

Contract Grabs Pension Money to Pay for Health Benefits

UPS will put \$1.50/hour less into your pension under the new contract. We Voted No to save our healthcare, not cut our pension accruals.

On November 13, the Teamsters Union will mail out ballots for a second vote on the Western Supplement and Southwest Rider.

The big selling point is the new Health Plan.

What Hoffa, Ken Hall and local officials are not telling you is that you are paying for the new health plan with money that was supposed to go into your pension.

By the end of the contract, UPS will be putting \$1.50 per hour less into your pension than under the first contract offer.

If you have ten years to go before retirement, your monthly pension will be \$313 less than it would have been without the \$1.50 pension diversion.

We Voted No to save our healthcare, not to cut our pension accruals.

The Hidden Pension Grab

Here's how the hidden pension grab works.

Under the national contract, UPS has to pay \$1 per hour more each year for your benefits or \$5 over the life of the new contract.

This money was supposed to be split fifty-fifty between healthcare and pension. Instead, \$4 out of the \$5 will be used to pay for the new Health Plan. Only \$1 will go into your pension.

In the first year, 75¢ of the \$1/hour for benefits will go into the Health Plan and just 25¢ into the pension. In the second and third year, the entire \$1 will go into the Health Plan and not one new dime will go into your pension.

How this Will Reduce Your Pension

UPS Teamsters in Southern California, Nevada, Arizona, and New Mexico will pay a steep price for the new Health Plan in the form of smaller pensions in the future.

A full-timer's pension accrual will drop by \$3,120 per year, every year until you retire.

If you work another 10 years, after calculating for Peer 80, your pension will decrease by \$31,200 a year. In other words, you will lose about \$313 every month from your pension, for life.

Full-time UPS Teamsters elsewhere in the West will get higher pensions even though they do the same work and belong to the same Pension Trust.

Why this is Happening

The new Health Plan is more expensive than the benefits negotiated in the first UPS contract.

But Teamster negotiators didn't bargain one more penny from UPS to pay for improvements.

The money to pay for better benefits had to come from somewhere—and it's coming from your pension contributions.

UPSers who Voted No on Teamcare won benefit improvements before their second contract vote without losing a dime on their pension.

Did Hoffa, Ken Hall and local officers save your healthcare or cut your pension?

You decide.

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