

WHAT HAPPENED??

As XPO workers unite to form their union as Teamsters, we need to ask ourselves, “When will enough be enough?”

Let’s look at the long list of losses for us and the gains for CEO Bradley Jacobs.

<i>Losses to Us</i>	<i>Gains for Bradley</i>
Loss: Secure retirement/ frozen pre-2006 pension	Gain: 481 percent pay raise
Loss: Reduced 401(k) match percentage	Gain: \$588 million from sale of truckload
Loss: 10 sick days	Gain: \$20 million equity bonus
Loss: Vacation/PTO time	Gain: Unprecedented stock bonus worth \$110 million+
Loss: no cost decent health care coverage; now insurance coverage decreased/cost increased	Gain: No accountability to workforce
Loss: profit sharing	Gain: recent tax breaks (worth millions)
Loss of OT till after 50 hours on dock	
Loss of uniform cleaning service	
Loss of number of bids offered (now just 70%)	
Loss of CSR/Billing jobs	
Terminals closed/restructured territories/loss of Seniority	<p><i>We have lost even more than what is spelled out above. Spread the word—can you add to the list?</i></p> <p><i>Our Rights AND Our Money.</i></p> <p><i>When will enough be enough for you?</i></p> <p><i>The answer: A majority of us at any terminal sticking together. NO one can deny us!</i></p> <p><i>Make a choice to make a change!</i></p>
Loss of road runs and deliveries to subcontractors	
Loss of deliveries and freight to Last Mile	
Loss of OT availability	
Loss of tractor speed/governors turned down	
Loss of privacy/cameras on drivers	
Loss of work hours	
Loss of retiree insurance	
Loss of bonus money	



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Bradley Becomes a Billionaire Off Our Backs!

Forbes just announced the newest billionaires in the world. Guess who is #51, worth \$2.3 billion. Answer: Bradley Jacobs

- ***XPO is over \$5 billion in debt;***
- ***Workers don't have retirement;***
- ***No decent affordable health care;***
- ***No job security;***
- ***No respect;***
- ***Working harder for less; and***
- ***Crazy cameras and e-logs discipline.***

Yet Bradley goes from making a few hundred thousand dollars per year a few years back to becoming a billionaire.

The workforce at XPO giving Bradley free rein and not holding him accountable has certainly paid off—for Bradley!

Where is our piece of the pie?
What's in our wallets?

Let's get a seat at the table, let's not fight each other for crumbs.

Are you ready yet?

The Teamsters want to talk to us.



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