

FAQs on Hoffa and Hall Imposing the UPS Contract

Why did Hoffa and Hall do this now?

Members in Pennsylvania and Louisville overwhelmingly rejected their supplements twice, and management wanted the contract finalized.

Hoffa and Hall faced a choice. They could either put some muscle behind the members to win gains in the supplements, or they could side with the company.

Once Hoffa and Hall realized they could not get the 13,000 Teamsters in those areas to vote yes without changes to their supplements, they chose to side with UPS, impose the contract, and risk the political fallout from the members.

Hoffa & Hall claim that the three supplements were only rejected because of health benefit cuts, a national issue. Is this true?

No. Teamcare was a major issue, but far from the only one.

Especially in Louisville, the Local 89 bargaining committee had critical local issues on the table, including the inadequate Worldport shuttle system which forces Teamsters to work off the clock on every shift.

If Hall honestly wanted to settle the supplements, he could have stepped in on the side of the members on the supplemental issues. He didn't.

We have the Right to Vote on supplements. Isn't this illegal?

It should be. But like many legal issues, it's complicated. There is no law which requires a vote on a union contract.

Our legal case would be that Hoffa and Hall have violated the Teamster constitution, and that their interpretation of Article 12 of the Constitution is totally unreasonable.

TDU has successfully sued the International several times over national contract rights, and overturned one national UPS contract vote in federal court, but the circumstances were very different. We are exploring all the options.

The IBT claims they have the right to do this under the Teamster Constitution. Is that true?

You can read Article 12, Section 2 yourself. There is no clause saying the IBT can override the vote of the members to reject their supplements.

Hoffa and Hall are relying on vague language in Article 12 and the power they have under the Constitution to "interpret" this language.

There is also a dangerous loophole in Article 12, Section 6 which allows the GEB to amend this Section of the Constitution.

Does this mean we have lost the Right to Vote on Supplements?

No, not at all. But it does mean that they are trying to weaken our rights. This is one more reason to elect delegates early in 2016 to the IBT Convention who will oppose concessions and support our Right to Vote and other Teamster rights.

A lot of members have been waiting a long time for retro checks. Do they have a point?

Members deserve their raise. The blame for any delay on the retro checks lies with Hoffa and Hall, not with the Vote No movement, Local 89, or the members.

Last June, when an unprecedented 18 supplements and riders were rejected, Hoffa and Hall were handed powerful bargaining leverage to go to the company to get some issues addressed.

The contract could have been ratified last summer, if they had stood with the members instead of with management.

Instead, Hoffa and Hall delayed doing anything for months.

They have cynically used the retro check issue, first to give members an incentive to accept a weak contract, and then as an excuse for implementing supplements that had been democratically rejected by the members.

How do we get rid of Hoffa and Hall?

A lot has changed since Hoffa and Hall won the election in 2011. They won in a number of UPS locals because of a low turnout, for example. More members are paying attention and can be mobilized to vote this time.

In 2011, the opposition to Hoffa and Hall was divided. The Vote No movement has built unity in the ranks.

Our number one challenge is to get more organized, both locally and nationally. We need to elect Convention Delegates in every region to nominate a full slate of candidates for Teamster president and the GEB.

We need committees raising funds and building toward the Convention Delegate elections.

We need members to join an army to Take Back Our Union. If you are interested, fill out a contact form at www.tdu.org-take-back-our-union