



The proposed UPS Freight contract is the worst one yet. Get the facts and be ready to Vote No in record numbers.

Contract Givebacks Exposed

Subcontracting

Under the proposed deal, the number of loads that are subcontracted will be allowed to increase as long as the *percentage* of subcontracted loads goes down by 1% a year.

This is a trick. As volume increases, the number of subcontracted loads will go up, not down. UPS only has to hire 100 road drivers over five years.

Healthcare

Teamsters at UPS package don't pay any of their healthcare premiums. This contract was supposed to end the co-pays on our premiums. But UPS will keep taking the same money out of every paycheck.

Pension & Benefit Givebacks

This deal raises the threshold for a year pension credit to 1,800 hours and the threshold to get a full vacation to 182 shifts.

Insulting Mileage Increases

The proposed wage increases are an insult. Road mileage rate goes up 1/8 of a cent every six months. In the last contract, road mileage rates went up by 1.25¢ every year. This time, road mileage rates go up by 1.25¢ over five years. That's five times less!

Cartage Wages Fall Behind Inflation

Cartage wages will go up 40¢-40¢-45¢-45¢-50¢. That's less than the last contract and far below the rate of inflation. No one expected fat wage increases, but we expected to at least keep up with inflation.

Two-Tier Wages

For the first time ever, some UPS Freight Teamsters will get lower pay for the same work. By the end of the contract, a current driver will make \$30.85 and work next to a driver that makes \$28.65, who will never catch up. Future new hires will be even lower paid and remain behind. This will create division and put a target your back, because UPS will save money if they can replace you with a new hire.

Read the complete proposed contract at www.upsfTeamstersUnited.org

Text UPSF to 94253 for Contract Updates

Vote No. Send the message we will not put up with five more years of the same problems.

UPS Freight Teamsters United is a grassroots campaign to win a good contract. We are independent of the IBT and any candidates for union office.