

WINTER 2009

# ups TEAMSTER

A Magazine for Teamsters at United Parcel Service

## 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](mailto:UPSTeamsterMagazine@teamster.org)

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### Electing Obama

UPS Teamsters Get Out the Vote

## UPS Freight Members Reap Benefits

Teamster Contract Valued by New Members





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SUCCESS!

This past November, our country witnessed history when Barack Obama was elected 44th president of the United States. A friend of the Teamsters and strong ally to organized labor, Obama brings the hope and promise of a bright future to all working families in America.

His victory, however, would not have been possible without help and support from our members, including UPS and UPS Freight workers.

From those who stuffed envelopes and knocked on doors, to members who drove voters to the polls, UPS Teamsters gave unselfishly during the 2008 election season. Many of you went above and beyond, and it is because of your hard work and dedication that Obama was victorious in so many critical states, including Pennsylvania, Ohio, Florida and Indiana.

The election of Barack Obama brought out the very best in Teamster unity and pride and the solidarity found in UPS workers throughout the country was nothing short of inspiring. Together, we made change happen.

It's time we pat ourselves on the back after a job well done. We worked hard during the 2008 election season and our efforts truly paid off. We may now reap the benefits of change, hope and promise.

The change we worked so hard for is already starting to happen. That's why the Teamsters put more boots on the ground to elect Obama than we ever have. We were convinced that Obama understands the fundamental



importance of good jobs. We looked at his modest background, his belief in collective action and his pro-worker record. We concluded that he's one of us.

It wasn't just the biggest mobilization effort in our history, it was the smartest. We worked hard to understand how to talk to our members about Obama. Our members listened, and they came out to vote for him. Teamsters tend to be the demographic who weren't supposed to vote for Obama. The facts tell a different story.

A much higher percentage of union voters cast their ballots for Obama than did the general public—67 percent of union voters compared with 52 percent of the popular vote.

But if Obama won with the help of workers, he'll need our help to govern, as well. We'll need his help, too, in helping working families realize the American dream.

UPS Freight Milestone

I am proud to count more than 12,600 UPS Freight drivers and dockworkers in 42 states as fellow Teamsters.

There are countless stories out there of workers who were fired or punished for their union activity at Overnite. Yet they stuck with us and never gave up.

I am proud we were able to negotiate a great contract for these workers that provides job security in these uncertain economic times. The workers know we will be there for them when they need us. This contract rewards them for the hard work they do every day to help make their company a success.

We're so pleased that 99 percent of the UPS Freight drivers and dockworkers are now Teamsters and have seen an end to their long struggle. We look forward to the day when the few remaining unorganized drivers and dockworkers will join our ranks and enjoy the benefits and protections that have been won by their unionized counterparts.

On another note, I want to thank every Teamster in the Package Division who helped elect Barack Obama as president. I was happy to see so many Teamsters involved in the effort, and I enjoyed visiting UPS work sites and meeting a lot of you in the weeks leading up to the election.

The success of our UPS Freight campaign continues to amaze me, but what really has stuck with me is the dedication of the workers to form a union with the Teamsters. For many of the UPS Freight drivers and dockworkers, this campaign did not start in January, when the Teamsters kicked off its national campaign.

The campaign started years and years ago for some workers, who were employed by Overnite Transportation. They struggled for years with that company to try and form a union with the Teamsters, and never gave up.

When UPS bought Overnite in 2005 and changed the company's name to UPS Freight, the workers remained strong and dedicated to forming a union.

They got their chance when the Teamsters won a card-check and neutrality agreement from UPS Freight in December 2007. And now

## Sign the Employee Free Choice Act Petition

America's workers are putting in more hours than ever and still struggling to make ends meet, while CEOs make approximately 364 times the pay of the average worker, according to the latest survey by the group United for a Fair Economy. So how do we level the playing field and get our economy back on track? Rebuilding the middle class is the place to start.

The Employee Free Choice Act can help reclaim the American dream by restoring workers' freedom to form unions and bargain for a brighter future.

The recent organizing success at UPS Freight demonstrates the desire of Americans to join unions once an employer's union-busting tactics are neutralized. The importance of card-check and neutrality agreements cannot be underestimated when discussing the UPS Freight victories across the country.

For nearly 50 years, Overnight Transportation fought unionization. But once UPS bought Overnight, and the Teamsters won a card-check and neutrality agreement from the newly formed UPS Freight, more than 11,000 drivers and dockworkers signed authorization cards to join the union in just 12 weeks.

The goal of the Teamsters Union is to give all workers that same freedom. The Teamsters are trying to gather 1 million signatures calling for passage of the Employee Free Choice Act. Please support this bill and help the union reach their goal of 1 million signatures by visiting [www.freechoiceactpetition.org](http://www.freechoiceactpetition.org).



# UPS Freight UPDATE

## Teamsters Now Represent Nearly 99 Percent of Eligible UPS Freight Workers

On November 17, a first contract covering more than 750 UPS Freight drivers and dockworkers nationwide was ratified by a margin of 94 percent. The agreement improves wages, benefits and working conditions, but it does much more than just that.

With the ratification of this contract, one of the largest and most successful organizing drives in the union's history comes almost to a close.

"With this latest vote, the Teamsters now represent almost 99 percent of the UPS Freight workers eligible under our card-check and neutrality agreement,"

said Ken Hall, Teamsters Package Division Director. "UPS Freight workers nationwide have shown true Teamster spirit by sticking together to form their union and gain a great contract."

Workers at five terminals in four states voted: Arkansas, Iowa, Oregon and Pennsylvania. The locals involved in the November 17 vote were Local 90 in Des Moines, Iowa; Local 776 in Harrisburg, Pennsylvania; Local 384 in Norristown, Pennsylvania; Local 832 in Joplin, Missouri; and Local 962 in Central Point, Oregon.

"I am proud to welcome these UPS

Freight workers to the Teamsters Union," said Jim Hoffa, Teamsters General President. "These workers now have a terrific Teamster-negotiated contract that guarantees them job security and many other benefits. These workers deserve to be rewarded for the great work they do every day."

### Job Improvements

This latest vote brings to a close a year's worth of organizing throughout the country. The Teamsters now represent more than 12,600 UPS Freight workers

in 42 states. In April, a new UPS Freight contract covering 9,900 workers was ratified by an 89 percent margin. In August, a second group of terminals voted and ratified an agreement by a 94 percent margin.

These efforts built upon the success of organizing and negotiating a model agreement for the 125 drivers and dockworkers at Local 135 in Indianapolis in 2007.

"These UPS Freight employees have taken a tremendous step forward and were able to stand up for the improve-

ment of their jobs and the future of their families and our union has become stronger for their efforts," said Claudia Pettit, Secretary-Treasurer of Local 90.

"Our workers absolutely wanted to become Teamsters and stuck together as a group," said Michael Bonaduce, President of Local 384. "Their main concern was a guaranteed 8-hour workday, better working conditions and better relations between the employees and management."

"Without a contract, our workers were at the company's mercy," said Jim McCall, President of Local 823. "Now they have a great union-negotiated contract that provides them with better wages, health benefits and job security."

"Health and welfare issues and retiree coverage were the most pressing concerns for the workers we represent and all those issues are addressed in the contract," said Dan W. Ratty, Secretary-Treasurer of Local 962.

Ron Hicks, the UPS Freight Business Agent from Local 776, said workers at the Mechanicsburg terminal were glad to see the issue of subcontracting addressed in the contract.

As the year comes to a close the Teamsters are looking forward to building upon this organizing success, Hall said.

"We have fought hard on behalf of UPS Freight workers and we have been ramping up our efforts with FedEx workers at all FedEx units – FedEx Express, FedEx Ground and FedEx Freight," Hall said. "The Teamsters and FedEx workers see there is a real opportunity for organizing."



# Actively Retired

*Retired UPS Teamster Spends Time in Disaster Zones for Red Cross*

**M**ost retirees spend their post-work years realxing, but not Steve Byrum, a retired UPS Teamster in Newburgh, Illinois. He's spending his retirement years helping others through the Red Cross.

"I've been to several disasters now, but it all started with Katrina," Byrum said. "Shortly after I retired, Katrina hit, and they had a call out on the national news that volunteers were needed for the Red Cross because it was such a massive disaster."

So he signed up and almost immediately started taking classes on what to do once he arrived in the Gulf Coast. After driving a UPS truck for so long, they had him driving emergency response vehicles.

"After the classes I went down to New Orleans and I was there for five weeks—in November and December 2005," he said.

It didn't take Byrum long to real-

ize that, while he was dealing with a tragic situation, he enjoyed the work he was doing.

"We were feeding people; hundreds of them every day. I learned pretty well my first week down there that I liked it," he said. "You're just handing out food but people are thanking you. Every day, you're getting these genuinely heartfelt thanks. Each one makes your day."

"I really liked it. I've been volunteering ever since."

## 'Best Paycheck You'll Ever Get'

Byrum has since volunteered with the Red Cross on floods, tornados, wild-fires and other disasters. He worked at UPS for 30 years, with 25 of those as a driver. He was a member of Local 710 in Chicago.

"Steve is one of those people you know is special the minute you meet him," said Emily Zander, a community relations coordinator for the American

Red Cross. "He is patient, kind and giving. He also happens to be selfless when it comes to the Red Cross. Although he spends a tremendous amount of time on national disaster responses, of which he loves every minute of, you'll also find Steve at our chapter building on a regular basis.

"Steve will jump in and help with anything at all. Whether it's changing a tire, helping cut down a tree or working a health fair, we can count on Steve. Steve is a part of our Red Cross family, a member we do not know what we would do without," Zander said.

"It doesn't matter if you're feeding 800 people or one person. It makes a difference in that person's life. And it doesn't only make a difference to that person, but you get something out of it. Helping people like this is the best paycheck you'll ever get. It makes you realize your own problems aren't so big," he said.

# Financial Outlook

By Ken Hall, Director, Teamsters Package Division

**I**t is appropriate at this time of the year to reflect on where we are, what we've accomplished and where we are headed. While we eagerly and hopefully await the start of the Obama administration, we cannot ignore the economic shambles left in the waning hours of the Bush presidency.

Fortunately, UPS' financial situation is stable enough that Teamsters have not had to confront the prospect of contract concessions that are being considered by workers in other industries. All of the wage adjustments and increased health and welfare and pension contributions we negotiated in 2007 are being put into effect and will be maintained during the life of the agreement.

Fortunately, we renegotiated the contract at a time when the company was enjoying near record profits and the economy was still stable. The effects of the general collapse of financial institutions have made those conditions a mere memory. Fortunately, we negotiated during a more stable time for the economy and the company.

## Economic Storm

Those conditions radically changed during 2008, especially during the period we would have been negotiating if the contract had been left to run its full term. As we are seeing, UPS is not immune to the effects of the recession.

It would be irresponsible to ignore the realities of the current economic storm. We all know that volume is down significantly, especially in the domestic U.S. market. Ground volume decreased 2.8 percent in the third quarter of 2008, while air volume slipped by 6.4 percent. And reports from throughout the system suggest that fourth quarter shipping will reflect even further erosion.

While UPS may benefit from DHL's decision to curtail its operations, it is predicted that the weak economy will more than offset any additional volume UPS is able to obtain from former DHL customers. But no one is going to ignore that UPS is still profitable and no one is going to allow the company to use the current economic slump as an excuse to undermine the contract we negotiated.

## UPS Freight

Not surprisingly, the decrease in freight volume resulting from the slow economy has impacted UPS Freight, as



well as all other Teamster carriers. Nonetheless, we have been assured that the company remains committed to investing in UPS Freight and enhancing its position in the overall market.

As is the case with the Teamsters employed in the package industry, UPS Freight Teamsters are receiving the benefits negotiated and ratified in 2007, and earlier in 2008. The isolated terminals whose employees have still not chosen Teamster representation are facing increases in their health and welfare contributions. Teamster members and their families are protected by the contract.

As we look forward to 2009 and a union-friendly administration in Washington, we need to maintain the unity that contributed to the successful negotiation of the Teamster collective bargaining agreements that protect you and your families. And we need to be vigilant in enforcing those contracts and reminding the company that its profits are dependent on your hard work and dedication.

**UPS** Teamsters worked hard to elect Barack Obama, a true friend of labor, as president of the United States. Ken Hall and Jim Hoffa weren't the only ones visiting UPS and UPS Freight work sites. In Ohio, Jerry Springer joined the Teamster effort for Obama during a UPS work site visit.

More than 37,000 Teamsters, including a large number of UPS, UPS Freight and other parcel workers, knocked on doors, built signs and stuffed envelopes in 20 battleground states. They moved vans, carried pallets of water and drove people to the polls. More than 600 Teamsters worked lost time. More than a half-million Teamsters were visited at their work sites.

"It was amazing to see so many UPS Teamsters get involved in the election this year. I'm proud of what they, and the Teamsters Union as a whole, accomplished," said Ken Hall, Teamsters Package Division Director.

Ken Williams is a 25-year Local 79 Teamster who works as a package driver for UPS in Florida. A shop steward, he worked with the 31 other lost timers and 738 volunteers in the Florida campaign for Obama. He visited UPS centers, freight terminals and other job sites in the Tampa area an average of five times each. The work paid off: Florida rewarded the Democratic ticket with its 27 electoral votes in the election.

Vice presidential candidate Joe Biden shook Williams' hand at a Florida rally for Obama. "I couldn't have done it without the Teamsters," Biden told Williams.

### Labor Ally

On January 20, the first staunch ally of organized labor in generations will move into the White House. The Teamsters' nod to Obama was viewed as key to giving him early momentum, especially with blue-collar workers. The Teamsters were one of the first

unions to endorse Obama for president in February. The endorsement came right after General President Jim Hoffa met with Obama in Austin, Texas.

"Sen. Obama will stand with the Teamsters when it comes to fighting for working families," Hoffa said. "Together we will reinvent the political process and give a voice to those who have been ignored by the Bush administration for the past eight years."

As crucial primary elections approached, Hoffa barnstormed three states rich in Teamster votes: Ohio, Indiana and Pennsylvania. Convoys of Teamster trucks drove the length of each state, stopping for rallies outside work sites and local halls.

Adam Riddell, a package truck driver for UPS and a member of Local 100 in Cincinnati, said in 20 years as a Teamster, he had not seen unions unite similarly for an election.

"We will stick together in the future,"

Riddell said.

Overall, Teamsters volunteers and lost-timers made 1.6 million phone calls and visited more than 500,000 Teamsters at their work sites.

### Enthusiasm

Dick Bacon, a retired UPS Teamster and member of Local 90 in Des Moines, Iowa, was approached early in the campaign by Secretary-Treasurer Claudia Pettit and President Matt Ballard about visiting UPS work sites.

"Many younger union members are only just now starting to appreciate what unions do for them," Bacon said. "If McCain had been elected, there would have been an erosion of union power in this country, and then it would be too late for these younger workers to realize what they lost."

In Iowa alone, more than 1,000 Teamsters volunteered for Obama. They visited work sites, made phone

calls and drove voters to the polls. Both Local 90 and Local 238 out of Cedar Rapids were always bustling with motivated volunteers, Bacon said.

"The enthusiasm I saw in people, particularly union men and women, was wonderful to see," Bacon said. "There were a lot of minds already made up when I was out talking to people. But I changed some minds. That felt good."

### Open-Minded Teamsters

Keith McCorkle, a 27-year UPS member at Local 391 in Greensboro, North Carolina, campaigned for Obama in September, October and November. McCorkle visited military towns in North Carolina and northern Florida—Jacksonville, Fayetteville and Goldsboro—and found them receptive to his message.

"I was genuinely surprised to find the majority of people were open minded," McCorkle said. "These were military

families who eight and four years ago were resistant to even considering a Democrat. This time they stayed and listened to what we had to say, because they knew what we knew—this country needed a change."

Art D'Amico, a Local 639 shop steward and UPS driver, said many Teamsters in Virginia voted early for the Obama-Biden ticket.

"The recent losses in the stock market and 401(k) plans sent a strong rebut to the Republican 'trickle down' economic theory and unregulated 'free' markets that don't work for middle-class workers," D'Amico said.

Their work paid off. For the first time since 1964, Virginia voted for a Democratic president.

"Our 1.4 million members demanded change and we marshaled our forces in unprecedented numbers for this historic election," Hoffa said. "There is no doubt that we made the difference."

# UPS Teamsters Assist OBAMA Effort



**TEAMSTERS Go All Out Organizing for Friend of Labor**

# UPS Freight Workers Haul in Great Contract



**UPS** Freight driver Harry Baldwin is one of the newest members of Local 639 in Washington, D.C. Baldwin was eager to work at the Landover, Maryland terminal because he had heard the shop was full of terrific people who love their jobs.

With just two weeks under his belt a week before Thanksgiving, Baldwin, whom everyone calls Spot, said he has already seen the benefits of being a Teamster.

"I'm here because of the professionalism. I heard this was a great place to work, that you're respected and you're treated fairly," Baldwin said. "And everyone was right."

Baldwin is one of eight new drivers hired in the last few months at the Landover facility to handle a new account, Staples, said Tommy Ratliff, President of Local 639.

"And that has meant eight new Teamsters," Ratliff said. "Becoming Teamsters and being covered under a great contract is a good thing for these guys."

Ratliff and John Gibson, the UPS Freight business agent for Local 639, remember the struggle trying to organize the workers at the Landover terminal when it was owned by Overnite Transportation.

"What a battle that was, and some of the guys here now were working for Overnite at the time," Gibson said. "Now things are completely different here, and all for the better."

The workers at the Landover terminal ratified their contract in April. As of mid-November, the Teamsters represent nearly 99 percent of UPS Freight drivers and dockworkers eligible under the card-check and neutrality agreement. The Teamsters now represent more than 12,600 UPS Freight workers in 42 states.

## Campaign Rolls Quickly Across the Country

The success of the "One Company, One Union" campaign was never in doubt, but the amount of steam the campaign garnered when it kicked off on January 16, 2008, took everyone by surprise.

At the campaign's 90-day mark, 9,900 workers had signed cards. Teamsters General President Jim Hoffa said the UPS Freight campaign is the largest organizing victory in the freight industry in more than 25 years.

"These benefits have been a long time coming for these UPS Freight workers," Hoffa said. "They work hard and they are finally getting some real rewards for that. Their contract guarantees

them so many important job securities and other valuable benefits."

"I hear from UPS Freight workers quite often about how their benefits are making a difference in their lives," said Ken Hall, Teamsters Package Division Director. "It is a privilege to have them as part of our union."

These efforts built upon the success of organizing and negotiating a model agreement for the 125 drivers and dockworkers at Local 135 in Indianapolis in 2007, Hall added.

## Never Say Never

Jessie Juarez waited nearly 12 years to join the Teamsters. He was fired from Overnite for his union organizing efforts but when UPS acquired Overnite in 2005, Juarez got hired by UPS and is now Local 63's shop steward for the UPS Freight terminal at Los Angeles International Airport.

"Overnite didn't know how to treat their people and the UPS management in my area just went ahead with that old mentality," Juarez said. "But then the Teamsters came in and everything is so much better. Our contract reflects that."

"To be a Teamster is the ultimate for me. It's a brotherhood,"

Juarez said. "I have the peace of mind that my rights as a worker are being represented and I am important."

Juarez said he was thrilled to see the campaign succeed so quickly.

"This campaign has been like a wildfire—once it got started, it just sparked nationwide," Juarez said.

## Difference is Like 'Night and Day'

Driver Jonathan Westphal started working at the UPS Freight facility in Milwaukee in April 2007, and has seen the difference in the company since becoming a member of Local 200 in Milwaukee.

"Now we have the union to help us when we need it," Westphal said. "And issues like getting paid for working eight hours a day are spelled out in the contract."

Driver Irvin Payne, who worked for Overnite for several years before UPS bought the company, said in the past, workers had no job security.

"Now all our work conditions are much better and our shop is a great place to work," said Payne, a member of Local 639.



*“We would talk to people by the gates going into and coming out of work. We would talk to people in restaurants and we also held community meetings. We left no stone unturned.”*

—DeWitt Johnson  
UPS Freight driver and member of Local 391



For Bill Edwards, a UPS Freight driver in North Carolina and a member of Local 391, he said working for Overnite without any union representation to being a Teamster now is like “night and day.”

“I was on the committee that held meetings and talked to our brothers and sisters,” Edwards said. “Once they knew that management would not stand in their way, they freely chose the Teamsters Union.”

### Word of Mouth

Local 391 in Greensboro, North Carolina was among the many locals that witnessed the speed of the campaign. In a week and a half, Local 391 had more than 200 workers at five locations sign cards.

“Much of the campaign was word of mouth,” said DeWitt Johnson, a UPS Freight driver and member of Local 391. “We would talk to people by the gates going into and coming out of work. We would talk to people in restaurants and we also held community meetings. We left no stone unturned.”

The campaign reached out to all drivers and dockworkers, and casual workers, who sometimes were not guaranteed work.

“Now that we’re Teamsters we have a contract in place that can’t be changed by our employer,” said Justin Huitt, a casual dockworker in Dallas and a member of Local 745. “We are now guaranteed four hours when we report to work and we have representation that is spelled out in our contract.”

“The benefits we received from the Teamster-negotiated contract are wonderful, and our treatment from management is 100 percent better,” said Michael Bolden Jr., a casual dockworker in Dallas and member of Local 745. “Our contract gives us peace of mind, it gives us a voice.”

### What a Difference a Year Makes

In late 2007, UPS Freight workers in Indianapolis voted 107-1 to ratify their contract, which became the model agreement for the rest of the nation.

The Teamsters then won the card-check agreement from UPS in December 2007, and on January 16, 2008, the national blitz was launched, with a majority of workers from seven UPS Freight terminals in New England signing cards.

The victories began piling up: Memphis, Detroit, Oakland, Seattle in mere weeks following the national campaign kickoff. It seemed like every few days, there was another victory.



# Member Views

In April, more than 9,900 workers voted to ratify their contract. Another group ratified their contract in August and then another group in November.

The contract expires on July 31, 2013. Among the contract's highlights:

- Wage increases totaling \$4.35 per hour or nearly 11 cents a mile over the contract;
- An improved health care plan with lower employee premium costs with no increases in costs to employees over the life of the contract;
- Overtime pay for work exceeding eight hours per day or 40 hours per week;
- UPS Freight employees lock in their current pension benefits; and
- The cost of retiree health insurance for most retirees is reduced substantially with no increase in premium cost to employees over the life of the contract.

## Highlight in a Banner Year of Organizing

The UPS Freight campaign has been one of the highlights in a banner year of organizing for the Teamsters.

"Organizing through card check is an efficient, smart way to grow our union and increase Teamster power," Hoffa said. "For more than half a century, workers at Overnite had struggled to become Teamsters and win a Teamster contract, culminating in an unfair labor practices strike from 1999 to 2002 when Overnite was owned by Union Pacific railroad."

"UPS Freight employees work hard every day to handle and move freight across the United States and for too long, they had no voice in the workplace to make improvements in their work lives," Hall said. "Now they do have a strong voice in the workplace, a voice they deserve."

Local 391 Organizer Randy Conrad was quick to give credit to the workers on the Organizing Committee.

"The committee was the backbone of this campaign," Conrad said. "These UPS Freight members led the way in making sure that their fellow workers understood the opportunities before them and took action. We could have never had as much success without a strong committee."



*"Now that we're Teamsters we have a contract in place that can't be changed by our employer. My coworkers and I stood strong with the Teamsters and our contract has helped us. The Teamster contract was our solution."*

—Justin Huitt, part-time UPS Freight dockworker, Dallas

*"Our benefits that we received from the Teamster-negotiated contract are wonderful. Our treatment from management is 100 percent better and we now have respect. Our contract gives us peace of mind, the contract gives us a voice."*

—Michael Bolden Jr., part-time UPS Freight dockworker, Dallas



*"To be a Teamster is the ultimate for me. It's a brotherhood. I have the peace of mind that my rights as a worker are being represented and I am important."*

—Jessie Juarez, UPS Freight driver, Los Angeles

*"The day we became Teamsters was a joyous daybreak that ended a long nightmare of disrespect. Many of us here in Memphis have waited a long time for this day of equality."*

—Herman Lewis, UPS Freight dockworker, Memphis



*"I've waited for nearly 11 years to join the Teamsters. I'm glad I finally can call myself a Teamster."*

—Jimmy Jenkins, UPS Freight Dockworker, Memphis

*"The Teamsters give me a sense of security, and the contract has given us better benefits, yearly raises and a better place to work."*

—Paul Wenbourne, casual dockworker, Dallas



*"The Teamsters Union has brought our coworkers together as a team, and we enjoy great benefits like guaranteed hours and job protection. The Teamsters have served us greatly."*

—Pete Guzman, casual dockworker, Dallas

# 5 BIG

By Leslie Geary, Bankrate.com

## Bill\$

### You Can Cut Fast

**A**s the economy weakens and prices soar on groceries and other expenses, Americans are looking for quick ways to cut their expenses and hold on to more cash.

Fortunately there are plenty of ways to chop your spending without a lot of time or hassle. Some of these cuts will save you just a few dollars, while others can net even bigger savings.

Add them all up, and you could trim your annual expenses by hundreds of dollars or more.

Following are five areas where you can cut your bills fast. These tips can help you to weather the current economic downturn and continue to thrive once happier days return.

#### Energy and Gas Savings

Energy costs are boiling over. The U.S. Department of Energy estimates Americans will typically spend \$2,350 on home energy costs in 2008, up from \$2,100 a year ago.

Moreover, households are slated to spend \$3,950 on gas for the year, up from \$3,000 in 2007.

Fortunately, some relatively cheap fixes are available, and many begin in the home.

For example, weather stripping, caulking doors or sealing windows can keep out cold and heat, lowering your heating and cooling bills.

“Every little step helps, and if you can’t afford new windows or storm windows, plastic film kits aren’t a bad alternative,” said Ronnie Kweiler, deputy director of communications at the Alliance to Save Energy.

Other tips for cutting home energy costs include:

**Installing a programmable thermostat.** These handy gadgets let you turn up the heat or air conditioning just before you get home rather than paying to keep your empty dwelling comfy all day. Households that use these thermostats typically save \$180 per year, far more than the roughly \$100 it costs to purchase the thermostat, according to the Department of Environmental Protection.

regular  
cash



regular  
credit/debit



**Switching to energy-efficient light bulbs.** Yes, they do cost more than traditional bulbs, but they wind up saving money because they use two-thirds less energy and can last 10 times longer, Kweiller said. That computes to savings of \$50 per bulb.

**Being efficient.** Clean and change furnace air filters and wrap your water heater. These moves help your appliances run more efficiently and cheaply. Seal ducts on air and heating systems to improve efficiency by as much as 20 percent, according to the Alliance to Save Energy.

Lower the water heater temperature to 130 degrees Fahrenheit. That's hot enough to kill germs and safely wash dishes. Do laundry in cold water.

Meanwhile, you can also trim vehicle gas costs with the following steps:

**Adopt good driving habits.** You'll save a bundle if you stop speeding. If you typically race around at 70 mph

instead of 55 mph, you're lowering your vehicle's fuel efficiency by as much as 17 percent, according to the American Council for an Energy-Efficient Economy, or ACEEE.

**Pump up your tires.** Tires lose about a pound of pressure a month, and if you drive with tires that are three pounds underinflated, your vehicle's fuel economy drops by 1 percent, according to the ACEEE.

**Clean your car.** If your car resembles a junk yard on wheels, clean it out. If you're hauling around 100 extra pounds, for example, you're lowering fuel efficiency by up to 2 percent, according to the ACEEE.

### Food and Groceries

The average American household spends an average of \$6,111 per year on food, according to the U.S. Department of Labor's Consumer Expenditure Survey. But with prices rising quickly, food is taking an increasingly bigger bite out of our budgets.

How can you save on something so fundamental? It's actually not difficult. A family of four can slash \$240 from its monthly food budget by switching from pricey meals to lower-cost options, according to the U.S. Department of Agriculture.

The key is to embrace culinary change rather than fearing it.

"We can't be doing the same thing the same old way," said Sheryl Garrett, author of the "Personal Finance Workbook for Dummies."

Store shelves are crammed with relatively expensive prepackaged convenience foods designed to save time, Garrett said.



"But what we need to do is try to remember two simple words: whole foods," she said. "Instead of buying prepared, frozen, twice-baked potatoes, buy a real live whole potato. It costs a fraction of the price, pennies per pound. And it probably even tastes better."

#### Here are some ideas for saving at the supermarket:

**Buy food less frequently.** If you're running to the market before dinner each night, it's time to quit. Instead, think about what you want to eat for the next few days, and buy groceries at once. You'll save money, time and gas.

**Use a shopping list.** A full two-thirds of purchases at grocery stores are impulse buys, according to Paco Underhill, CEO and founder of Envirosell, a market research and consulting company. To reduce that temptation, make a shopping list and stick to it.

**Pay with cash.** You'll be more likely to stick to your shopping list.

**Stick to the perimeters of the supermarket.** That's where you'll find all the unprocessed basics you need—dairy products, meats, bread—while avoiding inner aisles brimming with tempting, processed foods that drain budgets.

**Buy in season.** Craving strawberries in January? You'll pay top dollar. With that in mind, make it a habit to eat what is

in season locally. Guard against cravings by canning or freezing fresh items so you can enjoy those berries any time of year.

**Cook cheaper meals.** Instead of serving huge portions of meat, use it to supplement larger portions of rice or pasta in affordable casseroles. For other low-cost ideas, check out the U.S. Department of Agriculture's "Recipes and Tips for Healthy, Thrifty Meals."

### Banking and Credit

Individuals pay banks, brokerages, credit card companies and other vendors a slew of extra fees, charges, interest and penalties.

One recent study by the Government Accountability Office and the Federal Deposit Insurance Corp., or FDIC, found that Americans spend \$36 billion annually on bank fees alone. That's up from \$24.4 billion in 2000.

Meanwhile, Consumer Reports estimates Americans spend \$216 billion a year on fees for personal financial services, from banking to mortgages.

Don't just take these fees and rate hikes lying down. For example, if your lender hikes your credit card rate, call to have it lowered. You've got a 50-50 chance of getting resolution, according to a consumer study by U.S. Public

# AUTO REPAIR

Interest Research Groups, or U.S. PIRG.

“Credit card companies will routinely raise your rates to see if they can get away with it, so you have to be vigilant,” said Ed Mierzwinski, consumer program director at U.S. PIRG.

When it comes to some fees, you may be your own worst enemy. For example, spend more than your credit limit these days and you’ll be allowed to shop. The catch: You’ll owe an over-limit fee, which typically runs \$39.

“Keep a healthy cushion (between) what you’re allowed to spend and what you (actually) spend,” said Jim Campen, executive director of Americans for Fairness in Lending.

## Other tips for keep your banking and borrowing costs low:

**Comparison shop.** Switch banks, credit cards, even brokerage accounts that drain your finances by switching to competitors offering better deals.

**Read the fine print.** Pay attention to requirements that could wind up costing a bundle. A free checking account may sound appealing, but is there a minimum balance requirement? If you can’t meet it, you may wind up paying fees that make that free deal pricier than you thought.

**Watch out for ATMs.** Whenever possible, pull cash out of your ATM in larger amounts to reduce repeat visits to the machine. According to Bankrate’s 2007 survey of ATM fees, the average ATM fee for nonaccount holders was \$1.78. However, some banks charge more. Tack on the foreign-use penalty your own bank levies when you use a competitor’s ATM and you could well be spending nearly \$5, or 25 percent of that \$20 you grabbed on the go.

**Chuck the debit card.** Putting away the debit card lowers the odds of triggering courtesy overdraft protection fees. They kick in when you use a debit card and make purchases that exceed your account balance. Overdraft fees now average \$34 per transaction, or \$17.5 billion annually in the United States, according to the Center for Responsible Lending.

**Pay on time/beware of default rates.** Miss a payment deadline and chances are you’ll wind up paying hefty fines. In fact, if you’re late on one bill with any creditor, your other creditors can legally use that tardy track record to jack up interest rate they charge you. When you get bills, mark their due date on a calendar or set up automatic payments so you don’t miss deadlines.

**Scrutinize statements.** More than two-thirds of lenders, 77 percent, say they can change rates “at any time, for any reason,” according to Consumer Action. So even if you pay on time each month and think you’re an ideal customer, study your statement and look at the fees, your interest and other unexpected changes that could cost a bundle.

## Car Insurance

Americans typically spend \$820.91 to insure one vehicle per year, but in many parts of the country, premiums can reach “thousands of dollars,” according to the latest study by National Association of Insurance Commissioners. Yet there’s still much you can do to lower rates.

Boost your deductible. That’s the amount you pay out of pocket

before insurance kicks in. Raise yours from \$250 to \$500, and you’ll shave money from your insurance premium because you’re essentially agreeing to take on more financial burden in the event of a mishap.

Trim insurance for that old clunker. If your wheels are worth little, consider getting rid of collision coverage, which pays for repairs.

Snag low-mileage discounts. Have you cut back on your driving to save gas? Let your insurer know. If you don’t drive much (less than 7,500 miles a year), you can usually get rates lowered.

Bundle your policies. Buy more than one policy from the same insurer and you may well get a break of 5 percent to 15 percent, according to Insurance Information Institute. So try keeping your auto, homeowners and other insurance policies with one company.

Make age-appropriate auto decisions. A driver’s age may impact insurance rates. So, restrict your teen to driving the family’s oldest car. Then, let the insurance company know your son or daughter has no access to more valuable cars you own. Older drivers may also pay higher rates. Seniors ages 55 to 70 may qualify for price breaks if they take a safe-driving course, such as the 55Alive program that’s run by the Automobile Association of America and the National Institute of Highway Safety.

## Taxes

If you’re like most people, you probably don’t pay much attention to taxes until April 15 rolls around. But taxes affect us daily, whether we’re working, shopping or saving for important milestones like retirement.

As it turns out, fall is the perfect time to trim taxes. This year, 15 states have already or soon will sponsor

reprieves from sales taxes as part of back-to-school shopping. These tax holidays vary, but typically are scheduled anytime from just before the school year to about mid-October, said Craig Shearman, vice president of government affairs at National Retail Federation.

“That could mean the difference between buying new back-to-school clothes or making do with last year’s wardrobe for some families,” said Shearman.

## Other ways to reduce your taxes include:

**Snag the first-time homebuyer credit.** Individuals who buy a dwelling from April 9, 2008, to July 1, 2009, and who haven’t had owned a primary residence for the previous three years can claim a new credit that’s worth 10 percent of a dwelling’s purchase price, or up to \$7,500. The break phases out for joint tax filers with incomes of \$150,000 (or \$75,000 for individuals). It’s important to note that these credits are structured more like interest-free loans than true tax breaks.

**Claim the 2008 homeowner’s tax break.** Individuals who own their home outright or who’ve had a mortgage so long they’re mostly paying principal rather than interest may no longer qualify to itemize on their returns. Now there’s some temporary relief for them. This year, they can take \$500 (or \$1,000 for joint filers) of state and local property taxes as an addition to their standard deduction on their 2008 federal income tax return.

**Grab breaks for low-income earners.** One out of four eligible taxpayers fails to claim the earned-income tax credit, or EITC, worth as much as \$4,716 a year depending on someone’s earnings, marriage status and whether they have children or other dependents. If you qualified for but didn’t claim the EITC, file an amended tax return for any previous year back to 2005.

# FedEx: The Dirty Truth Behind the Shiny Brand

By David Welker  
Senior Campaign Coordinator,  
Teamsters Package Division



With the historic election behind us, the Democratic majority in Congress and President Obama are preparing to govern in very uncertain times. This country has an opportunity to look at the rules of the competitive marketplace in the transportation industry. Companies and individuals who benefited from the pro-business, anti-worker Bush administration policies, such as FedEx, are now scrambling to keep their favors and special interest deals.

FedEx has benefited from special legislation that denies its Express workers the right to join a union under the National Labor Relations Act. FedEx has benefited from lazy enforcement of employee classification rules that allowed the company to call its Ground drivers “contractors” but control them like employees.

The Teamsters Union believes now is the time to make big changes. We can make the rules that keep competition fair in the transportation industry. We can make the rules that give FedEx workers the rights to decide for themselves whether to join a union.

The strength of all Teamsters can get this done. Together with the FedEx workers who are ready to take back their rights, we can make these changes happen.

The Teamsters Union is actively pushing federal legislation that would make these new rules a reality. Teamster members can speak out and support this legislation when it is introduced in the new Congress. You can sign up at the Teamsters Union’s new web site, [TeamsterExchange.com](http://TeamsterExchange.com), to get involved.

## Federal Aviation Administration Re-Authorization Act of 2009

When Federal Express workers tried to organize a union in the 1990s, FedEx and its CEO Fred Smith secured an extraordinary special interest provision that passed the Senate as part of the 1996 Federal Aviation Administration Reauthorization. The bill restored the “express carrier classification” under the Railway Labor Act, thereby allowing FedEx to classify itself as an express carrier under the RLA and disallowing facility-by-facility organizing under the National Labor Relations Act.

Legislation we expect to be proposed in 2009 will remove these special provisions for non-FAA-certified employees like FedEx, and larger Democratic majorities in the House and Senate bode well for the legislation.

Visit [TeamsterExchange.com](http://TeamsterExchange.com) to learn more about the current situation and what you can do about it.

## Federal Proper Employee Classification Legislation

In 2008, two House bills and one Senate bill were introduced to address willful employer misclassification of employees. Multiple hearings on the misclassification issue were held in the House during the last Congressional session. The Teamsters Union will again work with our allies in the House and Senate to address misclassification in the 2009 Congressional session. The legislation will closely follow the bills introduced in the last session.

Independent Contractor Proper Classification Act (ICPC) aims to tighten the existing safe harbor in the tax code to allow the IRS to require employers to reclassify workers that they have misclassified as independent contractors in the past; eliminates the ban on the IRS issuing regulations or revenue rulings on employee/independent contractor status, and eliminates the ability of employers to rely on others in the industry misclassifying employees as a basis for continuing to misclassify their employees. The bill would also create an administrative process for workers to ask for an evaluation of their proper classification, requires

safeguards against employer retaliation, and payment of attorney’s fees to employees who were misclassified. It also directs the IRS to inform the Department of Labor (DOL) of misclassification practices and requires the IRS and DOL to issue annual reports on misclassification and their efforts to curtail the practice.

The Employee Misclassification Prevention Act amends the Fair Labor Standards Act to clarify that employee records must reflect the worker’s accurate status. It would require state unemployment insurance agencies to conduct audits to identify employers who are misclassifying employees. In addition, it mandates the (DOL) to develop a system to track and monitor states’ effectiveness in identifying employers who misclassify.

The Taxpayer Responsibility, Accountability, and Consistency Act would increase the penalties imposed by the IRS on a business found to be cheating.

The exact language for addressing misclassification is still not finalized for congressional action in 2009. We are targeting this legislation for introduction in February or early March, but the Congress most likely will not act on these bills until the summer or fall of 2009. You can add your voice to support this effort by registering on [TeamsterExchange.com](http://TeamsterExchange.com).



## Labor Turns Out at Annual FedEx Shareholder Meeting

# Not a Warm Welcome in Fred Smith's Court

It wasn't exactly a warm welcome for FedEx shareholders, including a bunch of FedEx Express workers from Memphis, attending the September 29, 2008 shareholder meeting in Memphis. Armed guards were posted inside and outside of the hotel, and shareholders had to go through a metal detector just to get inside the meeting room.

And then once inside, FedEx CEO Fred Smith stood on the stage—his legal counsel to his right and an assistant to his left—looking down at the shareholders. A single microphone stand was placed in the middle of the room to address Smith.

The intimidating setting did not stop a group of workers (Billy Selph, Ken Eckel, Tom Perusi, Klaus Markgraf, Barbara Simmons and Chuck Burel) looking to unionize from attending the meeting, where they handed out copies of the Teamsters' independent board proposal. In spite of the dire economic crisis in this country, Smith talked at length about the company's financial health and painted a very rosy picture for shareholders. If the company is doing so well, how come the employees aren't seeing any of those profits?

Some of the workers asked Smith questions, none which were received warmly. The workers left the meeting feeling like Smith did not value them as employees. This only strengthened their resolve to form a union with the Teamsters.

### Shareholder Meeting Questions and Answers

Several FedEx Express workers attended the company's shareholders meeting and got to ask questions to Fred Smith. Here are some of the questions asked, and the answers Smith gave:

**Question from Ken Eckel, Senior AMT, Memphis:** "FedEx says it is committed to the Purple Promise to making every customer experience outstanding. I want to know how FedEx kept its Purple Promise to me when it made its decision (on the pension). This change cost me \$2,000 a month out of a \$3,300 a month pension. The portable account may be worth \$100,000 in nine years...Is this how FedEx keeps its Purple Promise to me and other employees?"

**Smith:** "The Purple Promise applies to customers. I will make every FedEx customer experience outstanding. Unfortunately it's not within my power to make every life experience for you outstanding. The only thing we can do is to make the best business decisions that we can make, given the circumstances that we find ourselves in."

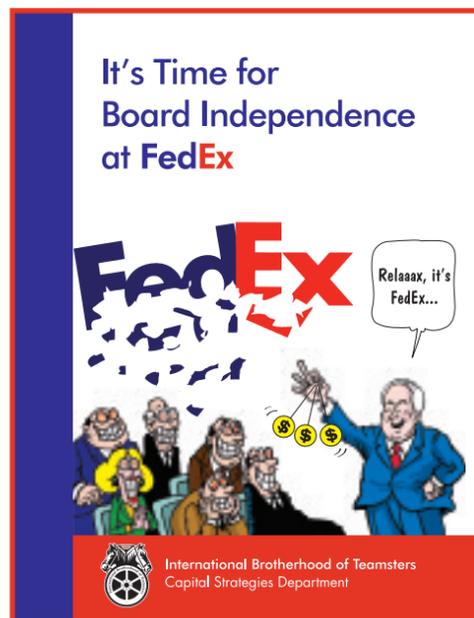
**Question from Billy Selph, Senior AMT, Memphis:** "You said, Mr. (Chief Financial Officer Alan) Graf, that this was a business decision to defund the pensions the way it was done. When FedEx stopped funding the pension, it turned its back on longstanding loyal workers. Morale is low. FedEx put its reputation among employees and customers on the line. Did FedEx consider these effects when it made this decision?"

**Smith:** "A famous man once said everyone is entitled to their own opinions, but not everyone is entitled to their set of facts. You've got your own set of facts. We actually improve the benefits for all employees. We didn't just take things away. We increased the 401(k) match,

we also did away with the former limit of age 25 accrual on the pension plan. And number three, and probably most important, employee morale. We have been measuring employee morale for 30 some years and the company has never scored higher than it has in this last fiscal year. I'm sorry your morale is down."

**Question from Tom Perusi, Senior AMT, Memphis:** Perusi asked a question about retiree health care, compared with UPS, then talked about morale being low and finished off by talking about all the benefit changes.

**Smith, speaking collectively to all the mechanics who asked questions:** "I've been in this business a long time. With the possible exception of UPS...there is no carrier that has done better by its pilots, its mechanics, its AMTs. We have a secure work environment. We did our best to improve the pension plan given the reality of the business outlook and we certainly are not top heavy. The actual reality is that our profits went down last year, because the price of fuel went up. To the best of my knowledge, at FedEx Express, we have not laid off one person, and we haven't cut anyone's wages."



>> STEWARD: FIRST PERSON

# Stewards and Politics

By Ryan Camp, Local 386 Shop Steward

It is important that stewards know not only what is going on at the local union hall and in the workplace, but also what is going on in Washington, D.C. As the last eight years proved, leadership in our nation's capitol, and the legislation coming out of it, affect us every day, from the rules governing how we do our jobs to our paychecks.

This election season, Americans went to the voting booth with the economy being the number one issue that decided their vote—health care was second. The American people recognized that Barack Obama was the candidate who could best get our economy back on track and to put in place a fair health care system.

Unions had a lot to do with that victory, with the Teamsters and others in the labor movement working hard to mobilize their members to help elect Obama and to get to the voting booth on Election Day.

Change is coming, but it won't happen overnight. And in the current economic situation, many are having a difficult time. Many hardworking Americans are finding themselves in the unemployment line after the companies they loyally worked for pulled the carpet out from under them and sent their good wage labor jobs overseas.

In November of this year, 533,000 jobs were lost. Unemployment is at its highest point in more than a decade.

When the \$700 billion bailout passed recently, deregulation was the word used most often to blame on Wall Streets failures. In this case the word deregulation could be replaced with greed and the meaning would be the same, but the emotional effect would be much greater on working-class America. The failures of the finance industry can be felt by every middle class American family. A disastrous



domino effect is taking place in many sectors of the economy, leaving strapped taxpayers little choice but to pick up the tab.

UPS Teamsters are also feeling the squeeze. While we have it much better than workers who are not protected by a union contract, we are not immune to a weak economy.

In these tough times for American workers, Teamsters must stand united more than ever. This means knowing what legislating affects you and your coworkers. It means knowing what is going on with your local union, and that means going to the meetings and encouraging your coworkers to do the same. It means knowing what's going on at work and making sure the supervisors aren't doing Teamster work.

Even with the economy in such bad shape, there are still pockets of good news for workers, but the good news is mostly for those covered by union contracts.

*In these tough times for American workers, Teamsters must stand united more than ever.*



Shawn Sicard lives for the open road. When the Local 597 member isn't driving his UPS truck, he is behind another wheel—that of his stock car. The 27-year-old has been racing on and off since he was 16 and, although Sicard has been racing stock cars exclusively for the last three years, his record isn't too shabby.

After completing a successful first year, Sicard won rookie of the year and took home the Eddie Carroll Award, which celebrates sportsmanship on and off of the track. He later moved from the Street Stock division to the Tiger Sportsman division, where he won a race. This year, Sicard placed fifth in points and won the Extra Distance Tiger Sportsman 100, his division's biggest race of the year.

Sicard attributes much of his success to his job. Because he is constantly driving, he is always sharpening and honing his skills both at work and at play.

"All of the things that UPS teaches you, like good driving habits and peripheral vision, I use on the track. I've learned to expect the unexpected both at work and while racing," Sicard said. "If I didn't work for UPS, I wouldn't be anywhere near as successful in my racing career."

#### Teamster Sponsorship

He added that he wouldn't be where he is at today were it not for his friends, family, crew, fans and his local union. Although Sicard won't go as far as to call himself a local celebrity, he certainly has the support of his coworkers and his union. So much so that Local 597 of South Barre, Vermont decided to sponsor Sicard and has done so for the past year.

Sicard proudly drives a white car—number 92—complete with the Local 597 emblem and the message "Go Union."

"The sponsor is a big part of racing because the sport is so expensive," Sicard said. "It is really, really awesome to know that members of my local are watching me on the track and are following my results."

Aside from his fans, Sicard said it is the friendly competitiveness of the sport that keeps him racing. Fellow racers, he said, are like family who often help each other and are friends both on and off of the track.

"Racing has to involve a lot of dedication from everyone—my family, my crew, and of course my fellow UPS drivers," Sicard said. "It all kind of intertwines because everyone is working for one goal: to be successful."

Although the 2008 racing year has come to an end, Sicard will begin his fourth season in May.

Ready,  
Set,

Go Union

Local 597 Helps Teamster Shift Into High Gear



# A Helping Hand

Give to the Teamsters Disaster Relief Fund



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