The fight against contract concessions shows the spirit, creativity and energy of the Teamster rank and file. What happens now is up to the members who are leading the charge.

Hoffa and Hall want to push through the contracts, and for the Vote No rebels to get discouraged, cynical and inactive. They want members on the sidelines at contract time and all the time.

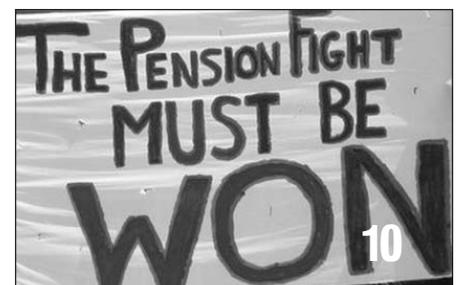
TDU stands for the opposite. We are a national grassroots movement of Teamsters organizing Teamsters.

We can win better contracts, defend our benefits and build a stronger union—but only if we get off the sidelines and work together. Information and organization equal power.



Teamster Future in Freight

ABF concessions go for a vote. Follow the money on the YRC-ABF acquisition bid.



Teamster Pensions

Congress may hold hearings soon on proposals to eliminate key pension protections



“I’ve gotten more information on this contract and my livelihood from TDU than my own union. There’s still a brownout from the IBT. It’s TDU that’s uniting members like the Teamsters should be doing.”

Kathy Duffy, Local 384, Willow Grove, Penn.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

City Road Dock Clerical Warehouse Construction Production

Other _____

___ \$40 one-year membership & subscription to *Teamster Voice*

___ \$95 three-year membership fee

___ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

___ \$25 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

LETTERS

Stand Together

We absolutely need to stand together and vote no. The attempt to get a good contract that was apparently voted in favor of unanimously by our Teamster officials is baffling. We need to send a message to UPS that they may persuade the Teamster reps, but not us. This is our union and we need to keep it strong for others who depend on their unions. We need to say it loud and clear from all the UPS Freight terminals who are deciding to fight the fight and vote NO.

Eddie Byrd
Local 957, Dayton, Ohio
UPS Freight

Strong Leadership



How can we hope to have a strong organizing campaign and battle anti-union politicians for friendly labor legislation if we can't win a strong contract? Teamsters

need strong leadership to do great things and enforceable contracts are at the heart of a strong union.

Kevin Musgrove
Local 30, Jeannette, Penn.
UPS

What Happened?

Remember five years ago when you turned in that card hoping for a better future? Well, what happened? Not even a 3 percent raise to cover cost of living. Mediocre healthcare plan. No new language in the grievance procedure. Smoke and mirror pension plan that will actually lose money over time because there is no variable for inflation. And to top it all off let's create a new classification so we can pay 42 cents a mile to do road work! What happened to equal pay for equal work? I foresee all of the same issues happening all over again and no efficient way to grieve them. It's time the union stays true to their word and backs the union workers they are

paid to represent. Please vote NO on this contract or we'll be opening a can of worms we cannot close for not only our company, but for other union freight companies as well.

Keith Brewer
Local 492, Albuquerque, N.M.
UPS Freight

Proud to be TDU

Hey, just wanted to say thanks. I respect what you all do, and I'm signing up to become a member. Thanks brothers and sisters. I'm proud to be a new member. Keep up the good fight!

Jared Jeffrey
Local 637, Lancaster, Ohio
UPS

Mega Profits, Bad Deal



Our contract and our benefit improvements should be based on the billions of dollars in record profits UPS continues to make.

Full-timers make a good wage but claiming that \$10 an hour is a substantial gain for part-timers is a joke. I'm also doubtful that anything having to do with Central States will give us peace of mind on our health insurance.

Sheldon Williams
Local 688, St. Louis
UPS

Holding Hoffa Accountable

I am calling on Mr. Hoffa to do the right thing here. If YRCW has enough money to try to purchase ABF, and pay \$250,000 a month for a man to oversee strategies looked at by YRCW's board, then they have enough to contribute to the pension fund.

Thanks, TDU, for keeping us up to speed on key freight issues.

Mike Pastva
Local 407, Cleveland
YRC

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Teamsters for a Democratic Union

It is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members.

Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

UPS FREIGHT MEMBERS SAY 'VOTE NO!'

Teamsters around the country report the proposed UPS Freight contract fails to measure up. It doesn't even measure up to the first contract—one they found sorely lacking over the last five years.

The wage increase is \$2.50 over five years—\$1.50 less than the previous contract. The health insurance plan is modified and members are still expected to pay a premium. The current pension plan is frozen and a new version has been proposed. All this from a company that has cleared billions over the past five years.

A big issue is subcontracting that was killing jobs and undermining our union. For this, the deal proposes Line Haul Driver language that creates a lower tier wage rate and benefits package. It introduces nonunion pay and conditions to a highly profitable union company.

Paul Boegel, a Local 657 driver in Austin, Texas summed it up, "The proposed contract doesn't add up to enough to vote for it. I plan to vote NO and am organizing in Texas and via the internet to get UPS Freight Teamsters to turn it down. Help me make that happen in your terminal."

The officers and stewards at Local 89, Louisville, Kentucky agreed. They recommended a no vote to their members at UPS Freight.



Mike Simberger and John Wisniewski at the St. Louis Local 600 Contract meeting.

If you want to help organize for a better contract visit www.upsfreighttalk.org or call TDU: 313-842-2600.

Stay informed.

Learn what this contract means for UPS Freight members.

Download contract bulletins.

Have your say.

UPS FreightTalk.org
 UPS Freight Teamsters speaking out for a stronger contract.

Why We Must VOTE NO On Proposed New Contract

- Pensions**
The pension plan offered in this new contract cheats employees out of thousands of dollars per year when they retire by freezing our current pension plan and increasing the hours you need to work per year from 750 hours to 1,500 hours to be fully vested.
- Healthcare**
UPS Freight Teamsters are the only Teamster-represented trucking company that have to pay for our healthcare plans.
- Wages**
While both UPS parcel and UPS cartage receive \$3.90 over their 5 year contract offers, UPS Freight members are only offered \$2.50 per year! Adding insult to injury, the last 2 years of the contract the \$2.50 is split into two \$1.25 increments!
- Two-tier Road Board**
The new Line Haul Driver (LHD) board, with separate seniority, pays \$42 a mile, \$15 per hour, with no pay for drop-and-hook, delays, etc., max two weeks vacation and "Plan S" health insurance. This scheme is supposed to end the use of subcontractors, but also introduces nonunion pay and conditions into our contract. Two-tier operations like this erode our union jobs and union power.

Other Problems in the Proposed Contract

- Leaving the company in complete control of the vacation selection process and not limiting blackout weeks.
- Creating a new fulltime Non-CDL position that pays only 80% of top rate, which equals a pay out of \$8.11 per hour.
- The layoff and fulltime job creation language is easily subverted.

UPS FreightTalk.org
 UPS Freight Teamsters speaking out for a stronger contract.

Our Terminal's Voting NO

"The young pups on our board were showing an 'I don't care' attitude. After we got some info on the contract, they started asking more and more questions. We stewards and others are educating them as to the negative effects this proposal will have. We're definitely leaning majority NO in our terminal."

Greg Boyles, Alternate City Steward, Local 100, Cincinnati



Send Hall Back to the Table

"We're not being bamboozled this go around on the contract. The new line haul driver language offers nonunion rates and is bound to have a big impact on our dock workers, current road drivers, and our brothers and sisters in feeders at UPS Parcel.

"Lots of drivers showed up at our local meeting with 'Vote NO' T-shirts. We need to send Ken Hall back to the bargaining table to get us a contract worthy of the Teamster tradition. UPS Freight is not J.B. Hunt."

Todd Fenton, Local 600, St. Louis



Not Even Close

"This contract is not even close to where it needs to be. How can we as a union expect to organize other companies if we bargain contracts that take us backwards. This nation's wages continue to decline. Strong unions are our only option to reverse this trend. Unions must demand stronger contracts to revitalize organizing efforts. This fight has begun and we must toe the line as brothers and sisters."

Greg Myers, Local 957, Dayton, Ohio



ABF Agreement Out for a Vote

Teamster Future in Trucking

For the first time in 49 years, there is no national master freight agreement.

There is an agreement with YRCW, and tentative agreements going to members at ABF and UPS Freight. Separate agreements for some 40,000 freight Teamsters, and none could possibly be considered a model contract.

Hoffa came into office on the slogan “The Hoffa name means power.” His father’s big accomplishment was the NMFA. Now he’s been busy at his PR events while his assistants have allowed

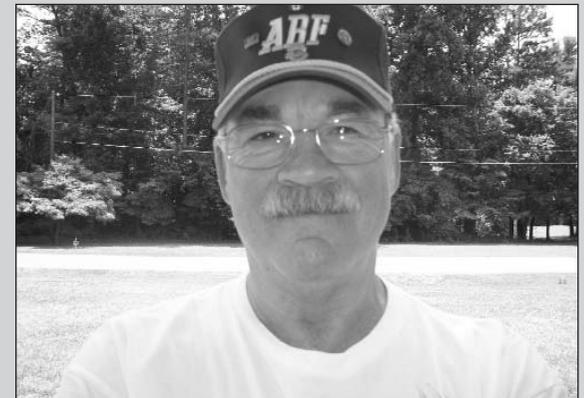
the NMFA to be dismantled.

Does our union have a future in trucking? We believe the answer is a definite yes. Those 40,000 Teamsters in freight, along with brothers and sisters in tankhaul, carhaul, private carriage and other trucking fields are the core to rebuilding Teamster power.

Teamster power is not about a famous name. It’s about organizing in the distribution industry. That will take a leadership with the will and the plan to make it happen.

ABF Teamsters Deciding Whether to Accept a Five-Year Tentative Agreement or Not

The union’s brochure makes the case that concessions are needed for the health of the company. ABF management circulated an internal memo “for proactive, verbal use with Teamsters employees...if you vote no, the likelihood that YRC will consummate a deal grows higher.” So threats are being used too.



“The 7 percent wage cut reduces us to less than what a nonunion carrier is paying. They say we catch up over the life of the contract but that just gets us back to where we stand now. With the cost of living rising over the next five years, we gain nothing.

“And what about losing our work to subcontracting? That lost work will take a bite out of paychecks. And we lose a week’s vacation and they’re not paying any increase on the pension. I vote Hell No on this contract.”

**Emmet Ramsay, ABF Road Driver
Local 391, Winston-Salem, N.C.**



“Every ABF Teamster needs to read the new language on audio, video and computer tracking in Article 26, Section 3. The company can use this info to discipline, including terminate, without corroborating observation.

We all experience how faulty the technology can be on a daily basis. Now we’re going to have to defend ourselves based on shoddy data. Why is the company asking for sacrifices and then wanting to beat us over the head with an unreliable Big Brother?”

**Paul Host, ABF Local Cartage
Local 200, Milwaukee**

Key changes in the proposed Tentative Agreement include:

- ▶ Immediate 7 percent wage reduction.
- ▶ 2 percent wage increases in the following three years; 2.5 percent in the last year of five-year contract.
- ▶ Loss of one week vacation across the board.
- ▶ A Memorandum of Agreement to allow subcontracting of road work (“Purchased Transportation”) up 6 percent of total miles (if limit is enforceable).
- ▶ Health and welfare benefits maintained.
- ▶ Pension contributions only to the extent required to protect pension benefits (this means no increase in contributions to the Central States or Western Conference Funds for the next five years).
- ▶ Management may use audio, video, electronic tracking devices to fire employees for “stealing time,” without corroboration and without a warning letter! (New section of Article 26).
- ▶ Cost of Living clause limited and with 5¢ maximum possible.
- ▶ Coffee breaks limited to 10 minutes (Addendum B).
- ▶ Working across classifications expanded (Addendum C; and supplements). Drop and hooks, etc.
- ▶ Supervisors can handle dock pick-ups if no dock worker is on duty (Article 3).
- ▶ Profit sharing bonus if operating ratio gets to 96 percent or better.
- ▶ Local grievance panels eliminated.

There are additional changes in the supplements.

Read the agreement. Discuss it with your fellow Teamsters. Cast your vote.

YRC Pays Hoffa Board Appointee \$250,000 Monthly Fee

Was Wilson Consulting on ABF Purchase?

YRCW board member Harry Wilson is getting paid \$250,000 per month, since February 2013, and may get a lot more. Wilson was appointed to the YRCW Board by the Teamsters Union leadership.

We've all heard the expression "follow the money."

This information is tucked away in a February YRCW filing with the Securities and Exchange Commission. The filing states that, "On Feb. 20, 2013, we entered into an Advisory Agreement with MAEVA Group, LLC ("MAEVA"), a company owned and controlled by Harry Wilson and of which Mr. Wilson is Chairman and CEO. Mr. Wilson is a Series A Director of the Company appointed by IBT."

The filing goes on to state that, "The Advisory Agreement calls for MAEVA to provide advisory, analytical, consulting and other services to us in connection with one or more potential transactions and/or other

strategic initiatives that we may elect to pursue from time to time." As compensation for its services, MAEVA is entitled to receive \$250,000 per month (starting Feb. 1) for at least the next four months plus potential completion fees not to exceed \$5.5 million in the aggregate.

We have not been able to learn what "strategic initiatives" Mr. Wilson is working on for this fee, but we note that YRCW's big "strategic initiative" in this period seems to be the clumsy bid to buy ABF for \$461 million.

Since Wilson was appointed to the Board by the Hoffa administration, surely Hoffa can explain what this lucrative consulting is all about, and if it has any possible relationship to the plan for a company, which cannot live up to the Teamster contract, to go on a buying spree.

Further links and info available at www.tdu.org/freight

Make YRC Pay Their Fair Share

Tim Pagel
Local 988
Houston
YRC City Driver



When the YRC, Zollars and Hoffa bank heist is finally completed in 2015, I will be out an estimated \$57K in wages alone. Then there's the stolen breaks, cheated pension deal, and the lost vacations weeks. I'm looking at a lot more lost than just the 15 percent wage cut made by me and thousands of other Teamsters.

I gladly pay my dues and support my union. I always have, because I wanted my family to have a decent and rewarding life in return for the backbreaking work we do. My goal was not to make life better and richer for inept CEOs, banksters and our so-called union leaders.

Now YRC claims to have the money to go on a shopping spree and Hoffa, as usual, said he didn't have a clue. Well there's no surprise there. It's time for our rank and file to say that's enough. Make them pay us back before any new acquisitions or mergers and that includes getting us paid up at the Central States Pension Fund.

CARHAUL UPDATE

Hoffa OKs Deals to Undermine Carhaul Contract



In April Hoffa's Carhaul Director, Roy Gross, blocked from going to arbitration a work preservation grievance which challenged Jack Cooper's new substandard division.

Instead the International and

the employers routed the grievance—which was researched and filed by Local 89—to the national panel, where they can quietly bury it.

Why would our International union want to help Jack Cooper set up an owner-operator division that operates without terminals, assigns drivers in the Midwest to Local 251 in Rhode Island, and pays sub-contract pensions and rates?

Carhaulers and their local union reps should ask that

question of Gross and Hoffa.

Jack Cooper Specialized Transport claims to be hiring 200 drivers, although they seem to have only succeeded in hiring a small number so far under the terms they are offering and the International union has approved.

Now Jack Cooper has opened Jack Cooper Logistics, which brags on their website that they can "tap over 400 [nonunion] trucking companies." They trip lease loads which should be hauled by Teamsters.

The point of having a union is to defend good union jobs. The Carhaul Division is failing that basic obligation, and will continue to fail unless pressure is put on them to change.

Allied Systems To Be Sold

In a letter to all employees, Allied CEO Gendregske announced that Allied will be sold to the company's primary lenders, or to a higher bidder. He said he expects the sale to take place in late July or early August.

HEALTHCARE GIVEBACK STIRS BACKLASH



Ken Hall vowed UPSers would not pay for our healthcare.

But under the tentative agreement, 140,000 UPSers would be moved into an inferior plan that will force them to pay a lot more for healthcare.

Just a few months ago, Teamsters turned out across the country in huge numbers to attend rallies and chant, “No way, we won’t pay!”

Now healthcare concessions has gone from uniting Teamsters against UPS to uniting many members against the contract.

Opposition to the healthcare givebacks has

run especially high in locals where both full-timers and part-timers would be moved into the Central States TEAMcare plan.

This includes Pennsylvania, New Jersey, Indiana, Illinois, Iowa, Michigan, Minnesota, Nebraska, most of Ohio and Missouri, Southern California, and the Southwest.

TEAMcare would mean more deductibles, higher Rx costs, limited dental coverage, and higher co-pays on everything from ERs to lab tests, MRIs and procedures.

Members opposed to the cuts have passed out bulletins and FAQs put out by *Make UPS*

Deliver at UPS and at contract meetings.

In Philadelphia Local 623, members printed up their own Vote No T-shirts and have flooded the air hub there.

“It feels good to walk around the second largest air hub in the U.S. and see nothing but Vote No T-shirts,” said Local 623 member Bobby Curry.

A “Vote No on UPS Contract” Facebook page has connected 2,000 followers who are getting active around the healthcare concessions.

Some Western locals and New Jersey Local 177 got an extension to Nov. 1 to find an alternative plan. But they get the same reduced money from UPS to pay for coverage, which is less than members’ current plan costs.

Any alternative to TEAMcare would only have to match the benefits in Central States TEAMcare, not the current plan.

UPS is making \$5 billion a year and Teamsters were promised no concessions. Why did the International Union agree to healthcare cuts?

“It seems ridiculous that a company earning record profits can’t maintain what we already have,” said Roger Austin from Local 215 in Evansville, Ind. “They seem to have forgotten they negotiate for us, not themselves.”

INTERNATIONAL UNION POWER GRAB

New contract language would strip local unions of autonomy to enforce contract.

Lost in the hubbub about healthcare and harassment, the new contract includes changes that take autonomy away from local unions and consolidate power in the hands of the International Union Package Division.

For example: the contract would strip local unions of the right to pull out of company-dominated safety committees without the International’s permission (Article 18). Local unions from New England to Ohio to New York pulled out of safety committees to protest harassment, unsafe conditions, and management arrogance.

Teamsters in the Central Region have had a hammer for taking on contract violations—the right to strike on deadlocked grievances. Teamster officials in the Central Region haven’t used this right, but UPS isn’t taking any chances. Deadlocked grievances would now get punted for settlement between top UPS brass

and the International. If that doesn’t work, Teamsters in the Central Region still can’t strike over deadlocked grievances without the IBT’s permission, something that was never required before.

The new 9.5 language gives only the IBT the power to meet with UPS about staffing levels when there are excessive 9.5 grievances at the local level. Why not give local unions the power to meet with management to review staffing and dispatch data when excessive overtime is out of control?

All Teamsters want a strong national union. But we need to be able to enforce the contract at the local union level. Look at the company’s attack on 22.3 jobs.

Under the contract, only the International union is entitled to a complete list of the full-time jobs under Article 22.3. This has allowed management to play a shell game with these

jobs because no local union can effectively counter the company when it claims it has moved 22.3 jobs to another local.

This problem was supposed to be fixed in the national contract with language that requires UPS to keep 22.3 jobs in the local where they are created. It wasn’t. Contract enforcement remains in the hands of the International union, and Teamster members and our local unions remain at a disadvantage.

It’s no accident that the contract shifts power away from local unions and up to the International. UPS would rather deal with Teamster officials in Washington who are far from the members than with local officers who are subject to pressure from the membership.

The power grab also works for Ken Hall who holds his power like a carrot and stick over local officers whose support he wants in the next IBT election.

UPS Teamsters can still enforce our contract. But we’ve got to get organized in our centers and locals. Building pressure from the bottom is the best way to get results at the top.

TECHNOLOGY HARASSMENT AND “DISHONESTY”

When it comes to technology harassment and dishonesty, the new contract offers more of the same.

The company’s ability to fire an employee for “dishonesty” solely based on information from technology is largely unchanged in the new contract.

The IBT claims UPS must now “confirm information from GPS by direct observation or other corroborating evidence.”

But the contract makes a clear exception if UPS accuses a Teamster of “dishonesty.”

The IBT also claims that, “No employee will be discharged based solely on information received from GPS unless the person intentionally defrauds the company.”

But the contract already says you cannot be fired based solely on information from technology unless you “intend to defraud the

company.” The “intend to defraud” language is not new and it has not protected Teamsters from discharge.

UPS has fired drivers for “dishonesty” and “falsification of records” for recording an attempted delivery on a missed package, sheeting a residential delivery as a closed commercial stop, recording air when they’re not at the stop, and other practices that are commonplace and sometimes encouraged by management.

Such discharges have nothing to do with stealing but they have been repeatedly upheld under the “intent to defraud” language.

The new language would now state that you must commit an “intentional” act where you

Harassment and Excessive Overtime

By Steve Kelly, Local 252, Olympia, Wash.

Throughout negotiations, we heard big talk about harassment. I was honestly shocked at the skimpy results.

As a shop steward, the new language does nothing for me.

We’ve been able to make the company pay 9.5 grievances. The biggest problem with the 9.5 language is getting loads adjusted.

We were looking for new language that would make UPS adjust our loads and address understaffing.

What we got is so watered-down it’s pathetic. If you win three paid 9.5 grievances in five months, you get a frigging meeting? Give me a break.

The contract already has good harassment language that says management can’t over-supervise or harass employees.

The problem is there are no penalties to make UPS pay for violations.

Without that, all you have is nice language and no teeth.



“intend to defraud the company.”

If a driver makes an isolated mistake, the language may help protect them from termination depending on enforcement. But the new language will not stop

UPS from using technology to fire drivers on trumped up charges of dishonesty.

For more on this issue, see <https://tdu.org/news/technology-discipline>



PART-TIME POVERTY AT UPS

UPS doesn’t like TDU’s End Part-Time Poverty at UPS T-shirts. But management is happy to have a five-year extension on part-time poverty in the contract.

More than 100,000 part-timers will be hit with healthcare cuts and higher out-of-pocket expenses.

Starting pay goes up by \$1.50 to \$10. But check the fine print. The new contract eliminates the \$1 increase at 90 days. After 90 days, a part-timer will make just \$10 (\$11 for skilled positions).

That’s only 50¢ more than part-timers make now. The \$10/hour starting rate will be frozen for five

years and will fall under minimum wage again in many states by August 2018.

The International Union promised an extra raise for part-timers because wages are so low. That was more empty talk. The contract does not include any catch-up raises, just the regular annual wage increases.

The contract will create just 2,350 full-time jobs and has none of the language members were promised to stop UPS from eliminating 22.3 jobs. UPS can continue to cut 22.3 jobs and claim they were moved to another local.

UPS & Downs

Teamsters Take on UPS in Louisville

UPS Teamsters in Louisville look to be on a collision course with the company over the mammoth Local 89 Air Rider which covers 9,300 UPS Teamsters at UPS Worldport, the company’s central air hub in the country, as well as other UPS buildings. Local 89 stewards and the Executive Board have unanimously opposed the national contract. As we go to press, the local reports that talks on the Air Rider are at a virtual standstill. Local 89’s website details the reasons they oppose the national contract.

Four 10-Hour Days in Package?

The Western Penn. Supplement would allow UPS to bid package car routes of four 10-hour days with overtime after 10 hours in a day or 40 hours in a week. If no one bids the routes, UPS must repost them as five 8-hour day routes. The Atlantic Area Supplement would also allow four 10’s by mutual agreement. Ken Hall had the power to stop these changes. Should we be opening the door to four 10-hour days in package?

Central Region Loophole Still Wide Open

The Central Region Supplement fails to close the dreaded 17(i) loophole that allows UPS to suspend members for “other serious offenses,” a much-abused catch-all phrase. The supplement does eliminate other outdated language that defined a serious accident as anything that involves as little as \$4,400 in damages.

Fat Profits, Lean Contract

On the same day that UPS reached tentative agreement on a new contract, the company announced after-tax profits for the first quarter rose to \$1.04 billion. This is up from \$970 million made during the same period last year. For the year, UPS is projecting to haul in \$4.6 to \$4.8 billion in after-tax profits.



Local 804 Makes UPS Deliver

UPS Teamsters in New York win pension increases, more full-time jobs, and grievance procedure reform.

New York Local 804 members entered UPS contract negotiations with high expectations and steep challenges.

Their pensions had been frozen for more than a decade. Management has been eroding full-time 22.3 jobs and taking advantage of a broken grievance procedure.

Local 804 members have the advantage of having their own supplement which covers 6,000 UPS Teamsters in New York.

But that hasn't resulted in contract gains in Local 804 since 1997. In fact, Local 804 pensions have been frozen for more than a decade and UPS nearly eliminated 25-and-out pensions in the last supplement.

"To win a good contract, we knew we had to bargain in a different way,"

said Tim Sylvester, Local 804 president.

This time, Local 804 launched a contract campaign a year early.

The local formed a Contract Action Team of stewards and volunteers tasked with keeping members informed and involved—with regular contract bulletins, parking lot meetings, and rallies. Members wore stickers and posted placards in their windshields.

The majority of the Local 804 bargaining committee were stewards and members and they participated in all negotiations.

"UPS saw that members were informed and involved. When we told the company, we were going to Vote No if they didn't improve their contract offer, they knew we could

deliver on that threat," said Vinnie Perrone, a package steward and negotiating committee member.

More than 3,000 members filled out a contract survey that the Contract Action Team distributed in parking lot meetings at every building.

"Those surveys were our guide at the bargaining table," said Dorothy Hanlon, a package driver and negotiating committee member. "Our priorities were defined by the members: higher pensions, more full-time jobs and a better grievance procedure."

Membership unity and an organized contract campaign paid off. The new Local 804 Supplement includes:

Pension Increases: Local 804 members won a \$400 pension increase—the biggest in the country without any wage diversion. By the end of the contract, members will be able to retire with 25-and-out benefits of \$3,500 a month and 30-and-out (or 25-at-age-55) benefits of \$4,000 a month.

Grievance Procedure Reform:

Members will no longer have to spend a year or more waiting for their suspension or termination to be heard. Beginning, Jan. 1, 2014, disciplinary cases will be heard before a grievance panel of representatives from Local 804 and the company—with an arbitrator sitting in on the case in the event of a deadlock. If the union and company deadlock, an arbitrator will issue a decision within ten days.

Full-Time Jobs: UPS must create 100 new full-time combo jobs in Local 804 by Aug. 1, 2014.

"This is the best supplement we've seen in a long, long time," said Mark Cohen a package car driver and Contract Action Team volunteer. "It's amazing the results you can get when you mobilize the members to take a stand against the company."

Videos documenting the Local 804 contract campaign in action can be seen at www.teamsterslocal804.org

The UPS Contract and Rank & File Power

Contract negotiations started on a high note. UPS was making record profits. When the company demanded healthcare concessions, it was standing room only at Teamster rallies.

Members were ready to fight for their healthcare. But our

International Union wasn't.

Angry members who feel blindsided on healthcare are organizing a Vote No movement in many areas.

They are passing out leaflets, talking in break rooms, wearing Vote No T-shirts, and have a "Vote No on UPS Contract" Facebook page.



"If it wasn't for TDU, we wouldn't have known the facts about the contract. Without TDU, we'd just be going along with the program and getting taken for a ride. Instead we're organizing members to defend our healthcare and fight for what we deserve from this company. We're proud to be building TDU at UPS in Philadelphia and across the country."

Nathan "Jumbo" Daniels
Local 623, Philadelphia

They are gunning to shoot down the national contract and some supplements too.

If history is any guide, the contract will certainly go down in locals where members are organized and taking coordinated action.

That's what happened last time. The national contract passed with 65 percent of the vote. But it was rejected in numerous locals where TDUs and other reformers got active—including in New York Local 804 where members rejected their supplement by a three-to-one vote.

By voting no, Local 804 members saved 25-and-out pensions. They

kept organizing and took back their union in the next local election. And they just negotiated the best supplement in the country.

Rank-and-file organizing can pay off—but there are few quick fixes.

If we want to win lasting changes, we've got to be organized.

TDU is the only independent movement that brings Teamsters together in our locals and across the country to rebuild union power.

Take the first step toward winning better contracts and standing up to UPS. Join TDU. Meet other active Teamsters and learn proven strategies for getting members involved and rebuilding union power.

Winning a Strong Contract In Tough Times

With nonunion competition on the rise, 800 Teamster movers in New York City won contracts that protect their healthcare, reduce two-tier wage gaps, and put more union movers to work. Here's how.

“Getting started early and involving members every step of the way was key,” says Phil Puma, a shop steward and member of the contract negotiating committee.

Local 814 members started organizing a year before their contract expired, beginning by distributing a contract survey to determine key bargaining issues and getting members thinking about the contract. Preserving employer-paid healthcare, raising wages for lower-tier movers, and ensuring more work for members emerged as top issues.

They recruited and trained a Contract Captain team composed of stewards and rank-and-file volunteers to cover every moving company and job, unite members behind key contract demands, and distrib-

ute regular bargaining updates. Contract Captains were trained on organizing phone trees, member-to-member outreach, and picketing and handbilling tactics.

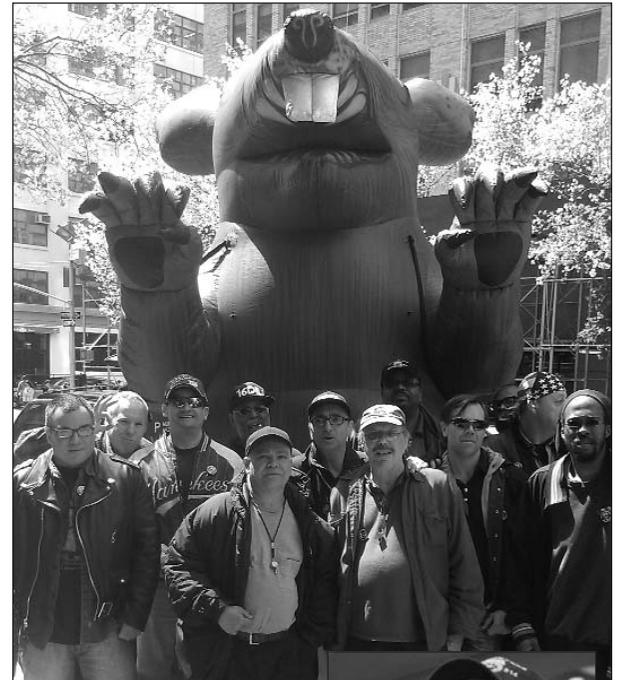
As the contract expiration date neared, the union stepped up the pressure.

In the final weeks, the union gave the companies a deadline and “Strike Vote on Sunday” leaflets were posted and passed out at jobs. Blast text alerts were sent out and members rallied at job sites. As a credible strike threat mounted, some companies moved to settle with the union, increasing the pressure on other hardline employers who feared they would lose business during a strike to competitors who had already signed a contract with the union.

“Management started to get real when they saw all the members united, wearing contract buttons, and talking up the strike vote,” said Phil Puma.

The agreement fully protects employer-paid healthcare, promotes many lower-paid movers to the top wage rate, and creates a new dispatch system that will ensure work goes to Local 814 members who need it.

“The companies have always wanted to create tiers and permanently lower wages in the industry,” says Local 814 Business Agent Walter Taylor. “For the first time, we’ve reversed this. By raising wages for the lower tier, we opened a door to better pay that the companies wanted to slam shut forever.”



Raising the Wage Floor

“The companies have always wanted to create tiers and permanently lower wages in the industry.

“For the first time, we’ve reversed this. By raising wages for the lower tier, we opened a door to better pay that the companies wanted to slam shut forever.”

**Walter Taylor, Business Agent
Local 814, New York**



Southern Cal Warehouse Teamsters Fight Sweetheart Deal at Sysco

Teamsters employed by Sysco in Southern California are standing up against a substandard deal negotiated for the new Sysco Riverside distribution center slated to open in June.

“We are not going to accept this. We want to be involved. We deserve to be involved in these negotiations,” said Ralph Sistos, a Sysco driver in Los Angeles. Members are organizing for a no vote to get the bad deal renegotiated.

The whole situation with the new warehouse smells bad. San Diego, 100 miles away, mysteriously got the Teamsters jurisdiction and promptly signed a substandard contract without any workers yet at the facility.

Last September, Joint Council 42 awarded the jurisdiction to Local 63, which covers

Riverside and is headed by Joint Council president Randy Cammack. For unexplained reasons Cammack turned it over to Local 683 principal officer Todd Mendez, who cut the substandard deal.

Teamsters from the L.A. (Walnut) Sysco warehouse and from the San Diego warehouse will be transferring there. The L.A. Teamsters are organizing for a contract rejection, and they will be the majority of the workforce.

They have filed NLRB charges against the deal, are organizing among themselves

and reaching out to brothers and sisters in San Diego.

The company wants to button up a deal quickly. The San Diego contract expires in November, and the last thing management wants is common expiration dates.

The contract is inferior to the L.A. contract on an epic scale: it gives away lots of union jobs to nonunion (office, clerical, checkers, produce repack, routers, dispatchers, inventory control, check-in, janitorial); it gives away job protections and working conditions; and provides for lower wages and pension contributions. It is very similar to the substandard contract in San Diego. L.A.’s contract should be template, not San Diego’s.

OPPOSITION NEEDS TO GROW

Congressional Hearings Coming on New Pension Proposals

A dangerous proposal that would change federal law to allow “deeply troubled” pension plans to slash the benefits of retirees could be introduced into Congress as soon as this summer.

The time is now for opposition to eliminating the federal law known as the “anti-cutback rule.” It is clear that the “deeply troubled” plans would include the Central States Pension Plan.

The U.S. House Committee on Education and Labor could hold hearings soon on the status of multi-employer pension plans, and what to do to safeguard pensions.

The dangerous proposal is part of a package put forward by the National Coordinating Committee for Multiemployer Plans (NCCMP). Hoffa is on the board of directors, and Central States Director Thomas Nyhan and Teamster Int’l V.P. John Murphy are on the Steering

Committee. UPS is a prominent supporter. The NCCMP is an organization of union pension plans, employer groups and some union officials.

Teamsters for a Democratic Union (TDU) will actively oppose any move to eliminate the anti-cutback rule, which is an important protection in federal law. “We call upon James Hoffa to come out in opposition, and put the full force of the Teamsters Union to work for protecting Teamster pensions,” said TDU Steering Committee Co-Chair and Central States retiree Dan Campbell.

There are new indications that some unions

may come out in opposition to allowing pension cuts, and TDU will be working to put rank-and-file Teamsters front and center in the battle to protect pensions and propose positive solutions to safeguard the earned pensions of American workers.

If you are interested in helping with the battle to defend pensions, contact TDU at 313-842-2600 or email info@tdu.org

If you would like to read more on this issue, check www.TDU.org for ongoing coverage and to see a copy of the NCCMP’s proposal in their position paper “Solutions Not Bailouts.”

BROWN SEES GREEN ON PENSIONS

UPS will save billions on lower pension costs during the new contract.

UPS will save billions in lower pension costs during the life of the new contract as the company reaps the financial rewards of pension deals in the Central and Southern Regions and New England.

For the next five years, UPS will pay very substandard contributions in two of the largest pension plans covering more than 50,000 UPS Teamsters.

Under the new contract, UPS will actually reduce its pension contributions in New England by \$2.30 an hour. UPS will contribute just \$6.20 an hour into the New

England Pension Plan and contributions will be frozen at that rate for ten years.

By comparison, UPS will contribute \$9.90 an hour into the Western Conference Pension Fund for full-timers and part-timers starting Aug. 1, and that figure will go up 50 cents every August—unless money is diverted away from members’ pensions to maintain their health benefits under the new healthcare deal.

By the end of the year, UPS will be paying just under \$12 per hour for Teamster pensions in the West and just \$6.20 an hour for Teamster

pensions in New England.

The company’s savings are even more extreme in the IBT-UPS Pension Plan that covers 44,000 UPS full-timers in the Carolinas and Central and Southern Regions. UPS contributes less than \$4 an hour into that fund.

Together, the two pension deals will save UPS more than \$4 billion during the next contract alone.

It’s true that UPS had to pay \$6.1 billion to pull out of the Central States Pension Fund. But the company will make all that money back, and more, by the end of this contract.

UPS also had to pay another \$43 million a year in withdrawal liability under the New England pension deal. UPS will save millions more than that

in reduced pension contributions in New England.

The Bottom Line

Most Teamsters don’t think much about our pensions beyond how much our monthly check will be.

The pension accrual for UPS Teamsters in New England is guaranteed for the next ten years.

The 30-and-out pension for UPSers in the Central, South and Carolinas will go up to \$3,200 a month,

The annual accrual rate is frozen for another four years and then goes up only \$5 in the fifth year which will keep benefits in the largest pension plan covering UPS Teamsters the lowest in the country.

The company takes the long view on pensions.

By the end of the contract, UPS will have made back the \$6.1 billion in withdrawal liability it paid to Central States and will continue to save billions in reduced pension costs into the future.

“UPS has a long term plan on pensions; Hoffa and Hall don’t,” said Dan Kane, a retired member of Los Angeles Local 63. “It’s only a matter of time until UPS comes after our pension plan. Why would UPS want to keep paying \$12 an hour for pensions in the West when they’re paying half or a third of that in Boston, Louisville and Atlanta? Members need to take back this union to defend our pensions.”

RETIREES TURN OUT IN FORCE

On April 14, some 3,000 retirees came to the union hall to hear an update from Al Nelson of the Central States Pension Fund. Many are concerned about the move by Central States and the Hoffa administration to pass a law which would eliminate the “anti-cutback” rule and allow Central States to cut existing pensions.

“I am glad we had a meeting for retirees at Local 41 in Kansas City. Vic Terranella, President of Local 41, was concerned that our members got some information from Central States on the proposed cuts in the “Solutions not Bailouts” document. Let your voice be heard loud and clear. Our solidarity must not waver. Many of you have worked 30 or 40 years for your pensions. So be part of a fair solution; stay informed and active. Talk with other retirees. Talk with your local and TDU. And join TDU. I did. TDU will keep you informed, and information is POWER.” — **David Scheidt, YRC, Local 41, Kansas City (Retired)**



TEAMSTER ORGANIZING

Funding and Strategy Needed

“A nickel an hour for Teamster power” was Hoffa’s slogan in 2002 to get the dues raised by 25 percent at a one-hour special convention in Las Vegas. A decade later, it’s time to evaluate the organizing program: how are we doing at building Teamster power?

Very little of that new money goes to local unions; the bulk goes to the International, where it funds more staff salaries, as well as the strike fund and organizing.

Strikes are as rare as winners in Las Vegas. What about organizing? Are we building that promised Teamster power?

Our union needs to evaluate how we are doing in this critical work, and what the plan is for the future.

Numbers and Strategy

In 2012 the International union lost 51,936 members (according to LM-2 reports signed by James Hoffa and Ken Hall), worsening a downward trend of recent years and falling to 1.25 million members.

Also during 2012 our union was hit with the highest number of decertifications of any union, and lost 38 of those 51 votes where the boss was able to convince workers to leave the Teamsters.

Numbers matter. We can all agree we need to grow.

But strategy matters, too. We need to organize in Teamster core industries: trucking, warehousing, construction, and other areas to build Teamster power.

Does the International union have a strategy to organize in Teamster industries, or is the priority to get any members we can by the easiest route? This question needs to be addressed, with input from all locals.

Core Industries or Union Raids?

The IBT is organizing in the waste industry, where

two huge corporations (Republic and Waste Management) control 80 percent of the market. This is the kind of strategy that we need to build Teamster power. And we need more coordinated action in waste, as we have seen recently, with quickie solidarity strikes and coordinated bargaining.

But we don’t see this model spreading to other core industries.

Right now, the IBT’s biggest organizing priorities are two raids on other unions. The IBT is seeking to replace the Transport Workers Union (TWU) at American Airlines, and the International Association of Machinists (IAM) at US Air.

Dozens of Teamster organizers are on these drives, seeking to win over the mechanics at these two airlines. This means those organizers are not working on organizing elsewhere.

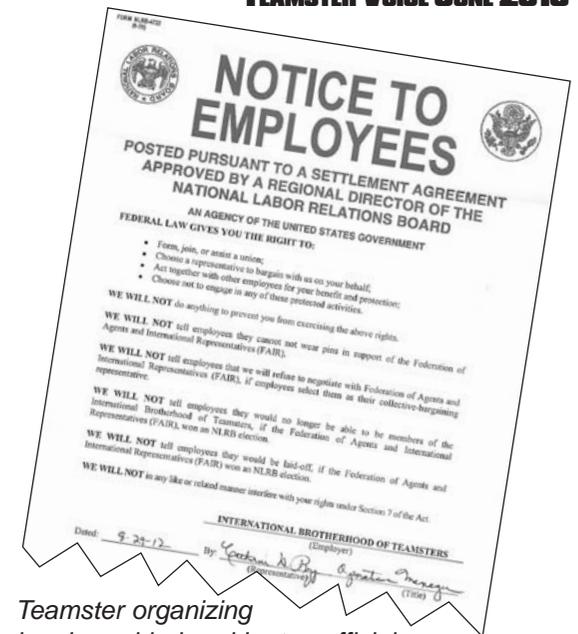
Perhaps those unions brought it on themselves by doing a poor job representing members, but are we building the labor movement this way? If the Teamsters win these campaigns, our union will grow, which is good, but by beating other unions, not organizing the unorganized.

Is this a Strategy?

Organizing at Conway or FedEx may be harder and long-term but they are critically important to the future of our union if we want to grow the membership, defend our contracts, and protect our benefits.

In the 1990s, our union took on an organizing drive at Overnite with this long view in mind. It wasn’t fast or easy. But we stuck with it and organized terminals and laid the groundwork for unionizing the company nationwide when it became UPS Freight.

Organizing is about long-term strategy—not chasing a quick fix.



Teamster organizing has been hindered by top officials who harassed IBT organizers who formed a union. This notice mandates the IBT officials to not threaten to pull the Teamster cards or lay-off organizers who sign a union card.

Problems in the Organizing Department

Funding for organizing has been cut in recent years, and the organizing staff reduced. The budget may be tight, but there seems to be plenty of money to maintain and expand multiple salaries.

Politics plays a heavy role in the IBT organizing department. Western Region organizing coordinator Manny Valenzuela has a checkered record on this score. For example, some five (!) former Teamster organizers he selected or trained now work as professional union busters! One of them, Sherri Henry, has a website advertising her sleazy work on defeating Teamster organizing drives. Should he be doing the hiring and coordinating?

It does not help that some top officials have antagonized and threatened some of the IBT’s 40 full-time organizers. That’s why a year ago, they voted to form a union despite heavy pressure from the Hoffa administration. They wanted protection against political firings and retaliation. A full year later, bargaining continues to try to settle the internal rift, pitting staff organizers against the top officials, including Organizing Director Jeff Farmer.

Various former organizers have lawsuits against the IBT for sexual harassment and other issues, costing upwards of a million dollars in legal fees and damages. Does this money come out of the organizing budget?

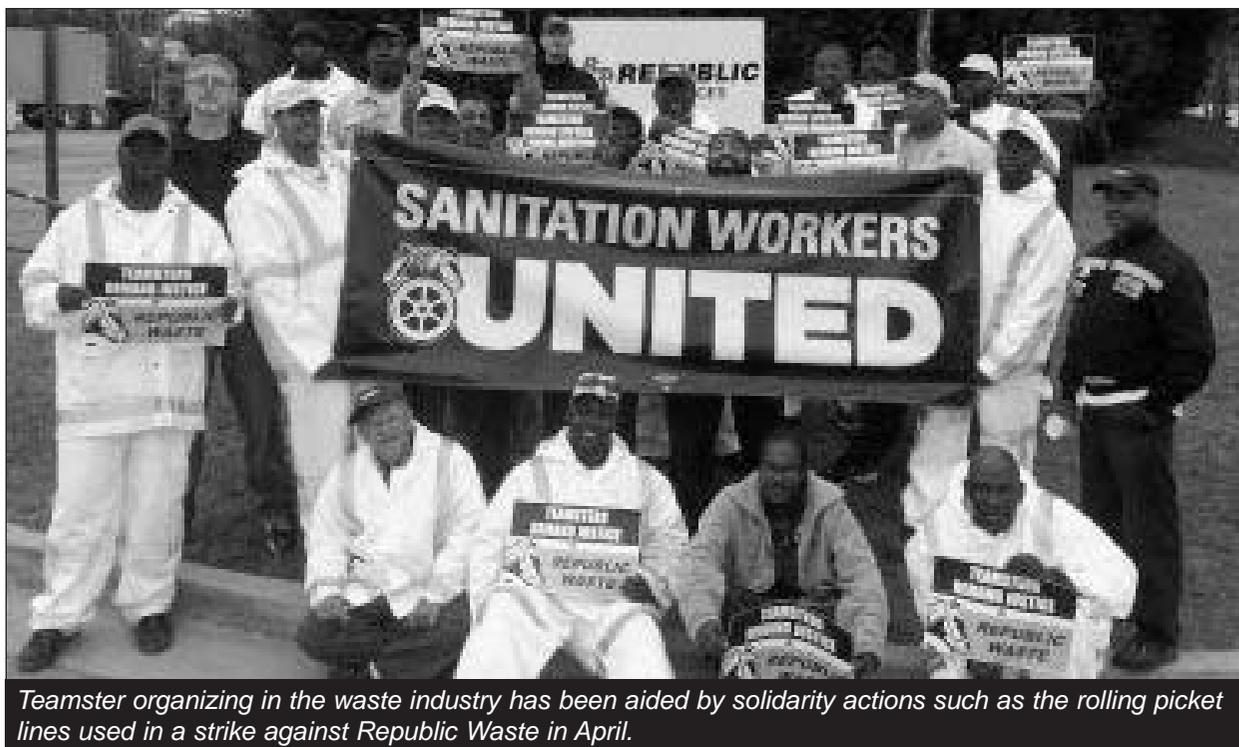
Turning into union busters, suing the IBT for sexual harassment, forming a union to prevent political firings: this does not sound like a well-run department.

It’s time to make peace with the Teamster organizers and operate as a team and to rid the department of petty politics.

The Future of Organizing

The good news is that more locals, as well as the IBT, are committed to organizing as the lifeblood of the union. That’s a positive foundation.

Now we need to take a hard look at how to grow in core industries and how to back up all locals who want to organize. Then we can build an effective and united organizing program with the International, the locals, and volunteer members.



Teamster organizing in the waste industry has been aided by solidarity actions such as the rolling picket lines used in a strike against Republic Waste in April.



2013 TDU CONVENTION

November 1 - 3, 2013 Chicago

At the TDU convention, Teamster reform leaders, labor educators and legal experts will be on hand to lead trainings on everything from grievance handling and member-to-member organizing, to running for local office and confronting new challenges facing our labor movement.



EDUCATION

Three days of the best workshops and skills trainings for Teamsters who want to learn how to take on the boss—and win.



INFORMATION

Don't be left in the dark. Stay informed on the latest developments on pensions, defending healthcare, and inside the labor movement.



REBUILDING UNION POWER

Join Teamsters from across the country and every jurisdiction who are taking action to stand up to employers and rebuild our union's power.

I'll Be There!

"The TDU Convention is where the next generation of Teamster leaders meet up with our movement's veterans to share strategies and get the skills we need to organize a strong union.

"I've been to 12 Conventions, and I'll be there again this year with my fellow Teamsters to get the education and organization we need to rebuild our union's power."



Gilbert Clark, UPS, Local 688, St. Louis

Register by October 7 and save \$25.
Register at www.tdu.org/convention or by calling 313-842-2600.