



**UPS Freight Teamsters speaking out for a stronger contract.**

## A No Vote Means a Better Contract!

**69% voted NO on the first offer. We can do it again, and this time can win real improvements.**

**Be at the meeting this weekend to cast your vote—your one chance in five years for a better contract.**

The quickie vote, with no mail ballot, is an attempt to push through a bad deal. The company is putting on the hard sell (because they got what they wanted). The answer is to turn out, and vote No.

One more No vote will put the heat on the negotiations and lead to a better contract. We have nothing to lose and everything to gain.

Look at the “lipstick on a pig” offer:

- We Voted No to get subcontracting addressed. They made only minor changes. Management can still subcontract our work, and they can hire LHDs at nonunion rates to drive down

wages for all of us.

- We Voted No to get minimal costs on our health insurance, just like UPS Package.
- We Voted No to get the same size wage increase as Package, like we got in 2008.
- We Voted No to get better language on bidding rights, guaranteed hours and shifts, and layoff protections.

It is still possible to win these reasonable improvements. Remember: we have to live with this for five years!

### **Don't Fall for the Threat**

We were told the 2008 contract was a start. We all lived under it

for the last five years. Now it's time for some real improvements.

They're using the threat of “strike authorization” to try to scare us into a yes vote.

UPS wants no part of a strike and does not even want the word to be heard by shippers or the public. The Company is still reeling from the bad PR from Christmas. The last thing they want is another media scare about a strike.

They have not even given the standard notice to the Federal Mediation Service to start the clock on that legal process. We are months from any consideration of a strike.

The strike authorization is on the ballot to try to intimidate members into accepting the bad deal we overwhelmingly rejected already.

A No vote will show the company and the IBT we mean it when we say we need some real improvements before we will approve a contract.

**Don't believe the hype. UPS Freight Teamsters deserve better. Vote NO.**

**[www.upsfreighttalk.org](http://www.upsfreighttalk.org)**

*Teamsters for a Democratic Union (TDU) is uniting concerned UPS Freight Teamsters who want to work together to win contract improvements. Go to [www.upsfreighttalk.org](http://www.upsfreighttalk.org) to sign up for updates and find out how you can get involved.*