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DRIVE

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By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee, you are supporting grassroots action by Teamster families to fight for legislative action to help working Americans.

DRIVE has given the Teamsters clout in Washington to help pass legislation in the House of Representatives that will make it easier for workers to join a union, and is actively fighting for legislation to protect your pension and health care benefits. Politicians supported by DRIVE contributions voted to keep unsafe Mexican trucks off American highways, blocked changes to hours-of-service rules that would force drivers to work longer hours, and stopped American ports from being sold to foreigners.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive

WINTER 2008

upsTEAMSTER

A Magazine for Teamsters at United Parcel Service

Members Ratify Contract

Five-Year Agreement Addresses Pensions, Health Care

Contract Victory at UPS Freight

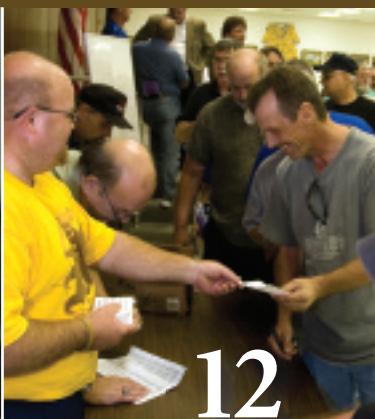
Justice for FedEx Drivers



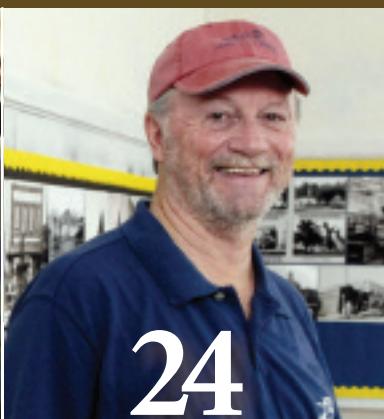
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upsTEAMSTER

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Getting It Done, Together

In June 2006, during the 27th International Convention, we announced a major victory by reporting that UPS had agreed to our demand to come to the bargaining table to begin early negotiations for the 2008 contract.

Our strategy and planning paid off when we arrived at the table a short time later, allowing us to get a jump-start on negotiating a contract that addressed your concerns about pensions and health care. You recently took the final step by overwhelmingly ratifying the five-year national agreement, which included unprecedented health, welfare and pension contributions by the company.

This truly has been a team effort the past 18 months. We knew that we needed to bargain early because we couldn't afford to wait to address your concerns about pensions and health-care benefits.

You and your fellow UPS Teamsters did your part by remaining united and supporting your union's negotiators. We stood by each other as we made it clear to the company that we would not settle for any contract that did not address your concerns.

So, as we begin 2008, steps have already been made dealing with pension issues, and most of the new contract's provisions will take effect on August 1. Our goal of reaching a tentative agreement by October 1, 2007 was important because



we wanted the contract ratified by the end of 2007, before new pension rules took effect January 1, 2008.

I would like to congratulate Ken Hall and the entire National UPS Negotiating Committee for a job well done. They remained focused on addressing your concerns about pensions, health care and other key issues.

Now we are focusing on organizing UPS Freight terminals across the country after UPS Freight workers in Indianapolis ratified their contract 107-1. We will make sure that your coworkers at UPS Freight have the same strong voice, protections and working conditions that you enjoy.

This UPS Freight campaign will also take a team effort, and our UPS Teamsters have already showed their commitment by talking to UPS Freight workers about the benefits of union membership. As the UPS Freight campaign rolls into 2008, let's continue our winning momentum.

Our Work Is Not Done

every one of you to read your contract so that you know your rights on the job. Get involved with your local union—attend meetings, talk to your steward or business agent if you have questions or concerns.

The more you are educated and involved, the more power we have as Teamsters. That is increasingly important as we face more complex challenges in the future. As a UPS Teamster, you are part of a force of nearly 240,000 people. The UPS contract is the largest private-sector labor agreement in the United States.

Turning to UPS Freight, we appreciate your help and support in this organizing campaign. Many of you have handed out information to UPS Freight workers about the benefits of being Teamsters.

We negotiated an agreement to allow the remaining 15,000 workers at UPS Freight to build their union with the Teamsters by signing cards. However, this will still be a challenging campaign.

We need your continued help and support so that UPS Freight workers will have a more secure future. Judging from what you have done these past 18 months, I am confident that we will continue to be successful working together. I look forward to working with you in the future.

The five-year agreement contains average annual wage and benefit increases of \$1.80 per hour each year, compared with \$1.46 per hour in the 2002 contract and 98 cents per hour each year in the 1997 contract.

While I am happy—and a bit relieved—that the contract campaign is over, our work is not done. I urge each and

Looking to the Future

DRIVE Prepares for 2008

John Pirnat is not only a great example of the possibilities of the Teamsters Union's DRIVE program, he's also personally signing up members.

Pirnat, Recording Secretary and business agent of Local 177 in Hillside, New Jersey, is also a candidate for New Jersey State Assembly, 11th District.

"The other people signing members up to DRIVE are using me as a poster child," he said. "They say, 'This is the reason we have DRIVE—so we can go out and support politicians who support labor's issues.' It helps people put a face to the program."

DRIVE is the political action committee of the Teamsters Union. With corporations already doing all they can to ensure another business-friendly administration in the White House, it is up to labor unions and other progressive groups to start raising money to help labor-friendly politicians and causes.

"So much good has been done through DRIVE, for Teamsters and for all working families," said Jim Hoffa, Teamsters General President. "There are many ways the Teamsters Union lets its voice be heard, but in Washington, D.C., we are competing with many different voices. DRIVE dollars help us speak a little louder."

Make a Difference

Victor Palumbo, Secretary-Treasurer of Local 177, said members have so far been receptive to the DRIVE message.

"Our members can see that DRIVE can take their dollar or two a week and turn it into something far greater," Palumbo said. "How else can you use so little money to effect so much change?"

"People want to make a difference. Teamster members are informed and they see what happens when bad trade deals are put in place. They see what



happens when laws unfair to working people pass. DRIVE is our way of telling politicians they have to answer to working people," said Christy Bailey, Director of the Department of Field Action.

In addition to his job at Local 177, Pirnat worked for UPS for 18 years, so he knows what concerns they have. In helping out with the DRIVE sign-up push, Pirnat has been talking to a lot of UPS Teamsters.

"I know the issues and I see, first-hand, how DRIVE works," he said. "In order to have the support of politicians for labor issues, we have to show them what we're going to do to help them get elected. And until I decided to run myself, I never realized how expensive it is to run for office. DRIVE helps."

Across the Country

Perhaps the most important aspect of DRIVE is the clout it gives the Teamsters

Union. With a strong political action committee, a union can effect real change in the halls of Congress and around the country in state legislatures.

Local unions and Joint Councils across the country are getting involved as the 2008 election draws closer. Boston's Local 25 has also gotten in on the DRIVE action. Two DRIVE representatives helped Local 25 sign up more than 1,000 members.

"DRIVE is important to our future," said Sean M. O'Brien, President of Local 25. "We need to defeat those politicians who want to put us out of business."

In Texas, Local 988's DRIVE push was also a success. In three weeks in late May and early June, Local 988 also got more than 1,000 DRIVE cards signed. More than a dozen UPS and freight stewards with the local were trained by the Department of Field Action, which oversees the DRIVE program, to go to workplaces and sign up new members.



DRIVE

For more information
on DRIVE, including
how to join, visit
www.teamster.org/drive.

THE FOLLOWERS

UPS Driver Helps Thwart Holiday Thieves

Typically, a van in his rearview mirror is an unremarkable sight for Marty Wisniewski. But at the height of the 2006 holiday season, the maroon and tan van trailing his package delivery truck was different.

"I knew this one was the one we were looking for," said Wisniewski, a 23-year driver and member of Local 705 in Chicago. "It was behind my truck, going real slow."

A customer on his route had described the van to Wisniewski about a week before.

"He said he saw a van trailing a UPS truck," Wisniewski said. "After the UPS driver made a delivery and left the package on a front porch and driven off, someone hopped out of the van, ran to the porch, slashed open the package, grabbed whatever was inside and ran back to the van."

On this day, with assistance of his wife, Dawn, who works as a helper on his truck during the holiday season, Wisniewski quickly devised a plan.

"I told my wife to make a delivery to the back of the house, so it would take a little more time," Wisniewski said.

During those extra several seconds, another car drove down the street, forcing the van to pass Wisniewski, waiting in his UPS truck: "When it passed, I wrote down the license plate number, then called the police."

Wrapped Up

The same day, police tracked down the van and arrested a man and woman under suspicion of stealing packages—the couple was thought to have followed delivery trucks throughout the Chicago area. When detectives searched the home of the accused, they found stolen presents valued at \$20,000, including stereo systems, heaps of comforters, flat-screen televisions, Waterford Crystal glasses, DVDs, CDs and clothing. Some of the goods were in wrapping paper that bore notes wishing a happy holiday. The accused thieves were charged with five counts of theft.

Shortly after the arrests, Wisniewski was honored by Lansing, Illinois police with the Citizens Award, a certificate recognizing the driver's assistance. The formality of the awards presentation surprised Wisniewski.

"The mayor and the board of trustees were there—I know them all," Wisniewski said. "I've known them for years. I deliver to them. We joke around usually and it was funny being in a formal setting."



Still, the recognition was appreciated, Wisniewski says, as is the support he receives from his union.

"Conscientious worker that he is, Marty made the call and helped catch some thieves," said John Siebert, Local 705 business agent. "As a result, he may have helped make several people's holidays more enjoyable."

"I love being a Teamster," Wisniewski said. "I love that we watch each other's backs and support one another. If any problem comes up, I just tell my shop steward, Dean Serna. He and Local 705 will fight for me and the other Teamsters tooth and nail. It's phenomenal."

No Walk in the Park



Three UPS Teamsters Trek Across the Grand Canyon

Ryan Suedkamp decided that if he was going to use vacation time to go on a hike, he might as well go all out. He and two other UPS Teamsters from Tucson, Arizona went to the Grand Canyon.

"The two friends that I went with are John Belson and John Krauss," Suedkamp said. Belson and Suedkamp are both drivers and Krauss is a mechanic. All three are Teamsters with Local 104 in Phoenix.

The three men trekked from the North Rim of the Grand Canyon to the South Rim, a journey of 24 miles through some incredibly harsh conditions. Krauss has made the hike annually for the last few years and invited his two coworkers and friends to join him this year.

"We jumped at the chance," Suedkamp said.

The Hike

For most people, a hike this strenuous and long would take vigorous training. Thanks to their active jobs, Suedkamp said training wasn't an issue. Suedkamp

has worked for UPS for seven years and has been a driver for the past year.



"It was about eight miles down, eight miles across and eight miles up," Suedkamp said. "It is pretty funny—

John Belson, the other driver, and I didn't train at all for the hike. Neither one of us did anything. We thought all the walking we do during the day would be enough training, and it was. We were both fine."

"The three of us watched out for each other," he said. "We are all pretty competitive so we were pushing each other pretty hard to see how fast we could do it."

It ended up taking them about 12 hours of hiking to complete the trail.

"The scenery at the North Rim and the whole way down was awesome," Suedkamp said. "For me, I think the part that wasn't pleasant was going down. It's hard on the knees. I think I would rather go up twice than go down. It is nasty on the knees."

The trio is already talking about doing the hike again next year, only doing it faster.

"I am very grateful for the benefits and pay that this job gives me for my wife and I," he said. "I am definitely proud to work for UPS and I am proud to be part of the Teamsters."

>> STEWARD: FIRST PERSON

Truthfulness, Responsiveness Go a Long Way as Steward



I have been involved in the labor movement for most of my working life. After working at Raytheon, where I served as a steward for the IBEW (International Brotherhood of Electrical Workers), I shifted careers in 1988 and became a package-car driver at UPS in Chelmsford, Massachusetts. In July

1988, my peers elected me as steward and I served until 1990.

In 1992, I bid to become a feeder driver where I worked for two years before bidding back to be a package-car driver in 1994. From 1997 to 2004, I served as a package-car steward advocating on behalf of 60 drivers. In 2004, I bid back to become a feeder driver, and I was appointed steward in July 2006, and I now help 107 feeder drivers with their concerns.

I work at the Northern New England Hub in Chelmsford, which employs about 1,300 workers. On a daily basis, more than 450,000 packages are processed, from 560 truck loads.

Silence is Golden

For me, the key to being a successful steward is listening carefully to my coworkers' concerns. Being a good listener takes time to develop, and you really need that in this job. Once I get a clear picture of the member's concerns, I am prepared to confront management to solve the problem. So, listening and not being intimidated by management are two key things.

Also, you need to be honest with the coworkers you are fighting for every day. Whether it's good news or bad news you have to pass it along, always be truthful. As a steward, your credibility is crucial. Being truthful makes you credible. If you don't tell the truth, your credibility is shot.

Another key is being responsive. That means when members tell me about their issues or concerns, I act on those concerns right away. I make the time to talk with management and I get back to the member as soon as possible. The members need to know we care about their issues enough to get cracking sooner rather than later. The members deserve a call back with an update as soon as I can get the necessary information.

In my building, my coworkers' top concerns are supervisors doing bargaining unit work and seniority. Sometimes management ignores seniority, giving certain jobs or extra work to junior employees. Holding the company accountable is necessary at all times.

Full-Time Job

I'm a steward 24/7—when I'm on vacation, my cell phone rings. Being a steward is like having a second full-time job. Fortunately, I have a very understanding wife. My wife's understanding and support helps me do my job effectively.

I have two teen-age sons. I try to spend quality time with the boys and my wife. This makes the time away doing my steward job easier for my family to handle.

I also have great support from Local 25 and its principal officer, Sean O'Brien. The support Sean and the local give me helps me do my job well.

This isn't to say the balance between being steward and family responsibilities is always easy to maintain. Because I try to be responsive as steward, that sometimes takes me away from family things. However, my wife and kids see me do my job, and I think it's a great lesson for my children. When I help my fellow Teamsters win the respect and strong voice they deserve, I'm serving as a positive role model for my kids. So, in addition to doing a good job as steward, I'm fulfilling my responsibilities as a good husband and father.

On a recent family vacation to the Washington D.C. area, I was fortunate enough to be treated to a personal tour of the International Brotherhood of Teamsters headquarters. It was exciting for me to witness first hand how the union works on a national level.

Thank you to all who made that possible.

By Ken Ciccone, Local 25, Boston



Five-Year Agreement Addresses Pensions, Health Care

For 24-year Teamster Andres Silvestre, a package-car driver in Southern California, the new UPS national contract makes him feel more secure about his retirement years that are right around the corner.

"Our pension is stronger than ever in this new contract," said Silvestre, a member of Local 63 in Covina, California. "The company's contributions are second to none. I feel very secure in the pension here. I am glad that we were able to maintain our health care. The business world today thinks it's OK to turn over pension plans to the government, and really rip off the employees who have dedicated their lives to the company. But the Teamsters have dedicated their time to protecting the pensions and health care."

In November, Silvestre and an overwhelming majority of his fellow Teamsters at UPS ratified the five-year contract, the largest private-sector labor agreement in the United States, which covers about 238,000 Teamsters.

October 1

"We told the company, 'October 1 or We're Done,' and we were able to meet that deadline to negotiate the contract," said Ken Hall, Director of the Teamsters Parcel and Small Package Division who also was co-chairman of the committee and lead negotiator. "Our UPS members did a great job supporting their UPS National Negotiating Committee

throughout the process. We could not have succeeded without your input on the issues and the unity you showed us."

Package-car driver Bob Brunner, a Teamster for 27 years, said union negotiators did a great job, especially in light of

"We told the company, 'October 1 or We're Done,' and we were able to meet that deadline to negotiate the contract."

-Ken Hall, Director, Parcel and Small Package Division

the fact that so many Americans are losing their pensions.

"The new contract addresses our pension and health-care concerns," said Brunner, a member of Local 177 in Hillside, New Jersey. "Pensions and health care are the most important things for my family and me. You read about companies getting rid of their pensions, including FedEx. So I am grateful that we will have a secure pension and health-care plan. I would like to thank General President Hoffa, Parcel and Small Package Division Director Ken Hall



Members Ratify Contract

and the entire negotiating committee for a job well done.”

The national contract raises wages and significantly increases the company’s contributions to funds that provide pension and health and welfare benefits to Teamster members. Most provisions of the new agreement will take effect on August 1, 2008.

“With our members behind us, we have negotiated an agreement that will greatly benefit our members at UPS as well as Teamster members in other industries covered by pension and health and welfare funds that will receive the contribution increases,” said General President Jim Hoffa, co-chairman of the union’s National UPS Negotiating Committee.

The agreement allows UPS to withdraw from the Central States Pension Fund and creates a jointly-administered pension fund for affected members. UPS will make a pre-tax \$6.1 billion payment to the Central States Plan and will also fully fund the new plan.

“We launched early negotiations for the national contract a year ago after members made it clear that they wanted the union to address their pensions and health care for retirees and active workers,” Hall said. “This contract provides more funding for pensions and health care, among other improvements.”

“While workers’ wages, benefits and working conditions



continue to come under attack by other employers, we have taken steps to secure record benefit contributions from UPS for our members," Hall said.

Workers Weigh In

The contract addresses the needs of full-time workers, as well as part-time workers.

Sue Richards, a full-time package-car driver and 25-year Teamster, was a part-time employee prior to her current position.

"The contract gives us credit for our part-time years of service toward our pension and the early retirement benefits, including retiree health care," said Richards, a member of Local 486 in Saginaw, Michigan. "These are very important to my security down the road."

Richards' coworker, Bob Bright, a steward, said workers today face too many uncertainties. The UPS contract provides many answers now.

"With this contract, I know that Central States Health and Welfare Fund retiree health-care costs are fixed for the term of the agreement, which helps me plan for our retirement. The reduction in the cost of retiree health insurance and the fact that I can receive coverage as early as age 55 makes it more possible for me to retire and enjoy these benefits," the Local 486 member said.

Under the terms of the agreement and the new UPS/IBT pension plan covering full-time employees previously covered by the Central States Pension Fund, benefits prior to age 65 will be paid entirely from the new fund, after which Central States will begin paying a portion of the total retirement benefit.

Wage Increases

While the contract provides unprecedented pension and health and welfare contribution increases, it also provides wage gains of 70, 75, 75, 85 and 95 cents in the five years the contract covers—\$4 over the five years.

"The fact that we got \$4 in raises and the pension improvements shows the strength of the Teamsters Union," said Don Chaney, a package-car driver at the hub in Orlando, Florida, who is a member of Local 385 in that city. "The contract contains many great gains."

The increased or added penalties for the company if there is excessive overtime will also give us some teeth in our grievances and help end the abuse," Chaney said.

Gerry Stack, 20-year UPS package car driver who is a

"I feel very strongly that this contract satisfies our members' concerns."

-Gerry Stack, Local 79 member

steward, said Ken Hall and the entire union negotiating committee kept their focus.

"As a steward, the members have told me the last several years that the single most important issue to them is to address their pension and health insurance issues," said Stack, a member of Local 79 in Tampa, Florida. "I feel very strongly that this contract satisfies our members' concerns."

Major Gains in
UPS Contract





Part-Timer Gains

Another major gain in the contract addresses part-time health care improvements. Current part-time employees in union health and welfare plans will remain in those plans. All current part-time employees in UPS health plans will go to one single plan for health insurance, which has a prescription drug card.

"As a part timer, for me and for my family, the health-care prescription card is a huge improvement," said Jeff Johnson of Fargo, North Dakota, who is a member of Local 638 in Minneapolis. "I appreciate what the Teamsters Union has achieved for me, my family, and coworkers."

Johnson's colleague, Curt Aldrich, of Albert Lea, Minnesota, is a package-car driver and steward advocating on behalf of his fellow Local 638 members.

"I am very pleased to see the details in the contract. Our members were looking for

Unprecedented pension and health and welfare contribution increases. UPS will contribute an additional \$5 per hour into all pension and health and welfare plans, a \$1 per hour increase each year starting on August 1, 2008. UPS will withdraw from the Central States Pension Fund and create a jointly-administered pension fund for affected members. UPS will make a pre-tax \$6.1 billion payment to the Central States Plan and fully fund the new plan. The increased contributions paid by the company will significantly reduce the cost of retiree health insurance provided by the Central States Health and Welfare Fund.

Part-time health care improvements. Current part-time employees in union health and welfare plans will remain in those plans. All current part-time employees in UPS health plans, and CSI employees in a company health plan, will go to

one single plan for health insurance, which has a prescription drug card.

Wages. There will be increases of 70 cents, 75 cents, 75 cents, 85 cents and 95 cents in the five years the contract covers. Package driver start rates go up to \$16.10 (from \$14.70). Part-timers will receive the same general wage increases as full time employees, and new part-time hires will receive a \$1 per hour increase after 90-calendar days of employment (up from 50 cents).

Average benefit/wage increases. The five-year agreement contains average annual wage and benefit increases of \$1.80 per hour each year. This compares with \$1.46 per hour in the 2002 contract and 98 cents per hour each year in the 1997 contract.

Union Defeats Concessions Sought By UPS

UPS Concession Demands

- Unlimited delivery of ground packages by part-time air drivers.
- Year-round use of part-time driver helpers.
- Top-pay rate of \$24/hour for all new package drivers.
- The elimination of 5,000 current 22.3 jobs.
- The elimination of all current 22.2 jobs.
- Overtime for part-timers only after 8 hours worked.
- Reduction in pay when the cost-of-living index decreases.
- Provide supervisors the right to do hourly work to avoid service failures.
- The removal of part-time employees from Teamster health and welfare plans.



Teamster Victory

- ✓ Prevents UPS from replacing good full-time jobs with part-time jobs.
- ✓ Maintains that UPS can only use part-time helpers during peak.
- ✓ Only ONE top pay rate for all new package drivers. Start rate climbs from \$14.70 to \$16.10, and advances over the progression to the full rate.
- ✓ Protects existing 22.3 jobs.
- ✓ Protects 22.2 jobs.
- ✓ Protects current OT for part-time employees.
- ✓ Maintains the current COLA.
- ✓ Increases penalties for supervisors doing bargaining unit work and does not give supervisors any new rights to do it.
- ✓ Part-time employees currently in Teamster health and welfare plans will STAY in those plans.



security in our pensions and health and welfare plans. Our union delivered both, as well as strong wage increases," Aldrich said.

Margaret Thomas, a part-time clerk and 32-year Teamster who also belongs to Local 638, said she is pleased that union negotiators negotiated gains for part-time workers.

"I'm happy to see the improvements to wages and pension for part-time members as well as full-time workers. We part-time workers play an integral role at UPS, and this contract makes sure our interests are protected," Thomas said.

"It is good to know that in the new contract, part-timers like me will retain quality health care plus a prescription card. The benefits are one of the main reasons I work for UPS," said Tammy Green, a 13-year member of Local 391 in Greensboro, North Carolina.

"I'm a part-time worker, and I like the solid pay raises, the pension improvements and the fact that I'll still get excellent health-care benefits with no money coming out of my pocket," said Al Cook, a member of Local 623 in Philadelphia.

Jorge Quinones, a package-car driver and member of Local 696 in Topeka, Kansas, said union negotiators delivered for members by addressing retirement security now.

"The union has addressed my concerns about my pension," Quinones said. "The wage increases make us the highest paid package drivers in America, but I was most concerned about my security after I retire."

Ed Letcher, a package-car driver and member of Local 174 in Seattle, said the contract is comprehensive.

"This contract provides job security, a good health plan, and a pension for security in retirement when most workers in America today have none," Letcher said.

Local 174 member Gwen Cavness, a package-car driver and 17-year Teamster, said, "I am very grateful for our union getting a good contract for us. When we stand united, we are strong and our union can negotiate a good contract. In these harder times it's very important to have the job security and benefits that this contract provides."

Brighter Future

Raul Olivieros, a 19-year Teamster, feeder driver and member of Local 177, said the contract gives him a brighter future.

"I see a very positive future with this contract," Olivieros said. "I am very glad that the increased contributions will make our pension and health plans more secure. We Teamsters stuck together to get this done."

UPS clerk Willie Wade, a 13-year member of Local 177, said the contract provides more opportunities for part-time workers.

"I was originally part-time and now with the new contract



I am eligible for a full-time pension," Wade said. I am glad we recognize the part-timers at UPS. It has opened up opportunities for more people. The pension portion of the new contract is the most important thing. I think the union has done a good job in ironing out the details in the contract. They worked hard for the members and I appreciate the work that they do."

Package-car driver George Woodward, a member of Local 623 in Philadelphia, said more and more workers are paying more for health benefits. The union has done a great job making sure the company doesn't pass on the costs to workers.

"I thought for sure that we would have to start paying for health benefits. I am thankful that we will continue to receive this benefit at no cost. That means more money in my pocket for my family," Woodward said.

Joe Eastburn, a part-time worker who also belongs to Local 623, said he and his coworkers stood united in their support.

"My coworkers and I stood behind our union negotiators, which I believe helped them in fighting for our interests. They won \$4 in wage increases over the term of the contract, they addressed our pension issues and we have preserved our health care when others are having it taken away. This is a great contract," Eastburn said.

Local 623 member Rob Whartenby, a package-car driver, said, "All across the country, workers are paying more and more toward their health-care costs, which eats away at their family's budget. The Teamsters delivered as promised."

Feeder driver Doug Connon, a 14-year Teamster at UPS and Local 177 member, appreciates the union's fight to get him and his coworkers a strong contract.

"I think the best thing the union did was to fight for our pension and for health care. I give the union a lot of credit for fighting for these benefits. They stuck to their guns, and they didn't cave and it paid off."



VICTORY

Indianapolis Workers Ratify at UPS Freight

In early October, workers at UPS Freight (formerly Overnite Transportation) in Indianapolis overwhelmingly ratified their first contract ever, by a 107-1 vote, and the organizing campaign is ready to move full speed ahead across the country.

The union has secured a card-check agreement with UPS Freight that took effect when the National UPS Master Agreement was ratified. The card-check agreement will aid in the organizing efforts. Under such agreements, employees sign authorization cards only, thus avoiding the typical election process during which time workers often feel threatened by the employer to not join the union.

"Now that the national UPS contract has been ratified, we are now ready for the next step of organizing terminals across the country," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We owe our success at this point in large part to

UPS Teamsters, who have helped spread the word to UPS Freight workers about the benefits of union membership."

Thousands of UPS Teamsters and freight members who crossed paths with UPS Freight workers told them about the benefits of being Teamsters. Members handed out "palm cards" outlining the strengths of Teamster representation.

Meanwhile, in Indianapolis, workers like David Osborn, a city driver at UPS Freight, are thrilled that they finally have a Teamster contract, something Osborn said he has been fighting for 15 years to achieve.

"It's a big relief. We've reached the goal of getting a Teamster contract," said Osborn, a 21-year employee. "We've wanted it for so long and worked so hard to get it. I feel so proud to be a Teamster."

The Indianapolis contract improves wages, benefits and working conditions and will serve as a model to organize thousands of other UPS Freight

employees nationwide. The agreement also includes a strong grievance procedure so workers can challenge unfair decisions by management.

Half-Century Struggle

"For more than 50 years, workers at UPS Freight's predecessor, Overnite, fought to win a Teamster contract," said Jim Hoffa, Teamsters General President. "The union fulfilled its promise that we would not quit until workers achieved economic justice. Now we will help thousands of other UPS Freight employees win the same protections and guarantees on the job that the Indianapolis workers have. After UPS Freight workers join the Teamster family, we will focus our future organizing efforts at FedEx Freight."

The Teamsters and UPS Freight reached a tentative agreement on September 30. The contract covers 125 dockworkers and drivers who belong to Local 135 in Indianapolis.

The decades-long fight reached a peak from October 1999 until October 2002, when Overnite workers represented by the Teamsters led an unfair labor practices strike against the company, owned at the time by Union Pacific railroad.

Anthony Pope, a dockworker at the terminal in Memphis who went out on strike in 1999, said it was a difficult period.

"We suffered for so long over the years, but now I can't find the words to express my joy," Pope said. "I've never seen people here so excited. Everybody is asking when we will get a chance to join the union. I look forward to coming to work now because I know we will be Teamsters soon and have a Teamster contract."

The workers' quest for union representation was boosted in May 2005, when UPS announced it was acquiring Overnite for \$1.25 billion. Because the Teamsters represent more than 238,000 workers at UPS, the union had instant leverage at Overnite, which UPS soon renamed UPS Freight.

One Company, One Union

The union launched its "One Company, One Union" campaign to raise awareness nationwide, and Teamsters at UPS and in the freight industry stepped up to the plate, talking to UPS Freight drivers across the country about the benefits of union membership.

Now, the 125 drivers and dockworkers in Indianapolis are stronger after ratifying an excellent contract.

"We thank the International Union for selecting Indianapolis as the first terminal to be organized, and we are extremely proud of our new mem-

bers," said Brian Buhle, Secretary-Treasurer of Local 135. "We think the International made the right choice, as reflected in the 107-to-1 vote. We look forward to providing the new members with the strongest representation."

The Indianapolis contract contains many huge gains, including an improved health care plan with lower costs. Plus, workers get a guarantee that there will be no increases in what they pay toward their health plan through the term of the contract.

"They've locked in our health care benefits for the duration of the contract," said city driver John Foster, a UPS Freight/Overnite employee for 14 years. "Nonunion workers face health-care cost increases of 7 or 8 percent a year, or higher, but we will have stable costs."

Teamster Power

Foster said he is very happy to have the power of the Teamsters backing him and his coworkers up.

"We have more power behind us, which will give the company more reasons to follow the rules," Foster said. "We, as Teamsters, will make sure the company follows the contract."

Foster said the fight over the past 14 years to win a Teamster contract has been tough, but the payoff is sweet.

"This validates everything we fought for over the years," he said.

"We'll get a lot more respect now as Teamsters," said Scott Hylton, a city driver and 24-year employee. "This contract improves our work rules and will prevent us from being shorted on overtime, which has happened in recent years. In the past, I've worked 60 hours a week for straight pay. Now we'll get overtime and that makes a big

difference. That could add thousands of dollars to our paychecks each year."

Merle Strong, a city driver since 1994, said the contract provides for a more secure retirement. For example, the contract reduces the cost of retiree health insurance for most retirees and freezes the rates for the term of the contract. It also locks in workers' current pension benefits while allowing them to participate in the Teamsters national 401(k) plan.

"The retirement package is much better," Strong said. "That's really, really important for all of us looking down the road."

'Long Overdue'

Strong said winning a solid Teamster contract has been a long struggle, but he agreed that the end result made it all worth the fight.

"I'm a former Teamster—I had 10 years in with the Teamsters before coming to Overnite," he said. "I've been trying to convince my coworkers about the benefits of joining the union during the strike and since then. This victory was long overdue."

Jeff Tielking, a city driver who has worked at Overnite since 1984, said the overtime issue is critical for him.

"We are finally going to start getting paid overtime after working eight hours a day or 40 hours a week," he said. "This has been a long struggle, since long before the 1999 strike began."

Tielking said it's great to finally be working under a Teamster contract.

"I'm glad to see it's over with," he said. "It's like a weight off my shoulders, off all the employees' shoulders. We now know that we have work rules to go by, that the company is not going to play favorites. The rules are going to be the same for everybody. We also have won a grievance procedure to challenge unfair management decisions."

City driver Gerry Pero, an employee since 1984, said his main issues were seniority rights, overtime and maintaining a secure retirement. The contract also provides for a four-hour guarantee for casual workers, and minimum daily and weekly guarantees for most full-time employees holding bid jobs.

"This is extremely important, especially for guys on the lower end of



the seniority list," Pero said. "The company would tell dockworkers, 'You're not going to start on your start time. We don't need you for another hour, so you sit here and wait.' And they may only work two or three hours because the freight volume is so slow. At least now, under the new contract, they're guaranteed four hours or eight hours, and the bottom guys on the seniority pool will get their guarantees."

Jesse Nicholson, a road driver and 20-year employee, said getting control of health-care costs was a monumental gain. Nicholson also sat on the negotiating committee.

"Health care is very important. We negotiated very heavily to get that locked in because that's always been an issue with the company," Nicholson said. "Every year when we got a raise our health care costs would go up too. It was a very big issue."

Strong Leverage

The contract's duration is five years and 10 months, to give it the same expiration date as the National Master UPS Contract.

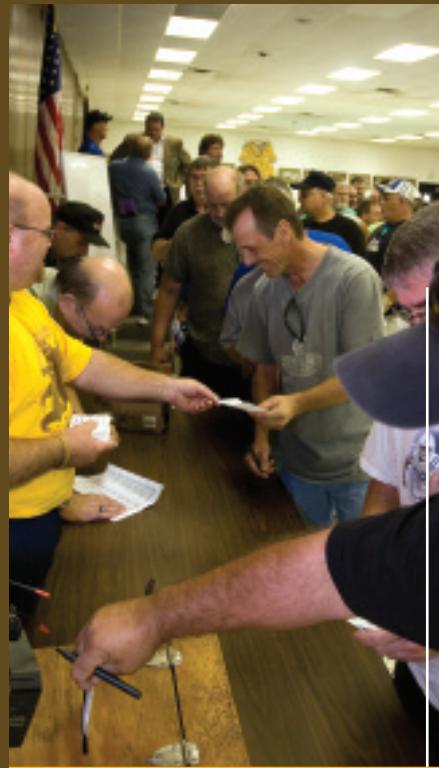
"Leverage is very important," Nicholson said. "We now have the leverage of more than 230,000 UPS Teamsters, which will help us negotiate stronger contracts in the future. We have the power of numbers working for us. We're not just 125 workers in Indianapolis."

As for finally winning a Teamster contract, Nicholson said it feels fantastic.

"It feels like a big rock has been lifted off me," he said of the long struggle. "Being a Teamster means protections and support and belonging to an organization that will fight for you."

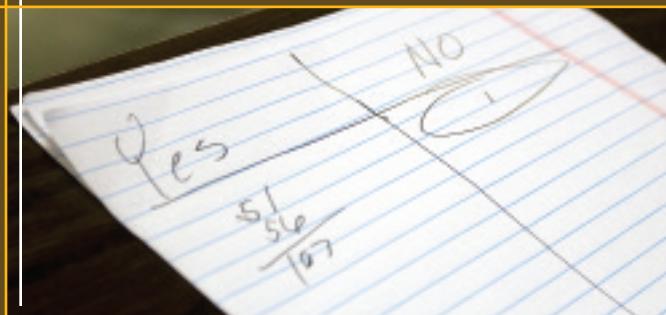
Neal Hylton, a 21-year employee and hostler who also was on the negotiating committee, agreed.

"I've been fighting for 15 years to be a Teamster and to have a Teamster contract," Hylton said. "We now have our rights on the job in writing. It's a more secure feeling. I urge my coworkers at other terminals to join us. All UPS Freight workers deserve what we have achieved here in Indianapolis."

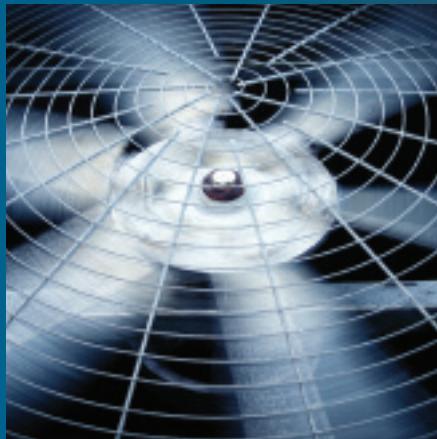


UPS Freight Agreement Highlights

- UPS Freight employees won an improved health care plan with lower costs. Additionally they get a guarantee that there will be no increases in what they pay toward their plan during the term of the contract.
- The agreement reduces the cost of retiree health insurance for most retirees and freezes the rates for the term of the contract (5 years, 10 months).
- Employees won overtime after working eight hours a day or 40 hours a week. Previously in Indianapolis, UPS Freight employees had to work 43 hours a week to get overtime pay.
- Employees will be paid for all time spent in the service of their employer. They won paid Delay Time, where previously they received none.
- UPS Freight employees will lock in their current pension benefits.
- Employees won wage increases of \$4.65 per hour over the term of the contract, bringing the top wage rate to \$26.15 per hour by the end of the contract. In addition, Indianapolis UPS Freight employees won a lump sum payment of 50 cents per hour and 1.25 cents per mile, for every hour and every mile worked or driven from January 2007 to the date of contract ratification.
- Workers won bidding language as well as a grievance procedure to enforce contract language.
- Ninety percent of full-time UPS Freight employees holding bid jobs won minimum daily and 40-hour weekly guarantees.
- Casual employees won four-hour guarantees.
- Casual employees won health insurance and pension benefits.
- The company will pay for medical exams required by the government or the company.
- The agreement contains “Maintenance of Standards” language to protect existing practices.
- The company will provide equipment and assistance to employees to obtain a CDL.
- Casual employees, as well as full-time employees, are now covered under the FMLA (Family and Medical Leave Act).
- Employees are eligible to participate in the Teamsters National 401(k) plan.



The Best Time



If you're waiting until your refrigerator gasps out its last breath of cold air to shop for a new one, you could be missing out on a chance for big savings. Timing your purchases to coincide with manufacturer discounts, clearance sales and off-season discounts will take the stress out of finding a good price on almost anything.

We spoke with a few experts to get the inside scoop on the best times of the year to shop.

Air conditioners

Best time: Winter

Common sense prevails in the air-conditioning market, according to Diane Ritchey, editor of Home Appliance magazine. "Think about when they're most in use—May through September. People feel the heat and they start to buy. The stock gets depleted, the demand is higher and so is the price. When cool weather comes around, most people just aren't into air-conditioner purchasing, so the demand drops, as does the price," she said.

Airline tickets

Best time: It depends

There really is no best time of the year to buy plane tickets. But, if you expect to travel around the holidays, always plan ahead because deals are hard find.

"If you can get a good deal for Thanksgiving and Christmas at any time—buy it. That is their peak period and airlines have a limited inventory," said Neil Bainton, chief operating officer of Farecompare.com, a travel planning web site that tracks airline ticket prices.

In general, for nonholiday domestic travel, Bainton recommends that travelers never buy tickets more than 90 days away from their departure dates. "You want to watch the 21-day mark because some carriers will file their lowest fares as a 21-day advance purchase. And then the next window is at 14 days, which you really don't want to go by unless you're feeling lucky," said Bainton. Getting a good ticket price depends on the competition in the markets you're flying to and from and the supply of seats versus the demand.

Fares can change at the drop of a hat; airlines file updates to their fares three times per day: 10 a.m., 12:30 p.m. and 8

p.m. weekdays, with one filing on Saturday and Sunday. "Most of the lowest fares are filed Tuesdays, Wednesdays and sometimes Saturdays. It depends on the carrier and the market," said Bainton.

Big appliances

Best time: September and October

Just like the fall clothing influx, new models of major appliance models such as ranges and washing machines hit showroom floors in September and October, said Home Appliance's Ritchey. At about the same time, last year's models go on sale to make room.

"Critical timing and seeing the patterns of the retail world can make a huge difference in appliance shopping," said Ritchey.

Bicycles and outdoor gear

Best time: January

"If you want the newest stuff, the time to look is in February and March when the season's models come out. The stores

to Buy Anything



start replacing fall and winter stuff with spring and summer models, and that's true for most all outdoor gear from shoes to bikes, hiking gear, everything," said Dennis Lewon, senior editor for Outside magazine.

Some companies will send out special holiday items that will land in the discount section after the season. "In general most of the new products come to stores in February," said Lewon. "January is good for looking for the old models in the classic post-holiday shopping period."

Boats

Best time: January to March

According to Thom Dammrich, president of the National Marine Manufacturers Association, the winter boat show season is the time to get a good price on a new boat. "The primary winter boat show season is January, February and March. Going to a boat show is the easiest way to see the latest model of boats for many manufacturers, and compare features," he said. "Also, dealers typically offer their best pricing during boat shows."

Cars

Best time: September

New model years begin appearing at dealerships in the fall, making September an ideal time to snatch up the previous year's model at a discount. By the end of the year inventory dwindles, so acting earlier assures a determined buyer of the best selection. Another tip for buying a new car: "Monitor the number of days that a truck or car sits on a lot. Any time a car or truck isn't selling well you can get a good deal," said Phillip Reed, consumer advice editor for Edmunds.com and co-author of "Strategies for Smart Car Buyers." Shop on a weekday to get the undivided attention of the sales staff, and go at the end of the month when they're trying to make quotas. Be sure to go early in the morning or early in the afternoon and show up well-rested and with a full belly. "You don't want to be hungry or tired," said Reed. He also recommends using the Internet department to broker the deal, you'll save money and skip the high-pressure negotiations in the finance and insurance office. "Often the person who delivers the car to you isn't even a salesman but a porter. You just sign the papers and it's done," said Reed.

Cell phones

Best time: Any time

A new cell phone comes out approximately every five minutes. Obviously, that's hyperbole, but John Morris, editor of home and entertainment coverage for CNET.com, said the team reviewing cell phones can barely keep up with the steady stream of new models being offered. "The market for cell phones doesn't follow any seasonal trend or technological advances. Also, their release schedule is dictated by carriers as well as manufacturer, which makes it a little more complicated," he said.

Computers

Best time: July and August

If you're shopping for a low price on a computer, buying slightly older technology can save you some money. Following the release schedule of chip makers AMD and Intel will offer some clues as to when computer manufacturers will offer updates and redesigns, said CNET's Morris.

Chip manufacturers turn out upgrades quickly, about every three

months, with major computer manufacturers following suit. Otherwise, a good rule of thumb to follow is to buy in the middle of the summer to take advantage of the back-to-school sales or the winter holiday markdowns.

Cookware

Best time: April to May; October to November

"There are two big seasons for cookware and cookware promotions," said Hugh Rushing, executive vice president of the Cookware Manufacturers Association. "One is in the spring, in April and May, coinciding with the graduation and wedding season. The other is in October and November with promotions in regard to the holidays."

Furniture

Best time: January and July

New furniture hits the showrooms after the holidays, in February, and again in August. Jackie Hirschhaut, vice president of public relations and marketing for American Home Furnishings Alliance, said there are two times of the year for guaranteed low prices. "After the holidays in January, stores have clearance sales to make room for new inventory coming in February," she said. "And in July, the same thing happens with fall inventory. For instance, it may be the same wooden frame for sofas with different upholstery in new colors for fall."

Gas grills

Best time: Winter

Ritchey says when it comes to gas barbecue grills, timing for the best deal is the same as shopping for air-conditioners. "Most people buy in May, June and July for backyard barbecues. But wait until winter comes to buy, when demand is low."

Jewelry

Best time: Avoid the holidays, Valentine's Day and Mother's Day

For jewelry, it's more a matter of when not to buy if you're focused on getting the best deal possible. "You're going to pay closer to full price around the holidays because most jewelers generate one-third of their annual revenues and almost 100 percent of their annual profits in those two months," said Ken Gassman, founder and president of the Jewelry Industry Research Institute. "You're going to get great value the other eight months of the year." In general, avoid the fourth quarter, that's when most of jeweler's yearly profits are made.

Linens and bedding

Best time: January

The white sale was a marketing strategy originally devised by John Wanamaker in 1878 and it was so successful that retailers still follow his lead today. "January is kind of an industry standard," said Deb Dyer, marketing director for Cuddledown. "That is the time of the year when you are going to see a lot of white sales by everyone—retailers, catalogers, everything. Linens do come out seasonally, so you'll see new colors

in stores for spring and summer and then fall and winter." Just as with clothing, bargains can be found on the previous season's styles.

Mattresses

Best time: Always

Is it always a good time to buy a mattress? It is if you ask Nancy Shark, executive director of the Better Sleep Council, a consumer education project supported by the mattress industry. "There really isn't one best time to buy a mattress. Retailers always have sales and are always doing their own thing," she said. "The emphasis should be on looking for the best level of comfort and support within your budget. A mattress is a really personal choice based entirely on individual preference. In terms of shopping, look for store services, delivery, and removal of old bedding, and be sure to test out the mattress before buying."

Real estate

Best time: Spring

Buying and selling season starts in March and goes through the summer. Spring invigorates the real estate market. "In the spring market, homes look the best, grasses are green, flowers and trees are in bloom. There's a whole new energy out there after the beginning of the year," said Tom Stevens, immediate past president of the National Association of Realtors. Because spring is historically the time of the year when inventories are highest, competition is at its peak, as well. A contrarian shopper may find negotiating more to their liking in the fall and winter.

RVs

Best time: Fall and winter

The market for recreational vehicles works somewhat like that of autos. "The model years change over like cars, so there is some special availability of the previous year's product during the fall," said Phil Ingrassia, vice president of communications for the Recreation Vehicle Dealers of America. Throughout the winter there may be some show specials that dealers offer or other incentives to entice people to buy.

Toys

Best time: October and November

Retailers open up the toy chest in October and November to kick-start their money-making season, said Reyne Rice, toy trend specialist of the Toy Industry Association. "This is the time of year for games and puzzles," she said. "Retailers will usually do a buy one, get one free promotion." If you're buying a gift for someone, the important thing to consider is whether it's appropriate for the recipient rather than its status as the hottest new item. "It's more important to buy something that they'll love," Rice said.

TVs/home theater

Best time: Winter holiday sales and January

For home theater items, in general, the holidays are a good time, said Morris. New TV models that were announced earlier in the year at the consumer electronics show in January arrive in stores in August and September. They drop in price a few months after their debut, as well as knocking down the price on the older models.

Vacuum cleaners

Best time: April and May

Most new vacuum models come out in June, said Ritchev. The prices on the older models start winding down as winter comes to an end, just in time for spring cleaning.

Wedding

Best time: Winter

Getting married during the off-season can net big savings. Demand for wedding services wanes during the very cold months—or if you happen to be in a tropical climate, the very hot months—and that can work to your advantage.

By Sheyna Steiner, Bankrate.com

Terminated FedEx Ground Drivers Win \$253,000 Settlement



NLRB Schedules New Election for Northboro Drivers

Four former and one current driver for FedEx Ground in Northboro, Massachusetts received shares of a \$253,000 settlement from the company in connection to a series of unfair labor charges brought by the National Labor Relations Board (NLRB).

Union leaders from Local 170 in Worcester, Massachusetts were instrumental in ensuring that FedEx Home Delivery would be held accountable for their actions during a 2005-06 organizing drive.

The five drivers all worked in the Northboro, Massachusetts Home Delivery terminal and were union supporters during the organizing drive by Local 170.

Following a ruling by the NLRB that the drivers at the Northboro facility were employees, the board scheduled an election for January 2006. FedEx Home Delivery then illegally harassed, intimidated and terminated the four former drivers to prevent a legal union election.

The NLRB charged FedEx in a June 2007 consolidated complaint with numerous unfair

labor practice illegal acts. The settlement of the drivers and of the NLRB also ordered an February 1, 2008.

charges for the October 25 \$253,000 between the company came out charges. The NLRB election in Northboro for

Justice for Drivers

"The Teamsters have stuck by these workers and the five drivers at least got some degree of justice," said Mike Hogan, Local 170 Secretary-Treasurer. "The Northboro drivers have seen the worst that FedEx can throw at them, and in the end the workers will have their vote to take control of their lives and their future."

The organizing effort at the Northboro facility was one of the first locations in the nation where the employee status of the drivers within the FedEx Home Delivery system was debated.

The drivers gave sworn testimony to the NLRB that FedEx Home Delivery controlled their daily work like employees but called them "independent contractors."

Against the Wall

"We backed the company right against the wall because we stood up to management and had all the answers when it came to their anti-union

meetings," said driver Richard Lacina. "FedEx paid me thousands of dollars because they violated my rights and I am still employed as a driver. This shows everybody the power of the Teamsters Union and what it can do for you."

"FedEx has delayed this process long enough and the Northboro drivers will get their right to vote," said Jim Hoffa, Teamsters General President. "I'm outraged at FedEx's treatment of these work-

ers. This small amount of compensation is not enough to undo the damage that FedEx has done to their lives."

FedEx Home Delivery drivers at three facilities in Wilmington, Massachusetts and Windsor, Connecticut already voted for Teamster representation in 2006 and 2007. FedEx ignored NLRB orders to bargain and appealed previous NLRB rulings to the U.S. Court of Appeal District of Columbia Circuit.

Fired FedEx Driver Tells Congress About Company's Scheme

Bob Williams Discusses Independent Contractor Status



A former FedEx Home Delivery driver told a congressional panel in late July that the company misclassified him as an independent contractor though it controlled most aspects of his daily work as it would an employee.

Bob Williams, who worked for subsidiary FedEx Home Delivery in Northboro, Massachusetts, testified before two House Education and Labor subcommittees. The hearing was titled "The Misclassification of Workers as Independent Contractors."

As an independent contractor, Williams was not covered by many federal and state labor laws covering wages, benefits and worker protections. He is also one of the drivers FedEx was ordered by the NLRB to compensate for the misclassification scheme.

Williams' Testimony

"I was responsible for the cost of the vehicle, for the fuel, for the tires, for the maintenance, and all operating costs, including breakdown and emergency expenditures," Williams said.

"I paid for a worker's accident policy, in lieu of workers' comp weekly deductions, and I also paid for liability insurance...I remain in contact with numerous drivers who are still with FedEx Home Delivery...the same issues, treatment and procedures I experienced still go on today."

Williams testified that drivers also must pay for uniforms worn to FedEx standards; purchase or lease a truck that meets size, color, logo and numbering requirements; purchase or lease a scanner; and drivers who cannot work on any given day and cannot find a FedEx-approved temp driver are regularly threatened with contract termination.

Wrongly Classified

Williams was fired by FedEx in December 2005 in part because of his protests over the company's policies and in part because of his union activities. The National Labor Relations Board Region 1 determined Williams and fellow drivers were wrongly classified as contractors and were employees under the law.

The NLRB also investigated unfair labor practice charges stemming from the termination of Williams and other union supporters.

Since 2001, the NLRB regional offices ruled six consecutive times that FedEx Ground and FedEx Home Delivery drivers are employees under the National Labor Relations Act.

California Supreme Court Rules Against FedEx

The Teamsters Union commended the California Supreme Court for denying FedEx Corp.'s final appeal in November of lower court rulings determining that FedEx Ground's independent contractors are direct employees.

"Thanks to the California Supreme Court, FedEx is going to have to compensate these drivers for exploiting them for so many years under its bogus independent contractor model," said Jim Hoffa, Teamsters General President. "FedEx's illegal model has been exposed and drivers across the country are standing up for their rights and proper compensation."

In August, the California Court of Appeals upheld a lower court ruling that the drivers are employees and not independent contractors. FedEx, in an attempt to limit future liabilities, responded in California by firing the drivers who were affected by the court decisions.



290 FedEx Ground Drivers to Receive Share of \$11 Million Settlement

More Challenges

The 209 workers will receive a share of more than \$11 million in repayments for expenses related to gas and insurance directly related to the execution of their jobs.

In addition to the California case, 150 FedEx Ground workers in South Bend, Indiana, are also challenging the company classifying them as independent contractors. A federal judge certified the class-action lawsuit in October that claims the company denied the drivers benefits and proper wages.

Teamsters Hail House Committee's Action Regarding FedEx Express

The Teamsters Union praised the House Transportation Committee for voting on June 29 to make it easier for FedEx Express drivers, mechanics and other ground workers to improve their lives by forming unions.

The committee voted overwhelmingly for an amendment to the Federal Aviation Administration funding bill that would allow FedEx Express drivers and mechanics to organize under the National Labor Relations Act (NLRA).

They have been wrongly covered by the Railway Labor Act (RLA) since FedEx successfully got a provision slipped in legislation in 1996 to retain special status as an airline, thus throwing up a major roadblock for its ground workers to form unions.

Professional Status

"It's time to ground FedEx's labor act charade," said Jim Hoffa, Teamsters General President. "The

Teamsters Union commends the House Transportation Committee for taking this important step to help FedEx Express drivers and mechanics who want to achieve the American dream. The legislation also recognizes the mechanics' professional status and provides them a better opportunity to organize."

Under the RLA, FedEx Express workers must win a nationwide campaign and reach the daunting threshold of majority support of all eligible company employees, not just those who vote.

UPS workers, however, are under the NLRA, which allows employees to form unions at individual work sites across the country through a simple majority vote.

The Teamsters Union is working now to get sponsors in the Senate to help get the amendment passed in the House Transportation Committee.

IRS Slams FedEx

Company Slapped With \$319 Million Fine

FedEx Corp. was delivered a big lump of coal three days before Christmas Day by the Internal Revenue Service, which slammed the company with a \$319 million fine and penalties over its illegal independent contractor model.

The IRS determined that FedEx Ground workers were indeed employees, a fact long asserted by the Teamsters Union.

"What a great Christmas gift to FedEx Ground workers who have suffered under FedEx's illegal independent contractor scam," said Teamsters General President Jim Hoffa. "It's a fundamental fact that FedEx has been skirting the law, and the Teamsters welcome the IRS decision."

The news capped a difficult week for the anti-union company. Just days before the IRS announcement, the Massachusetts Attorney General cited FedEx Ground for intentionally misclassifying pickup and delivery drivers as independent contractors rather than employees. This follows a decision in November by the California Supreme Court, which refused to review an appeals court ruling that single route drivers in the state were misclassified. FedEx publicly acknowledged that regulatory and legal challenges on misclassification could hurt its stock price.

"It's game over for FedEx's independent contractor scam," Hoffa said.

Since the \$319 million fine only covers 2002, FedEx could face additional penalties totaling over a billion dollars after the IRS completes its investigation into the company's illegal employment practices that continue to this day.

In Massachusetts, Attorney General Martha Coakley cited FedEx Ground for intentionally misclassifying 13 pickup and delivery drivers as independent contractors rather than employees.

Coakley also fined FedEx Ground \$190,000 in penalties and ordered the company to fix the employment status and pay the 13 drivers restitution. There are more than 400 drivers for FedEx Ground in Massachusetts, and the AG's office released a press statement saying the investigation is ongoing.

The AG's office began investigating FedEx this past summer after receiving a driver's complaint over his employment classification.

"I applaud the just actions taken by Massachusetts Attorney General Martha Coakley in targeting the scofflaw FedEx Ground," Hoffa said. "FedEx Ground has for too long passed unnoticed as it calls its drivers 'independent' but illegally controls them like employees. But FedEx Ground is running out of places to hide. This action in Massachusetts is another nail in the coffin of FedEx's illegal business model."





PHOTO FINISH

Retired UPS Teamster Preserves History in Georgia

For 30 years, Benny Hawthorne delivered packages around central Georgia. It was only in his last few years before retirement, driving for UPS in Monticello, Georgia, that Hawthorne realized how much history was streaming through the streets, homes and buildings of the town.

"When my route was transferred to Monticello, I got interested in the countryside. I learned all of it and then I started meeting everyone who lived there," he said.

Hawthorne, a retired member of Local 728 in Atlanta, said an interest in family history is what initially sparked his curiosity about the history on his route.

Hawthorne kept his camera with him while working his route, and whenever he saw something of historic value, he would take a photo. Before long, he was taking photos of historic photographs, cleaning them up on his home computer and identifying people and places in the photos. It was only recently that several hundred of his photos got a public showing in Monticello.

Photo Exhibit

"People on my route heard what I was doing and started to bring old pictures to show me. They would ask me to copy them or clean them up," he said. "People started telling me about old buildings and cemeteries that I might find interesting."

The work Hawthorne has done to preserve the community's history has earned him the respect of many in town.

"His work to save these old photos and identify them is wonderful," said Ann Mercer, founder of the Jasper County Historical Foundation, in a story in Georgia's Macon

Telegraph. "It is saving a lot of our history that is being lost as we lose our older generation."

Hundreds of photos that Hawthorne took or scanned and cleaned up are currently on display at the historic Monticello School, where the Jasper County Historical Foundation holds its annual meeting. In addition to them being set up as a museum-style exhibit on the history of the county, they are also being used as a fundraiser. Copies of some of the photos will be available for donations that will go toward renovating the schoolhouse.

Worth the Effort

Hawthorne lives in Macon and has no other ties to Monticello other than his old UPS route, but that never dampened his love for the community or its people.

"After five or six years on the job, people knew me. I could go into someone's house and they would have photos ready for me," he said. "I would scan them and they would identify who or what was in the photo."

After scanning the photo, he enlarges it and removes stains, folds, tears and other ways the photo may have broken down over the years.

"Doing this is important because, if this history isn't preserved, it will be lost forever," Hawthorne said. "But the main thing is that I enjoy it. I find it interesting. Some people go fishing and all they want is to catch that big fish. I'd go to a graveyard to find something interesting."

In addition to that, he has a lot of new friends in Monticello. And Hawthorne knows that the work he's putting into these photographs will, in the end, be more than worth the effort.

Education Opens Doors



International
Brotherhood of Teamsters

2008-2009
Academic Year
Scholarships

The James R. Hoffa
Memorial Scholarship Fund

For High School Seniors who are Children
or Grandchildren of Teamster Members

Deadline for applications is March 30, 2008.
For more information, contact your local
Teamsters Union office or visit www.teamster.org

