



**UPS Teamsters are fed up with harassment and givebacks. We're uniting to win a good contract at UPS.**

UPS makes \$5 billion a year. But in the last contract negotiations, the International Union gave the company givebacks. Harassment is at an all-time high. We work too hard to be treated like this.

Teamsters United for a Good Contract is a grassroots campaign to take on harassment, defeat givebacks, and win contract improvements.

We have the right to vote on the contract. That gives us leverage to stop a bad deal and win the contract we deserve. It's time to unite against harassment and corporate greed.

## Sign the Contract Unity Pledge

Send UPS and the International Union a message that we'll stand united to win the contract we deserve.

Text **CONTRACT** to 94253 or visit [www.TeamstersUnited.org/UPS](http://www.TeamstersUnited.org/UPS)

**Contract Unity Pledge**  
 I will stand with Teamster members at UPS to defeat harassment and contract givebacks and win the contract we deserve.

NAME \_\_\_\_\_  
 CELL \_\_\_\_\_  
 EMAIL \_\_\_\_\_

You will get a pledge to email & text. Teamsters United for a Good Contract is affiliated with the IUT.

I want to volunteer with Teamsters United for a Good Contract.

<p><b>Check Your Key Contract Issues.</b></p> <p><input type="checkbox"/> Higher Wages</p> <p><input type="checkbox"/> Healthcare</p> <p><input type="checkbox"/> Pension</p> <p><input type="checkbox"/> Harassment</p> <p><input type="checkbox"/> Excessive Overtime / 9.5</p> <p><input type="checkbox"/> Subcontracting</p> <p><input type="checkbox"/> Tough Penalties for UPS Violations</p>	<p><b>PART-TIME &amp; INSIDE WORKERS</b></p> <p><input type="checkbox"/> Higher Wages</p> <p><input type="checkbox"/> More Full-Time 22.3 jobs</p> <p><input type="checkbox"/> Harassment</p> <p><input type="checkbox"/> Healthcare</p> <p><input type="checkbox"/> Pension</p> <p><input type="checkbox"/> Supervisors Working</p> <p><input type="checkbox"/> Tough Penalties for UPS Violations</p>
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# TEAMSTERS UNITED FOR A GOOD CONTRACT

Teamsters United for a Good Contract is a national grassroots campaign of, by, and for UPS Teamsters. We are independent of the Hoffa administration and the IBT. We're Teamsters fighting for Teamsters.

# UPS Teamsters United for a Good Contract

## Stop the Harassment

“The contract prohibits harassment, but that language is a joke and everyone knows it. Article 37 needs to be rewritten to make UPS pay escalating penalties when they harass and overly supervise employees.”



**Omar Moreno**, Local 572, Gardena, Calif.



## Unfair Discipline

“Unfair discipline is out of control. Management is using ‘dishonesty’ and ‘violating the methods’ as catch-alls to fire drivers on trumped up charges. It’s time to restore Innocent Until Proven Guilty.”

**Fernando Maldonado**, Local 804, New York

## Excessive Overtime

“The 9.5 language has too many hoops and loopholes and UPS won’t stop overdispatching us until it’s fixed.”



“Every driver should be opted in to the 9.5 list, unless you choose to opt out. For drivers on the list, all hours worked over 9.5 should automatically appear in your next paycheck at double time. UPS should face escalating penalties until the route is adjusted.”

**Harold Armstrong**, Local 667, Memphis



## Job Security, Not Subcontracting

“From feeder work to Surepost, UPS is always trying to give away our work to the lowest bidder. We need strong subcontracting language to protect our job security.”

**Jason Smith**, Local 100, Cincinnati

## Healthcare Cuts

“Over 100,000 UPS Teamsters took healthcare cuts in the last contract. We were lied to about our coverage and now we’re paying higher out-of-pocket costs. They need to reverse the cuts in the last contract by improving the benefits under Teamcare and the Southwest/177 plan—and they need to protect every UPSer from healthcare cuts.”



**Amy Hibbard**, Local 89, Louisville



## Pension & Retiree Healthcare

“Pension and retiree healthcare are top priorities for me. Hiking the cost of retiree healthcare is a pension cut through the back door. I’ve worked too hard to earn my retirement security and I won’t let anyone mess with it.”

**Ross Thompson**, Local 41, Kansas City, Mo.

## Put Teeth in the Grievance Procedure

“Management isn’t afraid of grievances. They walk all over the contract. We need to put real teeth in the grievance procedure to make management pay the consequences when they violate our rights.”



**Mark Ham**, Local 238, Iowa



## Make UPS Deliver

“UPS profits get better, but our working conditions and contracts are getting worse. This campaign is our chance as members to send UPS and the International Union a message that we won’t settle for another weak deal and five more years of the same problems.”

**Miguel Ramos**, Local 745, El Paso

## What’s Your Deal Breaker?

The next UPS contract can’t go into effect unless it’s approved by a majority vote of the members. What issues need to be addressed for you to accept a contract? Tell us at [www.TeamstersUnited.org/dealbreaker](http://www.TeamstersUnited.org/dealbreaker)



**Text Contract to 94253 to sign up for contract updates. No spam. Opt out anytime.**