



# FedUp

## at FedEx Freight

A MESSAGE FROM TEAMSTERS INTERNATIONAL  
VICE PRESIDENT BILL HAMILTON

### Welcome to the first edition of FedUp at FedEx Freight

**T**eamsters General President Jim Hoffa recently asked me to coordinate the organizing and bargaining campaigns at FedEx Freight, and I jumped at the chance.

My Local, Local 107 in Philadelphia, was the first to win an organizing election at FedEx Freight. We made history in Croyden, Penn. and I fully intend to help make more history so that FedEx Freight workers will win the respect, dignity and fairness they deserve.

We have been meeting with the company for contract negotiations in Philadelphia. The talks have been slow, but we have made it clear to the company that we intend to fight for our members' interests throughout the process. We will not give up.

I ask FedEx Freight members to stand with the Teamsters Union in this campaign. This is about affordable and better health care. This is about decent retirement security. This is about fair treatment. This is about treating workers with respect and dignity.

As the campaign to help bring respect and justice to FedEx Freight workers moves forward, we will provide updates to workers about what is happening around the country. In addition to the Teamsters website (<https://teamster.org/freight-power>) and the Facebook page, Bring the Teamsters to FedEx Freight, we hope this newsletter keeps you informed.

I look forward to the coming weeks and months as we move forward, together.



### FedEx Freight Drivers Confront CEO Fred Smith

**S**even FedEx Freight drivers from Charlotte, N.C.; South Brunswick, N.J.; Philadelphia; and Stockton, Calif. confronted FedEx CEO Fred Smith during the annual shareholders meeting on September 26, asking him about the unaffordable health care, poor retirement benefits and its anti-worker, anti-union tactics.

Smith evaded the drivers' questions, not providing any answers of substance.

The drivers all traveled to Memphis on behalf of their brothers and sisters who have voted to become Teamsters and for the thousands of others who are fighting for a strong voice and respect on the job.

Bobby Barry, a driver in Charlotte where drivers voted to join Teamsters Local 71 in November 2014, told Smith that he has incurred more than \$13,000 in medical bills because his health insurance has high deductibles. He is a cancer survivor.

"What was once a benefit is now a burden," Barry said of the unaffordable health care benefits. "Deductibles have risen 380 percent since 2010. When are you going to start putting people first, Mr. Chairman?"

"Thank god I voted for the Teamsters and we won our election in Charlotte because the Teamsters helped me in a time of need by raising money for me and my family by helping me with the \$13,000 that FedEx let me down on," Barry said.

Mike Thiemer, a driver in South Brunswick where workers voted to join Local 701 in October 2014, told Smith the company's lousy health care is driving many employees into bankruptcy.

"FedEx gives and FedEx takes back," Thiemer said. "Every

*continued on back*

# STANDING STRONG TOGETHER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The campaign to bring respect and justice to FedEx Freight is gaining momentum.

After workers voted to form their unions as Teamsters, many people told us that FedEx would never sit down to negotiate. Well, “never” is happening now in Philadelphia and Charlotte and it will happen in the near future in New Jersey and California.

The fight to win a contract will not be easy. FedEx has shown that it would rather fight us every step of the way instead of negotiating fairly. However, we are at least at the table and across the country more and more FedEx Freight

workers are reaching out to the Teamsters for help.

We need to keep up the pressure and make sure FedEx knows that its employees at FedEx Freight are serious about winning more secure futures.

Workers need to share information and stay informed. We hope this newsletter will help you and your co-workers by informing you and keeping you in the loop.

In the coming weeks and months, representatives from Teamster local unions—including our freight members—will be reaching out to FedEx Freight workers across the country to edu-

cate you about what is happening. I urge you to talk to the Teamster members and share your stories and ask questions.

FedEx is spending lots of money to try to keep the union out. However, if we work together and remain strong and focused, this campaign will continue to gain momentum.

I look forward to helping in any way I can.



## FedEx Freight Drivers Confront CEO Fred Smith *continued from front*

time we get a raise, our health care costs go up.”

In both responses, Smith deflected the questions by blaming high costs on the Affordable Care Act instead of providing relevant answers. This is par for the course for Smith, who’s estimated to be worth \$4 billion and is compensated 300 times the average FedEx worker.

### Anti-Worker Tactics

Jorge Lopez, a driver in Stockton where workers voted to join Local 439 in March 2015, told Smith about the company’s anti-worker, anti-union tactics at his terminal and how workers have won every unfair labor practices charge that has been filed.

Lopez noted that it has been a year-and-a-half since workers voted to form their union. He asked Smith to commit to following the law by bargaining in good faith so that workers can win a fair contract.

Smith deferred to his attorney, who said the company is following the law, but the attorney failed to acknowledge that they are also repeatedly violating labor laws at locations where workers have joined the Teamsters.

Patrick Harrington, a driver in Charlotte, talked to Smith about the terrible retirement security drivers face. Harrington noted that his benefit would be \$142 per month after 21 years of service. In addition, there is no health care benefit for retirees, leaving workers vulnerable.

Once again, Smith evaded the question, claiming the

company’s pension plan is well-funded and excellent.

Mel Mendieta reiterated the fact that the company is dragging its feet and delaying negotiations in Stockton. Mendieta said workers are frustrated about the company’s lack of commitment to bargain fairly, and the company’s mistreatment of workers.

“Despite Smith’s knack at evading the questions, we feel like this day was successful,” Barry said. “We confronted Smith and the Board of Directors with the undeniable truth that we, as Teamsters, are strong, united and committed to winning strong contracts. We will never stop fighting.”

The Teamsters Union and other concerned investors challenged the company with shareholder proposals to make the company a better corporate citizen that is more accountable to all its stakeholders.

The Teamsters co-sponsored a proposal with Clean Yield Asset Management which calls for the company to fully disclose its lobbying expenditures. The proposal received support from 36 percent of the company’s outside shareholders. In the past decade, FedEx has spent more than \$128 million on just federal lobbying. The Company doesn’t disclose its payments to some of the largest lobbies in the country—the U.S Chamber of Commerce, the American Legislative Exchange Council (ALEC) and the American Trucking Association. These organizations continue to promote anti-worker and anti-environmental legislation.