



UPS News



James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer, Package Division Director



Teamsters to UPS: Get Out of ALEC

Teamsters and Allies Urge UPS to Disaffiliate with Anti-Worker Group

Hundreds of Teamsters gathered in San Diego over the summer to take part in a massive demonstration outside a national meeting of the American Legislative Exchange Council (ALEC). Their message was directed not at ALEC but toward UPS. And the message was simple: get out.

That's because inside the meeting, amid closed-door sessions, cigar receptions and "exclusive" dinners—corporate lobbyists and ALEC officials held workshops to train legislators on a variety of the organization's agenda items. Among these was a workshop training state legislators on how to talk about secret money in our political system.

ALEC, the secretive corporate lobbying group that's behind virtually every piece of anti-worker legislation, has lost dozens of corporations and lawmakers in recent years thanks to activists' efforts to shine a light on the organization's extremist agenda. Its practices are out of line

with the corporate culture and ethical standards expected by UPS's shareholders, customers and Teamster workforce. And its views, which include defunding public services, worker misclassification, and denying the science of climate change, also conflict with UPS's corporate values.

Yet UPS remains a member of ALEC. The group's model legislation attacks working families with right-to-work (for less) laws, wage suppression, restrictions to workers' compensation, weakened safety standards on roads and highways, and automated package delivery.

With more than 250,000 members at UPS and UPS Freight, Teamsters are leading a massive campaign to get UPS to join the exodus of more than 120 other corporations and organizations that have left ALEC.

"Global corporations like Coca-Cola, Apple, McDonald's and even Walmart have decided that continuing a relationship with this toxic organization is too damaging to their brand," said Ken Hall, Teamsters General Secre-

continued on page 2

A MESSAGE FROM GENERAL SECRETARY-TREASURER
AND PACKAGE DIVISION DIRECTOR
KEN HALL

TEAMSTERS STAND UP AT UPS TO ENFORCE CONTRACT AND COMPANY VALUES

UPS has never handed any of us anything. As Teamsters, we have fought for every wage increase, every job protection and every benefit. And we continue to fight even when we aren't in contract negotiations.

In this newsletter, you will read about changes that we negotiated to make it easier for Teamsters to take oversized and overweight SurePost packages off the truck so that they can be routed back onto package cars for our members to deliver. These negotiations arose because members and local leaders continued to see large packages sent to the post office in violation of our contract.

Our fights with UPS are not just about contract clauses. UPS continues to maintain its membership in ALEC (the American Legislative Exchange Council). Since 2013, UPS has paid more than \$100,000 to sponsor conferences and dinners and keep a seat on ALEC's Private Enterprise Board of Directors and various taskforces. ALEC works with lobbyists, corporations and legislators to draft model legislation that hurts working people.

As Teamsters, we won't stand by while our employer contributes to this anti-worker outfit. ALEC's extreme agenda contradicts UPS's own stated values. This fight is important because every time ALEC succeeds in getting its legislation passed, our battles at the bargaining table become more difficult.

We will fight UPS every day until the company stops supporting ALEC and its anti-union agenda. Many of you have already taken part in this campaign by handing out leaflets, signing petitions and making calls. There will be more opportunities in the coming months for you to get involved.

ALEC is bad for UPS and it's worse for Teamsters.



Teamsters to UPS: Get Out of ALEC

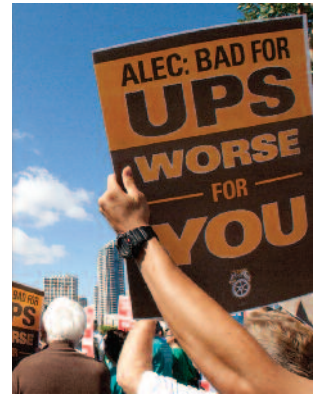
continued from page 1

tary-Treasurer and Package Division Director. "It begs the question of why UPS, the largest unionized company in America, continues to associate with ALEC. It's time for UPS to do the right thing for its workers and cut ties with ALEC."

Since the rally in San Diego, UPS Teamsters have kicked the campaign to get UPS out of ALEC into high gear.

In September, Teamsters in Detroit were joined by labor, environmental, faith and community allies to protest outside a Detroit Economic Club luncheon where UPS CEO David Abney was the keynote speaker. The protest capped more than a week of actions that took place across the country where thousands of Teamsters that work at UPS wore "ALEC: Bad for UPS, Worse for You" stickers and signed a petition that calls on the package industry giant to withdraw from the corporate special interest group.

Meanwhile, a broad-based coalition of 84 organizations has signed onto a letter to UPS urging the company to cease its ALEC membership. The coalition of religious, environmental, labor, investor, public interest, public health and civil rights groups says it's time to break up with ALEC's anti-worker agenda.



LIFE-SAVING TREATMENT

For Joe Aguirre, there was no better news than hearing that his cancer was completely gone. But learning that his costly treatment was entirely covered by his health insurance was very welcomed news as well. Aguirre is a UPS package car driver and member of Local 396 in Los Angeles.

He has driven the same route for 23 years. When Aguirre was hit with the life-threatening illness, he was grateful to not have the added worry about paying for his extended treatment.

Aguirre used to be covered under the UPS health insurance plan, but after the current contract was rat-



New SurePost Procedures Will Return Work to Members

Teamster-Negotiated Procedures To Redirect More Packages Onto Trucks

SurePost, UPS's answer to the FedEx program called SmartPost in which the post office delivers the last mile, has been a major concern of the Package Division since it began. The program is unlikely to disappear any time soon because not only is FedEx continuing to use the post office and increasing its offerings, so are many of the regional carriers that have become major competitors for UPS. But the division is working to make sure that many packages that were destined for the post office remain on UPS package cars to be delivered by Teamsters.

The current contract sets reasonable limits on the size and weight of SurePost packages and provides language that has forced UPS to redirect packages that would have gone to the post office if there is another ground package going to the same address.

This has resulted in thousands of packages being redirected back onto UPS package cars. For the months of July and August of 2015, 385,000 packages a day were redirected back to UPS package cars for Teamsters to deliver, which is 28 percent of total SurePost volume.

However, Teamsters were still receiving complaints that many packages that do not fit the SurePost criteria (less than three cubic feet and 10 pounds) were slipping through and ending up at the post office.

Division Director Ken Hall has engaged in many conversations and negotiating sessions with UPS, resulting in



new procedures that allow Teamster members to remove a package from the belt and have it redirected back onto a package car for final-mile delivery if it does not fit the SurePost criteria. This means that if a pre-loader or driver sees a package that is clearly more than 10 pounds and/or larger than three cubic feet, they can remove the package from the belt, take it to a clerk and it will be put on a UPS package car for final delivery instead of going to the post office.

"This is a big step in the right direction," Hall said. "These new procedures should put thousands more packages back onto UPS trucks for our members to deliver."

AND \$0 OWED

UPS Driver and Cancer Patient Thanks Teamster Health Care Plan

ified, he moved to the new Western Region/Local 177 health insurance plan. Before switching plans, he went to get his physical for his DOD card and the doctors found some irregularities in his tests. He was ultimately diagnosed with a very serious form of bone cancer. Aguirre's bones became so brittle that he ended up with multiple fractures in his vertebrae.

After nearly five months of non-radiation chemotherapy, he thought he could go back to work. But his doctor delivered the bad news that unless he got a stem-cell transplant, his future did not look good. His blood was removed. The stem cells were extracted and then reintroduced into his system. He spent two weeks in a bubble at Cedars-Sinai Hospital because, during the process, his immune system became so weak that he was at risk of illness and infection.

After all of the treatments and six months of hospi-

talization, Aguirre was given financial paperwork showing that although he received \$500,000 in treatments, his balance was \$0. His new health insurance plan paid for everything.

"It was incredible. My union benefits got me through this. There was no way that I could have gotten through it without it," Aguirre said. "It was scary going into the financial office of the hospital until they told me it was going to be all paid for."

Even Aguirre's oncologist was amazed at the level of coverage that he had.

It was a long road, but Aguirre is now back at work and his cancer is completely undetectable. He continues to get regular check-ups from his oncologist, but never has to pay more than \$10 for a co-pay.

"I was fortunate to receive the care that is beyond reach for millions of people," Aguirre added.

RESISTANCE TO TPP GROWS IN ALL CORNERS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Hundreds of Teamsters were joined in the streets of Atlanta in October by other fair trade advocates sticking up for everyday Americans who could be hurt by the implementation of the Trans-Pacific Partnership (TPP). Unfortunately, the negotiators didn't take our advice.

Instead, officials from all 12 TPP countries involved in the pact came together and attempted

to declare victory for the deal. They praised all aspects of the pact, but were largely muted on what the costs would be for workers on both sides of the Pacific.

Protesters warned about the problems the Pacific Rim trade deal could bring to people around the world.

Whether it's jobs being shipped overseas and wages being driven down in the U.S., medicine prices going through the roof, unsafe food and products heading to our shores or a more toxic environment, that wasn't enough to sway TPP negotiators.

But demonstrators weren't alone in their concerns. For example, Senate Finance Committee Chairman Orrin Hatch (R-Utah), who helped push through fast track trade authority, said the TPP in its current form raised serious concerns. Even Ford Motor Company said the agreement would only worsen an already obscenely large U.S. trade deficit and that Capitol Hill lawmakers should reject it.

In short, this is a bad deal that should be rejected by Congress. As the Teamsters have stressed as part of its new Let's Get America Working campaign, businesses must invest at home, not abroad. And elected officials need to remember who they serve. Corporations aren't people too.

(message and data rates may apply)

Text "IBT" to 86466 

SIGN UP FOR UPDATES

Follow @Teamsters on Twitter 

FOLLOW US ON TWITTER

www.facebook.com/teamsters 

LIKE US ON FACEBOOK

Non-Profit
U.S. Postage
PAID
Washington, DC
Permit # 4481