

Protect Your Job, Protect Your Income!

WE ARE AT-WILL EMPLOYEES

Currently, drivers at FedEx Freight are “at-will” employees. What does this mean? It means that an employee of FedEx Freight can pretty much be disciplined or fired for any reason, at any time and without just cause. We have zero job security.

Here’s what the company handbook says:

Employment with FedEx National LTL and FedEx Freight Inc. and System is voluntary and at will. Employees are free to resign at any time, with or without cause and with or without notice. Likewise, FedEx National LTL and FedEx Freight Inc. and System are free to terminate any employment relationship at any time, with or without cause or with or without notice. It should be understood that neither an employee nor the company has entered into any contract of guaranteed employment, express or implied. This policy supersedes and replaces any prior communications about the nature of employment. The nature of the employment relationship is at-will and there is not now, and may not be in the future, any implied or oral arguments that in any way modify this at-will relationship. No employee or representative of FedEx National LTL or FedEx Freight Inc. and System has the authority to modify this at-will employment relationship except for an officer of the company, and any such modification must be signed by the officer and the affected employee.



At FedEx Freight you can be fired because:

- The manager doesn’t like you;
- You are wrongly accused of something;
- FOR JUST ABOUT ANYTHING (except race, gender and other forms of discrimination prohibited by law).

IT DOESN'T HAVE TO BE THIS WAY. A union contract protects us and provides job security. Under a union contract, we negotiate binding protections in a written contract that state that we can only be fired or disciplined for “just cause,” and that there is an effective grievance procedure for addressing unfair discipline or firings.

- If you want more job security, vote Teamsters Yes.
- If you want to have a voice in the workplace, vote Teamsters Yes.
- If you want to negotiate fair work rules, vote Teamster Yes.
- If you want to be able to challenge arbitrary conduct by the company, vote Teamster Yes.

For more information contact

Teamsters Local XXX at XXX-XXX-XXXX