



FAQS FOR DHL-CVG TEAMSTERS

QUESTION: What is a strike?

ANSWER: A strike occurs when workers band together to withhold their labor to achieve common goals. Employees refuse to work, conduct picketing at their employer's facilities, and ask their co-workers and others, such as those making deliveries to the employer, to honor the picket line and not cross it.

QUESTION: What kinds of strikes are there?

ANSWER: There are different kinds of strikes. An unfair labor practice (ULP) strike protests an unfair labor practice – a violation of federal labor law – committed by an employer. Workers participating in a ULP strike can be neither discharged nor permanently replaced. There also are economic strikes, usually over issues relating to contract negotiations. Workers participating in an economic strike may not be discharged but may be permanently replaced. Once the strike is over, workers who have not been permanently replaced return to work. Those who have been permanently replaced are placed on a preferential hiring list.

Ultimately, if it becomes an issue, the NLRB would likely resolve the issue. The key, however, to winning a strike is for the workers to stand strong and united and not allow DHL to use scare tactics to undermine solidarity.

QUESTION: Why do we need to consider a strike against DHL?

ANSWER: We work at DHL's largest and most important hub anywhere in North and South America. Despite our central role in producing profits for this company, DHL is giving us substandard wages, benefits, and working conditions. We voted for a union despite DHL's ULPs as

our vehicle to improve our working conditions, and management at DHL is obligated to bargain in good faith. We are fighting to ensure we are treated with the same respect Teamsters receive at other DHL facilities.

QUESTION: Is there going to be a strike?

ANSWER: We don't know yet. Our Teamsters Negotiating Committee would prefer not to have a strike. But if DHL's behavior and attitude do not radically change, we will have no choice but to strike. We still have a few bargaining sessions to determine how serious management is about remedying ULPs and negotiating a fair contract.

QUESTION: How long could a strike last?

ANSWER: Now that we've overwhelmingly authorized a strike, we will determine the necessary length of a potential strike based on whether DHL management comes back to the table ready to give us the respect we deserve and finalize a fair contract. The questions we should be asking are: how long do we think management can hold out during a strike? How have we seen DHL respond to staff shortages during storms? How effectively can management replace even half the crews to try to keep operations running during a strike? The more we stand together, the better our chances that a strike will be short and effective.

QUESTION: When could a strike begin?

ANSWER: Now that members have authorized a strike by 98 percent, our Teamsters' Negotiating Committee has the authority to decide the date of a strike. This decision will be made based on DHL's behavior at the bargaining table and whether the company fails to come to terms on an agreement to remedy ULPs and provide a fair contract.

FAQS FOR DHL-CVG TEAMSTERS *continued*

QUESTION: Can I be fired if I participate in a strike?

ANSWER: *You cannot be fired. Employers can permanently replace workers participating in an economic strike, but workers must be returned to open positions after the strike. Employers would only have the ability to temporarily replace workers participating in a ULP strike. You know your jobs and how specialized they are. We do not think DHL would be able to replace you.*

QUESTION: Will there be benefits for DHL-CVG Teamsters on strike?

ANSWER: *Members of Teamsters Local 100 generally are eligible for \$225/week in strike benefits so long as you work the required strike shifts. For DHL workers at CVG, the Teamsters General Executive Board has approved a strike benefits increase to \$500 per week.*

QUESTION: Will my health insurance continue during a strike?

ANSWER: *This will depend on the length of a strike and on DHL's response. The company and workers pay for insurance each month. If a strike occurs, DHL could cancel*

health care coverage for workers for the rest of that month. DHL may not do this, particularly if the company feels the strike might not be long. If insurance is cancelled, workers can continue their coverage under a federal law known as COBRA, which provides for continued participation in group health plans at the employee's cost after a "qualifying event," including a strike. If we reach that point, the union will share further information. DHL would also be required to send appropriate COBRA notices to workers on strike and to allow you to receive coverage by paying the entire premium cost and administrative fees, as with any employees who access benefits through COBRA. DHL is also required to give notice of the right to continue life insurance as required by state law.

QUESTION: Can I get unemployment benefits while on strike?

ANSWER: *No. Kentucky law provides that striking workers are not eligible for benefits, provided the employer notifies the Office of Unemployment Insurance within seven (7) days of the start of a strike.*



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