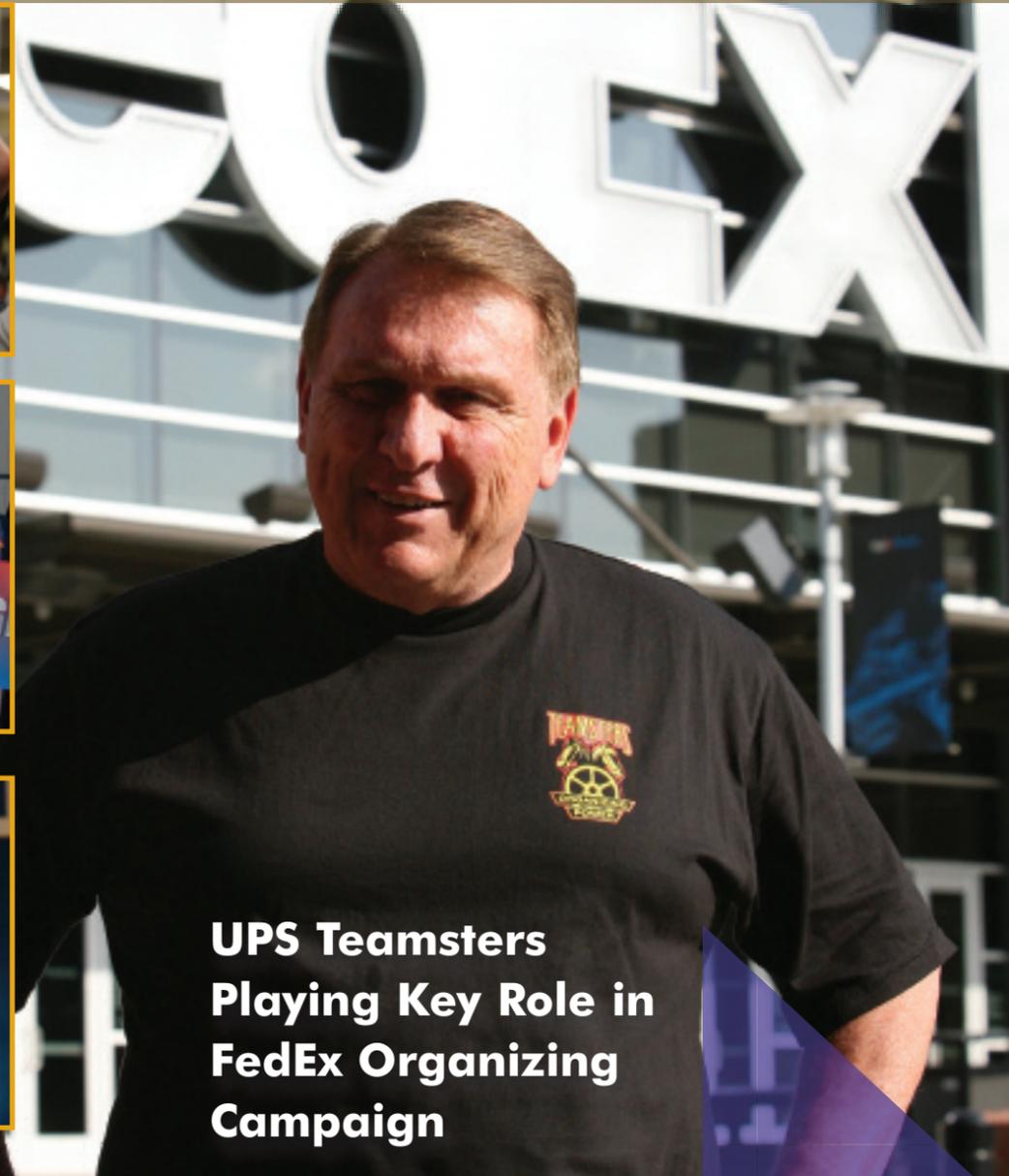
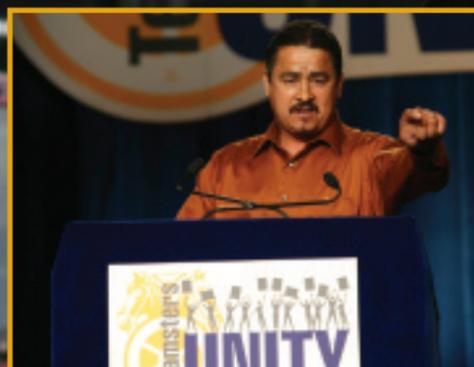




SPRING 2009

ups TEAMSTER

A Magazine for Teamsters at United Parcel Service



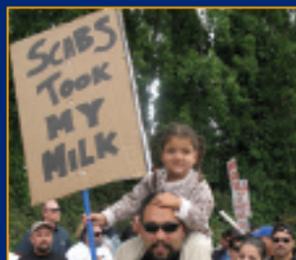
**UPS Teamsters
Playing Key Role in
FedEx Organizing
Campaign**

Visit the **New Blog** at **TeamsterMagazine.com**

- Preview articles that will be in upcoming issues of the Teamster magazine, like a story on why Central Park's carriage drivers joined New York's Local 553.
- Read about Teamster history.
- Send in photos of creative picket signs.
- Find out who made these Teamster earrings, and why.
- Send in photos of your Teamster tattoo.

Plus, read updates on the Employee Free Choice Act, Teamster charity event information, stories of your extraordinary Teamster brothers and sisters from around the union, and much more, at

<http://TeamsterMagazine.com>



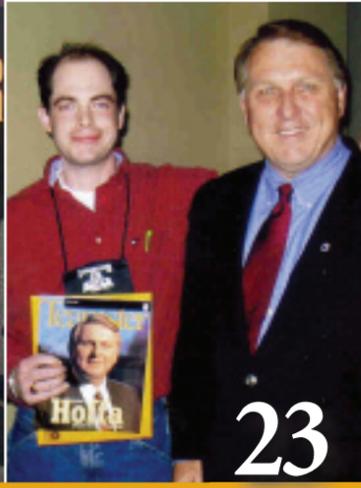
Organizing FedEx



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Make Your Voice Heard

Unions are good for workers. As Teamsters in the package-delivery industry, you already know that. In difficult economic times, your best protection is a union contract. There are millions and millions of people that could use a union—both to make working conditions better and to lift them into the middle class. The current company-dominated model for forming a union, however, is unfair to the workers seeking a union.

The Employee Free Choice Act would fix that imbalance. This is the most important legislation affecting America's middle class in decades. Our communities, friends, neighbors and members of Congress need to hear from real people why unions are important, and the sooner the better.

Those working under a Teamster contract are in a unique position to let lawmakers and communities know about the benefits of union membership. Talk to your union brothers and sisters about getting involved in this battle. America's middle class is shrinking and the Employee Free Choice Act can make it flourish again.

This bill has broad support, but big business is spending tens of millions of dollars in an effort to mislead the American public and government representatives on this legislation.



Opposition to the Employee Free Choice Act is well-funded and fierce. The opposition is made up of Astroturf groups, so-called because they pretend to be grassroots organizations when they are actually backed by big business.

Under the current law, it is illegal to fire a worker for union activity, but pro-union workers were fired in 30 percent of union-representation elections in 2007 (the latest year the statistics are available). There are no fines or penalties on employers when they do this. They just have to reinstate the worker with back pay. Workers are understandably nervous about getting involved in a union drive.

The web site www.teamster.org has a wealth of information and material on writing, e-mailing or talking to your elected representatives.

I urge every Teamster who cares about America's middle class to get involved and make your voice heard on this issue.

James P. Hoffa

Organizing FedEx

collecting letters to your representatives in Congress in support of key legislation that will help FedEx Express workers organize. This is just one example of the many things you will be asked to do on this campaign.

While the main issues may be different for the FedEx workers depending on which segment of FedEx they work for, their goal is the same, and we will be the union that helps them reach it: A contract that guarantees them fair wages, good benefits and a secure retirement future.

Our efforts to unionize FedEx will not only benefit workers there, but it will help those of you currently working at UPS and UPS Freight.

Teamster members enjoy the highest level of working conditions in the package-delivery and freight industries.

In order for us to negotiate even better contracts for our members, we must raise the standards for all employees.

We have never backed away from a tough campaign before. People doubted our ability to organize workers at UPS Freight, but we did. We have proven that when we work together in a disciplined manner, we can get things done.

Ken Hall

As Teamsters, we know that strong contracts protect our jobs, benefits and workplace rights in this tough economy. We believe all workers should enjoy these privileges, which is why the Teamsters Union is committed to organizing the entire work force at FedEx Corp.

For our union to be successful—and there is no doubt that we will be—we need every local union to commit to our fight. UPS locals will be instrumental in this campaign. The UPS drivers and mechanics who spent weeks last summer in Memphis working on the campaign were a huge help. These workers understand the package delivery and freight industry and are able to speak to FedEx workers on the most detailed aspects of their jobs.

We are developing a long-term strategic campaign for success. Right now, there are a number of things you can do to assist us in our effort, including writing and



Teamsters Call on FedEx to Accept Blue Ribbon Recommendations

Panel Cites Need for Congress to Pass Key Legislation

In late March, the Teamsters called on FedEx Corp. to accept the findings of a Blue Ribbon Commission panel that was convened to address the rising numbers of workers in Los Angeles who were falling out of the middle class.

The Commissioners included U.S. Representative Linda Sanchez (CA-39), Los Angeles City Councilman Bill Rosendahl and Bishop Mary Ann Swenson of the United Methodist Church. Recommendations of the panel included Congress approving key legislation that would afford FedEx workers the same right to freely form a union as comparable workers in other companies.

“The Blue Ribbon Commission heard from FedEx workers about how they are at the mercy of their employer because they do not enjoy the same protections of their right to organize a union as their colleagues working for other package companies,” said Jim Hoffa, Teamsters General President. “FedEx has exploited its unbridled power to repeatedly reduce the wages and benefits of its workers.”

As detailed in the Commission’s Report, the legal impediments which prevent FedEx employees from forming or joining a union to protect themselves have an impact on the entire community. FedEx’s scheme to avoid paying decent wages and benefits undermines the middle class, and its skirting of the tax laws reduces the community’s tax base and shifts the burden of public services onto the backs of hard pressed workers.

Testimony

FedEx workers testified at the Blue Ribbon Commission hearing held in Los Angeles in December on how they are retaliated against for their union activities.

“We just need a voice in the workplace to help stop the erosion of our rights on the job, but management wouldn’t listen,” said Bret Alexander, a FedEx Express Aviation Maintenance Technician from Memphis. “The findings in this report will help raise awareness of our plight.”

Specifically, the panel recommended the following:

1. FedEx must adopt a policy of neutrality regarding employee efforts to organize. By doing this, workers at FedEx would no longer be subject to the discrimination, intimidation and harassment they currently face when trying to organize.
2. FedEx must stop misclassifying workers in an effort to avoid employer responsibilities. FedEx should no longer be allowed to use loopholes to prevent workers from forming a union.
3. Congress must pass the Express Carrier Employee Protection Act to place FedEx workers under proper labor law jurisdiction.
4. Congress must pass the Employee Free Choice Act.

“The Teamsters support the workers’ right to form a union without fear of intimidation and threats,” said Ken Hall, Package Division Director. “They deserve the opportunity to meet with the company on a level playing field and bargain over their terms and conditions of employment. These employees made the company what it is today and it is fundamentally wrong for FedEx to force them to shoulder the burden of the new economic realities facing the company.”

For more information, or to read the complete Blue Ribbon Commission report, please visit www.Teamster.org.

Local 385 Teamsters Spring to Action

Five TCI/UPS Workers Save Women After Leaving Work

In the dark, early morning hours of January 9, five Teamsters who work at Trailer Conditioner Inc. (TCI), part of UPS, jumped in waist-high, cold and murky water to save two women whose car flipped and landed in a canal near Orlando, Florida.

The five TCI workers, members of Local 385 in Orlando, came upon the accident after leaving their 10-hour work shift. The five helped save Caralee Casale, 23, the driver, and Jennifer Henry, 22, her passenger. Casale was unable to make a curve and the car she was driving went off the road, overturned and came to rest in the water, according to the Orlando Sentinel newspaper.

The five Local 385 members jumped in the cold, murky water, boots and all, to save the women.

“At first I didn’t hear anything but the horn on the car going on and off,” said Luis Lopez. “I put my hand on the door and tried to beat it open.”

Lopez heard the screams of Henry, who had been

thrown to the back seat.

“We couldn’t make out what she was saying, but knew we needed to get her out,” Lopez said.

Angels

As the police and firefighters arrived, the five men lifted the car on its side to aid in getting the victims out.

All five men went to the hospital to meet the family of the driver who was in critical condition after the accident.

“The family was so appreciative,” said Charlie Ventura, a utility worker. “They called us angels.”

The other Teamster heroes are Herbert Rodriguez, Nef Sanjurjo and Ruben Torres.

“We are very proud of these five brave members of Local 385,” said Mike Stapleton, Local 385 President. “They sprung into action and saved these women’s lives. They are true heroes.”



Delivering

HOPE



Every new person in the labor movement means more strength for union workers, so the aim of the Teamsters Organizing Conference was to build power for all members of the Teamsters Union. “Just as organizing 99 percent of UPS Freight workers made our existing UPS units stronger, greater union density in any industry positively affects the power of the labor movement,” said Ken Hall, Director of the Teamsters Package Division.

Teamster organizers and officials from throughout North America descended upon Washington, D.C. in March for the sixth annual Teamsters Organizers Conference, held just steps from the Capitol and International Union headquarters. For organizers who spend most of their year helping workers achieve better working conditions, the conference was appropriately titled, “Teamsters: Delivering Hope to America’s Workers.” The three-day conference featured a packed schedule of speakers, workshops, lobbying and a rally by the more than 350 attendees.

“You are the reason we organized 43,000 workers last year, and we’re just getting started,” said Jim Hoffa, Teamsters General President. Hoffa talked about the many successful campaigns of the union in the past year, including organizing at First Student, UPS Freight, United Airlines and Atlas Air, among many others.

In addition to Hall, Hoffa and General Secretary-Treasurer Tom Keegel, speakers at the conference included Sen. Barbara Boxer (D-CA); Sen. Tom Harkin (D-IA); Sen. Sherrod Brown (D-OH); Rep. Elijah Cummings (D-MD); Rep. Linda Sanchez (D-CA); and Rep. Lois Capps (D-CA), along with numerous religious, academic and community leaders.

A Better Tomorrow

Talk to a Teamster organizer and you will hear stories of workers suffering through indignities at work and stories of workers rationing their medication to afford to pay the bills. However, you will also hear stories of the ray of hope for a better future that persists.

“We’ve delivered hope to all kinds of workers,” said Chris Rosell, a former UPS driver who’s worked as an organizer on the school bus, FedEx and United Airlines campaigns, among others. Rosell recalls a worker who did not have a personal address to provide organizers because he was homeless.

“The workers I’ve organized have mainly been women, single and divorced, who have children and are the sole breadwinners of the household,” said organizer Vangie Moreno. “We feel that once we organize them and they have a better quality of life as a result of a Teamster contract, that gives them hope for a better tomorrow.”

Secretary of Labor Visits Teamster Headquarters



The Honorable Hilda Solis visited with General President Jim Hoffa and Package Division Director Ken Hall at Teamster headquarters in Washington, D.C. shortly after the Senate confirmed her as the 25th United States Secretary of Labor.

Teamster Leaders Attend Global Delivery Network Summit



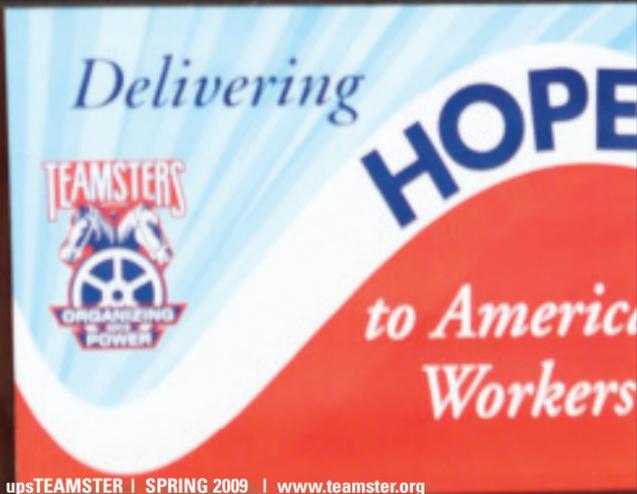
In late February, Package Division Director Ken Hall and other Teamster leaders attended the annual meeting of the Global Delivery Network of the International Transport Workers’ Federation (ITF).

The ITF Global Delivery Network was established in November 2005 to help build solidarity and expand union rights in the world’s four largest parcel delivery and logistics firms, otherwise known as “integrator companies”: DHL, TNT, UPS and FedEx. The network is organized by the ITF in cooperation with Union Network International, the global union for skills and services.

Sixty participants from 33 unions in 20 countries attended this year’s summit. The meeting provides unions representing workers at these companies across the globe the opportunity to educate and inform each other about their organizing and bargaining experiences with these companies.

Key objectives of the Teamster participation include improving coordination around the union’s various FedEx campaigns and support strengthening the network with other UPS unions.

“There’s so much happening in this industry all over the world and, if the Teamsters Union is going to give our members the best representation possible, we have to share ideas with other unions around the globe,” Hall said.



Employee Free Choice Now!

More Members
In Parcel Industry
Means More Strength
For Existing Members

The Employee Free Choice Act, important legislation before Congress right now, would mean big things for America's middle class—and for members of the Teamsters Union.

If passed, this commonsense legislation will help level the playing field by making it easier for workers to form a union and bargain with their employers for better wages, health care and job security. This act will also help employees secure a contract in a reasonable period of time and toughen penalties against employers who violate the law.

"Some people think that because they're in a union, their battle is already over," said Ken Hall, Package Division Director. "What our current members need to consider is how much stronger our union grows with each member. There really is strength in numbers."

Building union density in the package-delivery industry would mean great things for UPS Teamsters, especially at the bargaining table. It would also mean raising standards for people in this industry across the board.

"It is my hope that all Teamsters get involved in the fight to pass the Employee Free Choice Act," said Jim Hoffa, General President. "The fight for passage of this important legislation is really about the survival of the middle class and the American Dream."

The Employee Free Choice Act would restore fairness and the promise of the American Dream to millions of people who have been shut out for far too long. This legislation would swell the ranks of the American middle class while being the engine for economic growth and shared prosperity.

The legislation is supported by President Barack Obama, Vice President Joe Biden, Secretary of Labor Hilda Solis, a majority of U.S. Senators and Representatives, and a majority of the American people. The Teamsters Union also fully supports changing the current company-dominated system for allowing workers to choose a union. This important legislation helps working families improve their standard of living by making it easier to form a union, but the bill is in danger of failing and Teamsters are calling on all union members to help get it passed.

"Even with the support of so many, a flood of corporate cash is being spent on a misinformation campaign on this issue. Suppressing unions is part of a larger effort by CEOs and business interests to prevent working people from getting their fair share," Hoffa said.

Union Workers Make 28 Percent More

Working people are struggling to make ends meet today, and are in danger of seeing the American Dream disappear. Too often, corporations and their CEOs aren't treating workers fairly. They cut back on health care benefits and pay wages that don't even keep up with the cost of living, while CEO salaries and corporate profits go higher and higher.

"These millionaire CEOs and others fighting the Employee Free Choice Act bully their employees who want a union, but these CEOs wouldn't work one day without a written contract that protected their benefits," said Tom Keegel, General Secretary-Treasurer. "Due to this mindset, the American middle class has lost a lot of ground and is in danger of losing more if we don't all get involved in this fight."

An important way to help average people get their fair share is to remove unfair barriers to union representation and collective bargaining. The wages of workers in unions are 28 percent higher



Vice President Joe Biden



U.S. Sen. Tom Harkin (D-IA)



U.S. Rep. George Miller (D-CA)

Easy Ways for Teamsters to Make Their Voice Heard on the Employee Free Choice Act

There are many ways for Teamsters to get involved and show support for this important legislation. Members of Congress and community leaders need to hear from real people why unions are important, and the sooner the better.

Contact Your Members of Congress

It's extremely important to let your elected Representatives and Senators know that you support the Employee Free Choice Act. When calling or writing, it's always helpful to include your own story about how you have benefited from a union, or your own story about management intimidation during a union election.

The web site for the Teamsters Union, at www.teamster.org, has a wealth of valuable material on writing, e-mailing or talking to your elected representatives. If you want to get directly in touch with your congressional representative's office, you can call the Capitol switchboard at 800-828-0498 or e-mail them at www.usa.gov/Contact/Elected.shtml.

Write A Letter to the Editor

The battle over the bill isn't only taking place in the halls of Congress. The misinformation campaign is far reaching, with many newspapers running myths about the act as fact. You can help correct those myths while at the same time helping your communities understand why the Employee Free Choice Act is necessary to fix a broken system.

Newspapers welcome letters from readers. You can usually find out how to send a letter to the editor by looking on the newspaper's opinion page. Sample letters that you can adapt and responses to the most common arguments are on the Teamsters Union web page devoted to the Employee Free Choice Act.



than those not in unions, and union workers are 62 percent more likely to have employer health coverage, and four times as likely to have a pension.

"The nation's economic mess didn't originate on the shop floor or from a union contract. It started at the highest levels of management. Their harmful ideas hurt the bottom line of their corporations. Wanting to deny workers the option of forming a union without management interference is another of their bright ideas," Keegel said.

Setting the Record Straight

The corporate interests against the Employee Free Choice Act have incorrectly portrayed the bill as eliminating workers' rights to a secret ballot election. This is simply not true. The legislation gives workers, not bosses, the choice in how they decide whether to form a union, either through a majority of workers signing cards in support of the union, or through an election.

In reality, the corporate interests who are opposed to this bill don't want their employees to have a real opportunity of securing fair pay, health insurance, job security and a chance of living the American Dream.

Greedy CEOs are engaged in an unprecedented campaign to mislead the public on the Employee Free Choice Act and anyone who supports it.

Please help the Teamsters Union make sure the middle class survives the current economic crisis by getting involved to pass the Employee Free Choice Act.

Debunking the Myths

Big business is pouring tens of millions of dollars into a misinformation campaign against the Employee Free Choice Act. Many of the "facts" put out by these corporations are distortions or outright fabrications about what the legislation would do. Here are two of the most common myths:

Myth

The Employee Free Choice Act would eliminate the use of a secret ballot within the workplace.

Truth

Opponents of the Employee Free Choice Act claim it would eliminate the right of a secret ballot from American workers. That's just not true. The current company-dominated system denies workers a true free choice. Under the current system, when a majority of workers sign cards saying they want a union, it is an employer's decision whether to hold a secret-ballot election or majority sign-up. Leaving the decision in the hands of employers gives company officials the upper hand by allowing them time to organize and administer vicious anti-union campaigns.

Rather than sticking with a status quo that is clearly not working, the Employee Free Choice Act aims to certify a union by using majority sign-up, and this in no way strips the right of a secret ballot election from working men and women. Language in the legislation gives workers the right to a secret ballot election if 30 percent of employees in a bargaining unit want one; otherwise, unions would be established when a majority of workers sign authorization cards.

A primary goal of the Employee Free Choice Act is to eliminate harassment and intimidation in the workplace. In fact, a U.S. House Committee on Education and Labor report points out that the overall purpose of the Employee Free Choice Act is "allowing employees to make their own decision about whether they want to bargain together—to advocate for fairer wages, benefits and working conditions—without the threat or fear of harassment and retribution and fear of losing their livelihood."

Myth

Majority sign-up undermines workplace democracy.

Truth

Conservative think tanks have been spreading false statements about the Employee Free Choice Act, hoping to scare working families into opposing the legislation that would benefit them. Opponents say the Employee Free Choice Act—which would allow workers to form unions by signing authorization cards—undermines democracy in the workplace. This is not true. The Employee Free Choice Act would offer workers, not corporations, a quick, effective way to choose whether and how they want to form a union.

"The current system is unfair, unbalanced and full of discrepancies," Hoffa said. "How can you label the current system 'free' when employees are intimidated, harassed or told they are going to lose their jobs if they vote for a union?"

Furthermore, majority sign-up is not a new approach when it comes to union formation; in fact, majority sign-up dates back to the passage of the National Labor Relations Act in 1935. For years, some responsible employers have taken a position of allowing employees to choose, by majority decision, whether to have a union. Those companies have found that majority sign-up is an effective way to allow workers the freedom to make their own decision—and it results in less hostility and polarization in the workplace than the NLRB process.

For more information on these and other myths associated with the Employee Free Choice Act, visit

<http://TeamsterMagazine.com/Employee-Free-Choice-Myths>

“The fight for passage of this important legislation is really about the survival of the middle class and the American Dream.”

— JIM HOFFA, GENERAL PRESIDENT

Organizing

Last summer, a group of UPS Teamsters spent weeks in Memphis helping out on the FedEx Express mechanics organizing campaign. Their work did much to inspire the FedEx workers who are fighting to achieve a voice on the job.

The work of these UPS drivers and mechanics, however, is a prelude to larger actions to come. They are at the forefront of a massive undertaking: organizing the hundreds of thousands of FedEx workers across the company's various business segments.

At this year's Unity Conference, General President Jim Hoffa and Package Division Director Ken Hall described the union's efforts to develop long-term strategic plans to help FedEx workers from the company's Express, Ground and Freight Divisions organize.

It will take commitments from the multiple divisions and departments of the International Union, all Joint Councils and local unions. And UPS Teamster members will be asked to step up to the plate immediately.

UPS Teamsters have been called upon to assist nonunion workers in their industry before. UPS Teamsters mobilized to help their nonunion brothers and sisters at UPS Freight, the former Overnite, achieve a decades-long dream of working under a Teamster contract.

But as Hoffa and Hall said at the Unity Conference, the FedEx campaign will be different.

A Different Campaign

The Package Division will be spearheading the FedEx campaign on all fronts. At Unity, Hall discussed with local leaders what members can do and noted that UPS locals would be asked to play a large role.

Out of the gate, this campaign will be tasking UPS Teamsters and other supporters to get involved in political actions that will impact the union's very ability to organize the many different kinds of FedEx workers who need a union.

"Only FedEx pilots are unionized—so only 2 percent of the company's 200,000 employees in the U.S. are working under a contract," Hall said. "This makes going to the bargaining table with unionized companies such as UPS much more challenging."

As on other campaigns, such as the recent success at UPS Freight, UPS Teamsters will be educated and mobilized to act on behalf of their nonunion counterparts at FedEx. In the future, they may be asked to invite FedEx workers to their locals to attend meetings, leaflet at work sites and hold rallies.

However, the first order of business for UPS Teamsters will be to use their powers to mobilize politically.

UPS Teamsters may be asked to write letters and make phone calls to their members of Congress asking for their support on various pieces of legislation. To help their members do this, local leaders in attendance at Unity were given sample letters and call scripts to give to their members.

Key Battles

First on the legislative front, Congress is considering legislation that would remove FedEx from its status as the only company of its kind allowed to classify its package delivery workers under the Railway Labor Act. The measure is called the Express Carrier Employee Protection Act, and it is currently part of the FAA Reauthorization Bill. The bill has been introduced in the House and has been approved by the House Transportation and Infrastructure Committee. A companion bill is expected to be introduced in the Senate this year. On May 13, Hall testified before the Senate Commerce Committee's Aviation Subcommittee to offer the Teamsters Union's perspective on the issue.

Right now, all FedEx Express workers are under the Railway Labor Act. This means workers from all classes and crafts must form a union nationally, a tough hurdle to get over for approximately 80,000 FedEx Express workers who are scattered all over the country. Under the proposed legislation, workers who need an FAA license to work, like mechanics, will remain under the RLA. All other workers (sorters, drivers, loaders, truck mechanics and package-delivery drivers) will be placed under the National Labor Relations Act, just like at UPS. Under the NLRA, these workers can form unions locally.

UPS Teamsters Playing Key Role in FedEx Organizing Campaign



What We Can Do on the Express Carrier Legislation

Now is the time for action to get this legislation passed in Congress and signed into law.

Teamsters can do this by sending letters, e-mails and making telephone calls to our members of Congress. Let's make this happen! Personal letters, e-mails, phone calls and visits from you, your family and friends to your elected officials is the most effective way to motivate them and make them understand what action you want taken on your issue.

A handwritten letter works best because it is more personal. After September 11, 2001, all letters to Congress must go through a strict security process. To make sure your letter gets to your member of Congress, we ask that you send them to the Teamsters, who will carry them to Capitol Hill.

Please send your letter to:

International Brotherhood of Teamsters
 Department of Field Action
 25 Louisiana Ave. N.W.
 Washington, D.C. 20001

Workers who remain under the RLA will still have to organize nationally, but the Teamsters have successfully organized other aircraft mechanics in the past: United Airlines, UPS and, most recently, Horizon Air.

Billionaire and CEO of FedEx, Fred Smith, is so concerned about this legislation that he recently threatened to blackmail legislators in Congress who support the amendment. FedEx stated in one of its SEC filings that they would cancel a \$10-billion order to purchase Boeing 777 planes if FedEx workers were moved under the NLRA. In other words, Smith decided to play politics with American jobs at Boeing, GE (the manufacturer of Boeing's engines) and the dozens of other American manufacturers who supply components of Boeing's planes.

Letter writing and phone calls to congressional representatives by UPS Teamsters will be crucial in ensuring that Congress passes this measure. But that is the first step. Some UPS Teamsters have already gone to Capitol Hill to lobby members of Congress to support this measure.

Individual Workers Making a Difference on Capitol Hill

FedEx Express mechanics and maintenance technicians are currently engaged in the fight of their lives to organize. They were spurred into action while watching their pensions disappear, their health insurance costs rise, and their job security disappear as their work became increasingly outsourced.

Recently, a group of them went to Capitol Hill to make personal pleas as to why the Express Carrier legislation was critical to them as individual workers at FedEx.

"I just kept saying 'wow' over and over in my head, over the support we continue to get from the Teamsters, especially UPS Teamsters," said Rafael 'Chupi' Garcia, a FedEx Express Senior Aircraft Maintenance Technician (AMT) at the Newark, New Jersey terminal.

"For the Teamsters to work this hard on our behalf and

to go with us to Capitol Hill to get the express carrier legislation passed says a lot about what a great union the Teamsters are," Garcia said. "We know that this campaign will be tough, but we know that we will be able to call ourselves Teamsters."

Bret Alexander, a FedEx Express Senior AMT in Memphis, also went to Capitol Hill to lobby.

"I was able to speak to Sen. Bob Corker, who represents my state," Alexander said. "I am sure that the conversation he had with me and with UPS Teamsters left an impact.

"I want to thank the Teamsters for the opportunity to work with them on this campaign," Alexander said. "The efforts the Teamsters have put into this campaign speaks volumes about the organization. This is a union that cares about its members."

There is a role to play for Teamster members at UPS across the country. You can anticipate being called upon to lend your voice to the chorus. It will be important for your congressional representatives to hear your individual stories about how you benefit from a union contract—and how grossly unfair it is that your counterparts at competitor companies are denied the opportunity to organize and collectively bargain because they are improperly classified under a different labor law.

Continued Efforts at FedEx Ground

The Teamsters will also be ramping up the campaign to see that FedEx Ground drivers are properly classified as employees rather than independent contractors. Workers misclassified as independent contractors receive no protection from workplace health safety laws, no legal rights to equal opportunity in the workplace, no rights to job-protected family and medical leave and no rights to organize and collectively bargain.

This scheme by FedEx doesn't impact just the individual FedEx drivers who are stripped of their rights. By misclassifying workers as independent contractors,

Listed below a few items to help in your correspondence with elected officials:

1. Ask your member of Congress to support the Express Carrier Employee Protection Act that is attached to the FAA Reauthorization bill, H.R. 915.
2. Tell your member of Congress that FedEx manipulated the system to obtain a "special deal" that misclassifies the employees of FedEx Express which has resulted in limiting their freedom of association and right to organize.
3. Tell your member of Congress that most workers at FedEx Express have little or nothing to do with aircraft and do not hold federal licensing that allows them to maintain or interact with aircraft. Yet, these workers have been placed under the jurisdiction of the RLA. This group includes truck drivers, truck mechanics, package handlers, sorters, couriers and all other non-FAA-licensed employees. These work groups should be placed under the appropriate law, the National Labor Relations Act.
4. Include your contact information, name, address, phone and e-mail address.

Let your voices be heard!

Here are two web sites to find your members of Congress:

http://www.senate.gov/general/contact_information/senators_cfm.cfm

<https://writerep.house.gov/writerep/welcome.shtml>



Here is an example of a letter:

Dear Representative/Senator _____:

I am writing you to ask for your support of the Express Carrier Employee Protection Act that is attached to the FAA Reauthorization Bill (H.R. 915).

Most of the employees at FedEx Express have little or nothing to do with aircraft operations, but because of a legislative loophole that affects one company, FedEx, they are unfairly placed under the wrong labor laws. The result is that the employees are deprived of the rights to join or form a union in the same manner as similarly situated employees working for other freight and package-delivery companies. Over the years, FedEx Express has transformed itself into a multi-faceted transportation company that relies in large measure on trucks to deliver its packages. Most of its employees—truck drivers, truck mechanics, package handlers, couriers and other non-FAA licensed employees—never touch an airplane, yet they are subject to the Railway Labor Act. If they worked for any other company in the United States, they would be subject to the National Labor Relations Act.

I ask you to help to properly classify the FedEx workers, so that they can exercise their right to organize under the appropriate laws; licensed air employees under the Railway Labor Act and all non-licensed employees under the National Labor Relations Act.

No company should be able to hide behind a special deal just to prevent its employees from forming a union. In the interest of fairness, competitiveness in the package-delivery industry and protecting the rights of workers to organize, I ask for your support of the Express Carrier Employee Protection provision attached to the FAA Reauthorization Bill.

Sincerely,
Name
Address
Phone number
E-mail address

companies like FedEx avoid withholding income taxes and paying Social Security and Medicare taxes, as well as unemployment and workers' compensation benefits. In this current economy where state and federal government agencies are struggling to provide the most basic services to their citizens, FedEx is essentially cheating them of millions of dollars in tax revenue.

Currently more than 30 states have initiated investigations or proceedings against FedEx based on their flawed owner-operator contractor model. The Teamsters Union is working with policy-makers in state capitols across the country to crack down on this through increased worker protections and stiffer penalties against companies like FedEx Ground.

UPS Teamsters can expect to be called upon to write letters to and lobby their state legislators and attorneys general in support of measures that crack down on misclassification.

The Next Steps

Speaking about the importance of organizing FedEx workers at the Unity Conference, General President Hoffa said, "FedEx workers are calling our local unions every day, seeking the same representation that UPS workers have. It is imperative that we organize this company both to preserve the standards in our current contracts and to raise the standards across the package-delivery and freight industries.

No one expects this to be an easy campaign. CEO and founder Fred Smith bluntly stated in a 1989 Wall Street Journal article, "I don't intend to recognize any unions at Federal Express."

The special role that UPS Teamsters can play cannot be understated.

"We will need your help to be successful in this campaign," Hall said. "FedEx is one of the most anti-union companies in the country. They will do everything in

their power to keep their employees from organizing. But we have come up against adversity before and overcome it. We were able to organize and secure a contract for thousands of workers at the former Overnite, when many said it could not be done. We will do it again in this campaign, if we all stick together and work as a team."

What You Can Do

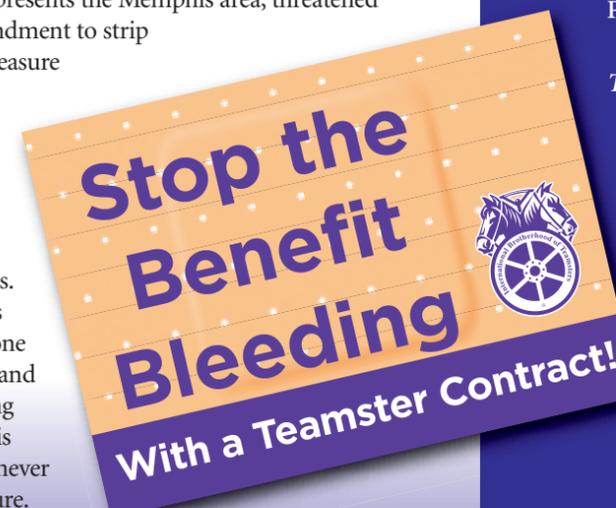
Please take a look at the sample letter and call script. These will help you understand the important points to highlight. If the union does ask you to send a letter, we ask that you handwrite it and mail it to the union's Field Action office, where the letter will be hand delivered.

The union also asks that you get as many of your colleagues, family members and friends to write letters as well. So far, hundreds of Teamsters and FedEx workers have written letters and made phone calls to members of Congress.

It has helped tremendously. Earlier this year, Rep. Steve Cohen, who represents the Memphis area, threatened to introduce an amendment to strip the express carrier measure out of the FAA

Reauthorization Bill. One of Cohen's big financial backers is FedEx CEO and founder Fred Smith, who lives in Memphis.

Cohen's office was bombarded with phone calls from Teamsters and FedEx workers voicing their opposition to his amendment. Cohen never introduced his measure.



The U.S. Senate switchboard can be reached at 202-224-3121. Here is a sample of a call script

Hi, my name is _____ and I am a Teamster calling from your district. May I ask who I am speaking with? I am calling to voice my support for the Express Carrier Employee Protection Act, which is a part of the FAA reauthorization bill (H.R. 915). I support it because every worker deserves the right to be properly classified and be able to form a union. I would like to ask Senator _____ to support the Express Carrier Employee Protection Act as well.

Thank you for your time.

Spring Clean Your Home Finances

By Erin Peterson, Bankrate.com

For many, rising temperatures, melting snow and an influx of new greenery are not only signs that spring is here, but that it's time to clean house and get rid of all the dust and dirt that accumulated over the winter.



The wintry financial climate of the past year has probably seen quite a bit of grime build up on your finances as well, so, like your home, they could probably use a good scrubbing.

Here are five areas where a little time and effort can make keeping up with your money easier and save you serious cash.

Banking

- **What to do:** Consolidate accounts, streamline with online statements and bill pay, toss old statements and checks.
- **Time involved:** A solid hour will get the ball rolling, but you may need to follow up during the next few weeks to make sure the changes you've made have taken effect.
- **Cost:** Some banks have small fees to close accounts—usually less than \$30—if you've had them for less than six months.
- **Details:** If you've moved a few times, you may find that you have several bank accounts—and an overwhelming number of monthly statements. “It's easy to keep a bank account open,” said Galia Gichon, author of the “My Money Matters Kit.” “But the downside is that you may be incurring fees every month, and those can be avoided.”

While some financial whizzes use different accounts for different reasons, piling up benefits and perks, most will benefit by streamlining accounts with a single financial institution.

After you've determined which bank best suits your needs, be sure to switch any automatic payment plans to that bank, such as gym memberships, car payments and Internet service—or risk hefty fees when payments don't go through.

Once you've consolidated the accounts, you may find

you've got more cash in your account, so you should check in with your bank to see if you qualify for better deals. You may find that you have better options for online bill payment services, monthly fees or interest rates.

Move your banking life online to cut clutter. You can generally get monthly statements online, and many banks also offer a service that allows you to see your canceled checks online as well. Toss old checks and old statements, because you can get copies of them from your bank.

You'll benefit by paying as many bills as possible electronically. Not only will you save the price of a stamp, but you also can have payments deducted automatically to ensure you never incur a late charge again.

Credit Cards/Debt

- **What to do:** Check your credit report, shop around for lower interest rates, and come up with a payment strategy.
- **Time involved:** 30 minutes and up.
- **Cost:** None.
- **Details:** A 50- or 100-point change in your credit score can mean the difference between great loan terms and terrible ones, and inaccuracies in your credit report can drag that score down at least that much. Do yourself a favor and double-check it, said Liz Weston, author of “Easy Money.” “You should pull your credit reports from the three credit bureaus, which you can do at www.annualcreditreport.com,” she said. See a problem? Dispute it, in writing, and you should have a resolution in about a month.

Once you have an accurate credit report, check the interest rates you pay on balances and compare the rates with other cards. You may be able to use that as leverage to improve your credit card terms. Credit card companies are happy to use any opportunity to hike your rates, but that doesn't mean you should just accept it. If you have a history of making your payments on time, give your credit card companies a call and ask

if they can do better with their rates. However, in this age of rising defaults and jumpy creditors, exercise caution and don't expect too much. Some companies may flatly refuse; others may jack up your interest rate just for asking based upon a re-evaluation of your risk. Be sure before you call that you truly have stellar credit and a backup card to move your balance to should your quest for a lower rate go sour.

Finally, develop a plan to pay off any debt. Tackle high interest credit-card debt first to guarantee the best bang for your buck, said Kim Lankford, a contributing editor at Kiplinger's Personal Finance magazine. Any tax return you've got coming can help you make a big dent in your debt, so consider paying it off before blowing it on the latest gadget or a luxury vacation.

Estate Planning

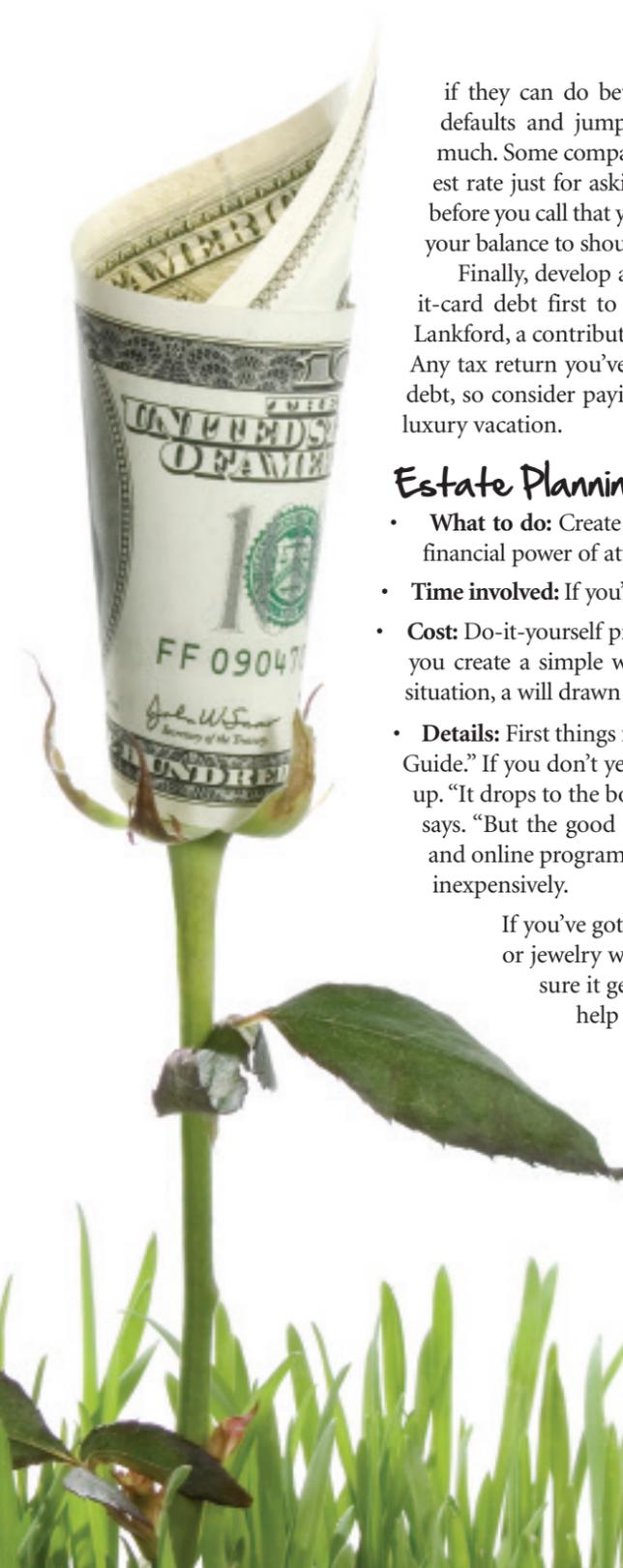
- **What to do:** Create or update a will or trust; consider a living will and financial power of attorney; toss old documents.
- **Time involved:** If you're starting from scratch, plan for at least an hour.
- **Cost:** Do-it-yourself programs, such as WillMaker or Will Creator, can help you create a simple will for as little as \$20. If you have a more complex situation, a will drawn up by an attorney starts at about \$300.
- **Details:** First things first, said Mary Randolph, author of “The Executor's Guide.” If you don't yet have a will, it's time to buckle down and draw one up. “It drops to the bottom of people's to-do list for obvious reasons,” she says. “But the good news is not that hard to do.” Step-by-step software and online programs can guide you through the process fairly easily and inexpensively.

If you've got any property at all—a home, a car, a flat-screen TV, or jewelry with real or sentimental value—a will can help make sure it gets to the right person upon your passing, and it can help prevent a lengthy probate process.

As you're working on a will, also consider drawing up a financial power of attorney document, which specifies a trustworthy person to control your finances if you become too sick to handle them on your own. A living will, also commonly included in these types of documents, is helpful to specify your wishes if you're unable to communicate them because of illness.

Once you've finished drawing up these documents, don't just shelve them indefinitely. An annual review remains important, because when your life changes, the parameters of your will may need to change, too.

“If you had a major life event—if you had a child, if you got married or divorced, or if a parent died and you inherited a lot of property—you'll have different things to





think about,” Randolph said. “Most people need more than one will in their lifetime.” Make sure you’re still comfortable with the executor and beneficiaries of your estate.

If you’ve made any updates to these documents, get rid of the old ones, said Bob DiQuollo, president of Brinton Eaton Wealth Advisors. “People have a habit of keeping copies of estate planning documents, even when they have an updated one,” he said. “There’s no reason to keep a prior version, because it just adds confusion.”

Retirement Accounts and Investments

- **What to do:** Consolidate accounts, rebalance and update beneficiaries.
- **Cost:** As long as you simply roll over retirement accounts, you shouldn’t incur major fees. Some companies charge a small fee to close accounts, usually less than \$50.
- **Time involved:** Plan to set aside a couple hours to get started, and another hour or two in coming weeks to ensure that changes have been made.

- **Details:** Diligent saving and good investment decisions are keys to helping you build wealth and retire comfortably, but it’s easy to get bogged down with too many details and accounts.

Consolidating accounts is one key to reducing your stress. “It’s tough enough to figure out what’s going on with your money, but if you’ve got several statements a month coming in, you may just let them pile up and not even open them,” said Gichon. “It’s a huge obstacle for people when they try to move forward financially.”

Gichon suggests moving old 401(k) accounts into the one at your current job—check with your human resources department about the logistics—or moving them into a self-directed IRA through a major mutual fund company, such as Vanguard, Fidelity or T. Rowe Price. .

“If there’s an office for one of these companies nearby, you can bring the information about all of your accounts and they can help you make the transfers,” Gichon said. “You can get one statement with all your information with IRA, Roth IRA and 401(k). It’s much easier.”

If you’re happy with where your accounts are, an annual rebalancing is a smart idea. Even if you planned your initial investments wisely from the start, big gains or losses over time can skew your portfolio, said Weston. After a few years, your ratio of investments may have shifted significantly, resulting in a portfolio far more aggressive or conservative than you intended.

If you can’t stand the thought of going through your retirement investments annually, consider putting your money in a target date fund, offered by most major mutual fund companies. The fund will rebalance automatically, giving you one less thing to worry about.

Also look at beneficiaries: If you put your parents as beneficiaries of a 401(k) plan you got from your first job, you may want to change that if you’ve married or had a child. Similarly, if you’ve gotten divorced, you’ll probably want to remove your ex as a beneficiary.

Finally, consider increasing your 401(k) savings: At the minimum, be sure to save enough to earn the full match from your company. If you increase your savings at the same time as your annual raise, you probably won’t even miss the extra cash.

Insurance

- **What to do:** Get new quotes for car, home and life insurance policies; update beneficiaries.

- **Cost:** None, unless you upgrade your policies.
- **Time involved:** Plan to spend a couple hours doing research.
- **Details:** Term life, car and some homeowner insurance policies have gone down in price over the past few years, said Lankford. If you haven’t shopped around for a new policy recently, you may find that a bit of research can save you hundreds of dollars. Insureme.com, a Bankrate company, is a good place to start.

As you’re shopping around, be sure you’re sufficiently covered. “After the recent California wildfires, a lot of people discovered they didn’t have enough coverage,” said Lankford. If you’ve done significant renovations or additions to your house and haven’t revised the policy, be sure to take those upgrades into account. “It doesn’t cost that much to add, but it could add hundreds of thousands of dollars in your payout,” Lankford said. Web sites such as www.Accucoverage.com can help you determine the replacement cost of your home as you update your information.

Give your life insurance policies a second look if you’ve had a major life change. A new baby might warrant increased coverage, for example, while a divorce or death might require a beneficiary change.

If you renew or change any policies, shred your old documents, said DiQuollo. “Once you renew a policy, you can get rid of the old one,” he said. “I’ve never heard of anyone needing an old one.”

UPS Shows That a UNIONIZED Company Can Be Very Profitable

Don't let FedEx claim that unionization ruins a company. UPS is an excellent example of just how dead-wrong that argument is. The companies' own financial numbers tell the story.

In almost every possible measure, UPS outperformed FedEx in this most recent quarter. While both companies suffered declines over the previous year in revenue and earnings, UPS was down less in both categories.

When focusing in on the two companies' individual operating segments, a more interesting story emerges. Let's look at Ground, Express and International areas, and Freight.

GROUND: Ground makes up 43 percent of UPS' overall business but only 22 percent of FedEx's business. FedEx showed improvements in both volumes and profitability, however the company is able to achieve this by what it calls "flexing" its network, or in other words, making sharp cuts in its operating costs on the backs of its so-called independent contractors. These contractors have no say in the matter and simply have to accept less pay for delivering fewer packages while still covering all of their own costs. UPS, which rightfully classifies its drivers as employees, has more of a fixed-cost network. As a result, any decline in volumes at UPS Ground will impact profits much more sharply than a similar volume drop would affect FedEx Ground. Addressing the improper business model that FedEx uses in misclassifying its drivers would level the playing field between the two and thus make a numbers comparison far more meaningful.

EXPRESS AND INTERNATIONAL SEGMENTS: These segments combined make up 62 percent of FedEx's business and 41 percent of UPS' business. Both companies saw revenue declines in these segments, as well as volume declines in their Express segments. However, while both companies have touted their global expansion, a particularly bleak picture was painted for FedEx when comparing their International package volume numbers to those of UPS. While UPS saw their International package volume decline a slight 1 percent in its last quarter, FedEx saw their International volumes decline a whopping 13 percent.

FREIGHT: Both companies have prioritized expanding into the Freight industry, and both saw drops in revenues and volume in their Freight segments. In fact, the industry as a whole has seen declining volume numbers, consistent with the current economic recession. However, UPS has been able to weather the economic downturn far more successfully than FedEx. At UPS, Freight volumes dropped 5.6 percent, while FedEx reported that their Freight volumes declined a disappointing 13 percent.

The efforts of the Teamsters Union to unionize FedEx will not only benefit workers there, but it will help those currently representing package-delivery workers and freight drivers.

Teamster members enjoy the highest level of working conditions in the freight and package-delivery industries. In order for the union to negotiate even better contracts for its members, standards must be raised for all employees.

>> STEWARD: FIRST PERSON

Know Your Contract

BY BRENT PRITCHETT, LOCAL 710 SHOP STEWARD

In these economic times it is fortunate that we work at a company that is doing well and is financially stable. Many of our brother and sister Teamsters that work in other industries are hurting. We all have a leg up on America's nonunion workers who don't have the protection of a contract.

I have worked at UPS since 1996 and been a steward since November of 1999. It is a challenging and rewarding duty and many times it is frustrating, but I have learned many valuable lessons in that time.

The most important role a steward has is representing the members and helping to enforce the contract. This is no small task for any steward, especially at UPS, but the first step is the most essential: Learn the contract.

It is not something that can be done overnight. Reading and re-reading each article is necessary. A steward must be able to not only tell management that they are violating the contract but which article and what the intent of the article means.

Negotiating Committee

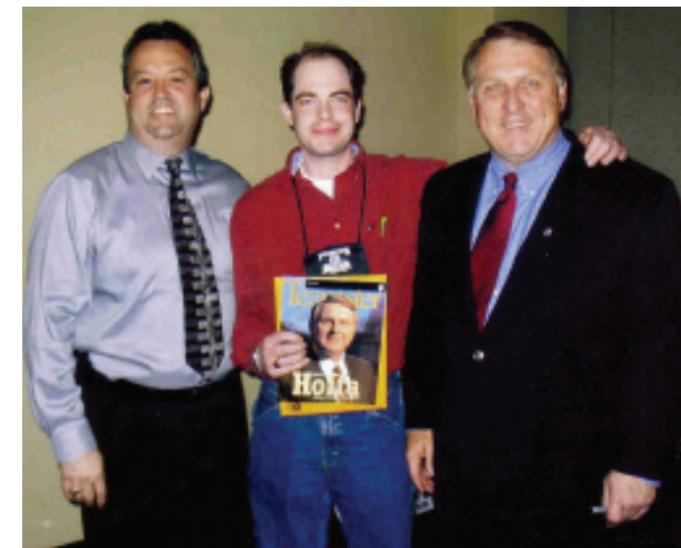
I had the honor to serve on my Local 710 rank-and-file negotiating committee last year for our UPS contract. Although I have been a steward for nine years, I learned more about the contract than I thought possible.

As a steward, it was incredibly valuable. The intent of some of the contract language is sometimes quite clear and other times it takes a little interpretation. Serving on the committee taught me what the language in the contract is meant to do.

Sometimes a member will ask about the contract and the steward needs to be able to explain which article or articles the member is asking about. I also try to get the members to not only take my word but I encourage the members to read the contract for themselves.

Keep In Touch

Some members read their contracts and, sadly, some don't until they have a problem. It is much easier to read the contract and be prepared before a problem occurs.



Stewards should stay in touch with the members who have filed a grievance. Only filing a member's grievance is not enough; a steward needs to keep that member updated on the status of their grievance.

When a member has a question or has a problem ask your steward or your business agent. Stewards and members should get involved as much as they can and one way is going to your local's membership meetings.

Attending membership meetings is a good way to stay on top of what is going on and it will keep you in touch with other stewards in your local. If you are not involved, get involved and if you are involved keep it up.

**If you're a steward
interested in writing a column
in this space, e-mail**

UPSTeamsterMagazine@teamster.org.

Ken Hall Testifies Before Congress on Express Carrier, Outsourcing Measures



Package Division Director Ken Hall testified before a U.S. Senate subcommittee on May 13 urging them to support two key pieces of legislation currently part of the FAA Reauthorization Bill, H.R. 915.

Hall stressed the importance of the Express Carrier Employee Protection Act and creating a single regulatory standard when it comes to aircraft maintenance outsourcing.

"These two areas are of concern to Teamsters and the American public," Hall said in his testimony before the Senate Aviation Operations, Safety and Security Subcommittee.

Hall said the express carrier legislation is needed because it closes a loophole in current law allowing one company, FedEx, to misclassify thousands of its workers under the wrong labor law. This law has allowed FedEx to have an unfair competitive advantage and deprived its workers of rights that similarly situated employees working for other package delivery companies enjoy.

Private sector labor-management relations in the U.S. are governed by two laws: the Railway Labor Act (RLA) and the National Labor Relations Act (NLRA). The express carrier legislation restores the original intent of the RLA by stipulating that employees of an express

carrier are covered by the RLA only if their work relates directly to aircraft operations. Employees whose jobs don't involve aircraft operations are covered under the NLRA.

Fair and Reasonable

Hall testified that the loophole in the current law means the majority of FedEx Express employees are deprived of the right to secure union representation in the same manner as their counterparts at other delivery companies.

"We believe this legislation is fair and reasonable.

For example, UPS employees who work as package car drivers, tractor trailer drivers, loaders, unloaders, sorters and truck mechanics can organize under the NLRA," Hall testified. "Employees at FedEx Express who perform precisely the same work requiring the same skill sets are treated dramatically different under our labor laws and are subject to the Railway Labor Act, even though they never touch an airplane.

"Employees performing the same work, employed by companies that provide the same services, should have the same right to decide whether to form or join a union," Hall testified.

Hall also urged Congress to address the dangerous trend of outsourcing heavy aircraft maintenance on American commercial aircraft to foreign repair stations. Noting that the practice "has eroded passenger safety, increased homeland security risk and decimated a skilled work force of American aircraft mechanics," Hall outlined the Teamsters strong support of specific safety measures included in the FAA Reauthorization bill. These include putting an end to non-certified stations, both in the U.S. and abroad; requiring foreign stations to be inspected at least twice a year by FAA inspectors; and requiring that workers at foreign facilities be held to the same drug and alcohol testing rules as workers at U.S. stations.

"This is the only way to ensure the safety of America's flying public and to protect our homeland from the threats originating in a foreign repair station as a result of lax regulatory standards," Hall told the subcommittee.

We Want to Hear from You

The *UPS Teamster* magazine focuses as much as possible on individual Teamsters working in the parcel industry, but there are plenty of untold stories about you. The only way we can know about them is if you let us know.

If you have an interesting story relating to your job or as a Teamster, please e-mail UPSTeamsterMagazine@teamster.org

or write to:

UPS Teamster Magazine
25 Louisiana Ave. N.W.
Washington, D.C. 20001