

# Second-Class Package Drivers?



## Take the 'No Concessions' Pledge!

UPS and the Hoffa administration were already cutting weak contract deals on key issues like harassment and 9.5. Now, they are bargaining the worst giveback in UPS history.

**Hoffa's lead negotiator Denis Taylor has put a contract proposal on the table to allow UPS to create a new category of second-class drivers.**

"Hybrid Drivers" would work Sunday-Thursday or Tuesday-Saturday. They would only be paid the 22.3 rate.

Hybrid drivers would not just deliver packages. UPS could use them to do any "recognized part-time work." They would get 40 hours of work, but they would only deliver packages part-time.

If this giveback is allowed UPS can do Sunday delivery with no premium pay. Instead of paying double time wages of \$73.78 on Sunday, UPS will pay Tuesday-Saturday and Sunday-Thursday drivers at the 22.3 rate.

Current package drivers would get time-and-a-half on Saturday work or double-time on Sunday, but only if they are on a Monday-Friday schedule.

UPS is trying to bribe members into accepting a two-tier deal by protecting current drivers—and selling out new hires who won't be here to vote on the contract.

Two-tier givebacks like this weaken and divide our union. That's why we have never allowed two-tier into package at UPS—and we can't start now.

### Take the No Concessions Pledge

UPS will make over \$6 billion in profit this year. There is no excuse for making givebacks to a company that is making billions in profits.

UPSers can defeat contract givebacks. If they offer us a concessionary contract, we can Vote No, reject it, and send UPS and the IBT back to the bargaining table.

Take the first step. Sign the 'No Concessions' pledge. Tell UPS and the Hoffa administration that a contract that includes givebacks will be dead on arrival because we will Vote No.



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**Text UPS to 94253 to sign up for contract updates.**

Teamsters United is independent of the Hoffa administration and the IBT.