

With XPO Purchase, Having a Teamster Contract is Critical

In September 2015, XPO Logistics said it would buy Con-way for \$3 billion, including debt, making it the second largest provider of less-than-truckload services in North America.

News flashed across the Con-way system, with workers wondering and concerned on how the acquisition would affect them.

The Teamsters are already familiar with XPO. Multiple lawsuits and Unfair Labor practices dealing with worker misclassification are currently pending. Workers at XPO's port operations are already taking collective action, including withholding of their labor, protesting the company's illegal business model and unfair treatment against drivers. XPO's massive use of "so-called" independent contractors is a problem. Unsolicited bids are already coming in for Conway truckload. Based on XPO's previous acquisitions, Conway management will go away and a newly branded XPO will emerge. You need to decide if you want a voice in the upcoming change.

While we don't know how this purchase will play out, one thing is certain: having a written agreement and a union, the Teamsters, workers would not be exposed to the whims of a new company.

A Teamster contract is so important:

- Workers covered by a collective bargaining agreement, a contract, can negotiate protections into the agreement that address purchases and takeovers and protect work, benefits and workers;
- When workers have a contract, employers are required by law to negotiate with the workers via their bargaining agent/union on the effects of a purchase as the one Con-way workers are facing.
- Workers without a union or contract are subject to whatever the employer does and the workers do not have recourse. (the phrase "flapping in the wind!" comes to mind).
- Nothing has to stay the same and/or all things can change at-will without a written collectively bargained agreement between employer and employees.
- A labor agreement is the only way to hold an employer accountable to its workforce. In the absence of such an agreement, you are working under a blank sheet of paper.



Conway employees, we want to talk to you.

If you want a voice in the coming change we want to have a constructive conversation.

FOR INFORMATION visit Teamster.org/eXPOsed or call the Teamsters XPO Hotline at 855-974-4180.

Join the conversation! Go to [Facebook.com/XPO-Exposed](https://www.facebook.com/XPO-Exposed) or <http://changeconway2win.blogspot.com>