

VOTE NO



Stop Contract Givebacks

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

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.

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.

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. This will create division and put a target on your back, because UPS will save money if they can replace you with a new hire.

HOW TO VOTE NO

The contract vote will be done by electronic voting. You will be mailed balloting materials between Sept. 11-14 with a secure PIN to vote online or by telephone. If you do not receive your balloting materials and PIN in the mail, call your local union to have a new packet sent.

Text UPSF to 94253 for Updates

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.