What are our strike benefits?

International Union Strike benefits are five times your monthly dues rate. (Monthly dues are 2.5 times your hourly rate of pay.) Benefits begin the first day of a strike.

Example:
An RPCD at top rate makes approximately $42/hour.
Monthly dues = $105
Strike benefits = $525/week ($105 x 5)

The minimum strike benefit for part-timers is $200/week.
Workers in Right to Work states do not get strike benefits if they don't join the union.
Some locals or areas have their own strike funds. Those benefits are in addition to International Union strike benefits.

If we go on strike, what happens to my healthcare benefits?

Under TeamCare, you'll keep your health benefits while you're on strike. If you don't have TeamCare, contact your benefits plan for information.

Biden stopped railroad workers from striking. Can he do the same to UPS workers?

No. Railroad unions operate under a totally different set of rules under the Railway Labor Act (RLA). Under the RLA, Congress has the power to impose a contract under any terms and conditions it wants.

UPS Teamsters work under a different law – the National Labor Relations Act. The NLRA does not give Congress the power to impose a contract.
If we go on strike, will Amazon and Fedex deliver our packages—and take our customers?

No they won’t. We delivered 20.4 million packages a day last year. The competition can’t absorb all that volume.

Amazon will be overwhelmed just trying to deliver their own packages.
- UPS delivers 20 million packages a day. 11% are Amazon.
- Amazon only delivers 18 million a day. They will struggle to deliver the Amazon packages we deliver; they can’t handle the rest.
- FedEx delivers even less than Amazon does—15.8 million packages a day. They won’t be able to handle 20 million packages of our volume either.

In 1997, no one could handle the packages—and there is so much more volume today than there was in 1997 because of e-commerce. If there is a strike, the company will be crippled. That makes it likely a strike will be short—and we will win.

If we go on strike, will PVDs be able to deliver all our packages?

20.4 million packages a day? In personal cars? That would take 400,000 or more PVDs every day. UPS can’t operate without Teamster labor.

Are we allowed to pass out leaflets and hold rallies on company property?

YES. You have the right to pass out leaflets and Contract Unity Pledge cards in nonwork areas at nonwork times.

Nonwork times means before and after work and during breaks. You can’t interrupt people on the clock.

Nonwork areas means people in that area are not working. These include parking lots and locker rooms. Some areas are work areas when people are punched in and nonwork areas when people are punched out—near the time clock, near the belt on break. These are called “mixed use” areas and you have the right to do union activity in them when workers are off the clock.

Management will probably leave you alone. But if they interfere with you, contact your local or TDU and we will get your rights enforced and respected.