GET STRIKE READY

How to Organize an Effective Picket Line and a Winning Strike

Sunday, July 23
Noon EDT, 11am CDT, 10am MDT, 9am PDT
Agenda

- Getting Your Building Strike-Ready
- Picket Line Do's & Don'ts
- Picket Captain Roles & Responsibilities
- Ambulatory Picketing
- Customer Outreach
- Join the Strike Captain & Volunteer Network
- Q&A
UPS STRIKE Q&A & CONTRACT DEADLINE Q&A

TEXT "UPS" TO PAGE 4 FOR UPDATES

UPS has until midnight on July 31 to reach a tentative agreement on a new contract or strike themselves. Get answers to frequently asked questions about the contract deadline and voting in the event of a tentative agreement.

Q: When would a strike begin?
A: The Tentative Strike deadline is August 1. A strike will only officially begin when it is called by the Teamsters.

Q: Will there still be a strike if a Tentative Agreement is reached on or before July 31?
A: A tentative agreement will only be reached if UPS makes a contract offer that the National Negotiating Committee can recommend to the membership. If the company makes a tentative agreement that the National Negotiating Committee recommends, then the contract offer will be put to a vote of the members. The voting process takes several days, and there will be no strike until the contract vote is completed. If members vote to approve the contract, it will be ratified.

Q: What happens if UPS makes another unacceptable contract offer?
A: As contract offers will be put to the membership for a vote, if it has the recommendation of the Teamsters' National Negotiating Committee, UPS will put themselves on strike on August 1.

Q: What happens if members vote to reject a tentative agreement?
A: If members vote to reject the proposed contract, then a strike will be called at UPS.

Q: How does voting on supplements work?
A: Every Teamster will get a card from their union on the national matter agreement and one on their area supplement. Some Teamsters will get a card from their local union, but this card does not count in supplements until provisions are also covered by a local union.

Q: Will the contract vote be conducted in person or from home?
A: The contract vote will be conducted electronically by an independent, third-party with Teamsters observations.

Q: When will the strike begin?
A: If the strike vote is 0.5% of the vote, the company will notify the membership 24 hours before the strike begins. The members will then be allowed to vote on the proposed agreement.

Q: How will the strike be organized?
A: Your local union is responsible for planning and mobilizing support for the strike. They will be in contact with you and provide you with information on when to report for work. They will notify you of a strike vote, which is an election, and it will be counted in the vote.

Q: What is expected of me on a picket line?
A: Participants are asked to be patient, clear, and respectful. Keep a sharp eye out for your coworkers, keep the line clean, and keep the strike strong. Remember that we are all in this together, and our actions can make a difference in any way. Do not use your phone to record video or take pictures, keep the line clear, and do not injure anyone or do anything that could lead to arrest.

Q: What is being demanded in the proposed contract?
A: The contract in question is the Natural Gas Negotiating Agreement. UPS is demanding a 10% wage increase, which is the prevailing wage in the local area. If the contract is not renewed, the company will not renew the contract.

Q: How much is strike pay?
A: The contract in question has a strike pay bill of $2,000 per week. This amount is based on the proposed terms of the contract, and it will be paid in the event of a strike.

Q: How will UPS respond to the strike?
A: UPS is prepared to respond to the strike by offering alternative work, such as using temporary workers. They are also prepared to continue business as usual, and they will not shut down the company.

Q: What happens if someone crosses the picket line?
A: Crossing the picket line is the same as breaking the law. This is a serious offense, and those who cross the picket line will be subject to discipline, including termination, and may be subject to criminal charges.

Q: Can I be fired for striking?
A: The right to strike is secured by law. You cannot be fired for striking, but UPS can hire new workers and make new agreements on the picket line. Use your free speech rights, but use your best practices at the same time.

Q: Can we be "permanently replaced" by UPS?
A: An employer's ability to permanently replace striking employees is an example of labor practice. UPS cannot fire people and then hire new people to do the same job.

Q: Do we have the right to work when the strike begins?
A: If you live in a city or a county where the strike applies, you may choose to work or not work. Contact your local union for more information on your rights.

Q: The present service contract expires when the strike ends?
A: The current contract is a 4-year agreement. It expires in 2024, and the company has agreed to extend it for an additional year if the strike is called.

Q: The current contract includes a clause that affects workers?
A: The current contract includes a clause that affects workers. This clause is in the contract and affects all workers.

Q: For more information, contact your local UPS Strikers Committee.
A: For more information, contact your local UPS Strikers Committee.
**Tips on Getting Your Building Strike-Ready**

- Collect cell phone numbers for a strike roster
- Make a texting list from the roster so that you can reach everyone quickly
- Identify public parking near your building
- Organize car-pooling

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**TEAMSTER STRIKE-READY ROSTER**

In the event of a strike, we need to be able to get in touch with each other. Write down your name and cell phone to be included in the strike-ready roster. This information will be shared with picket captains and the Local Union.

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*UPS Teamsters United is a grassroots network of Teamsters. We are independent of the UT and its affiliates.*
Every driver should make a list of their:

- Most important UPS customers
- Biggest bulk stops
- Biggest pick-ups
Strikes Take Discipline

- Other Teamsters and our union may be held responsible for your misconduct on the picket line.

- You cannot be fired for striking. But you can be fired for misconduct while on strike.

- The success of the strike depends upon on all of us staying united and disciplined.
DO'S

✓ Report for strike duty as directed by your local.
✓ Follow instructions from Picket Captains and law enforcement.
✓ Peacefully picket at or near entrances to the facility.
✓ Peacefully persuade individuals to honor the picket line.
✓ Act as if your every action is being videotaped.
✓ Stay active on the picket line.
✓ Be enthusiastic. Chant, yell, and use noisemakers.
✓ Keep the picket line fun with barbecues, rallies, music, and funny signs or props.
Do NOT spread rumors or division.

Do NOT litter. Maintain a clean picket area.

Do NOT bring alcohol, drugs, or weapons to the picket line.
Do's & Don'ts: Picketing

Walk at a normal pace.

Walk the full length of the entrance on public property, but keep moving.

Do not block traffic in or out.

Do not cause damage to vehicles entering or exiting.
Do's & Don'ts: Scabs

Feel free to call anyone crossing the picket line a scab
DON'TS

- Do NOT threaten scabs or anyone else or make threatening gestures
- Do NOT get in heated confrontations with scabs or anyone else
- Do NOT use racist, sexist or sexually-explicit language, slurs, or names
Think Before You Post!

- Take pictures and post on social media, but think before you post.

- Anything you post to social media will be seen by others and ultimately the company.

- You can be disciplined after the strike for misconduct on a picket line.

- Assume that everything you post is public and be aware of how it will be interpreted.
Strike Captain Responsibilities

- Coordinate with the local union
- Organize the picket line
- Maintain a picketing schedule
- Communicate with members
- Coordinate a sign-in for picket line
- Handle incidents on the picket line
- Deal with press, police, scabs, and management
- Maintain an active, energetic and united picket line
Preparing the Picket Line

- Map the building to identify all entrances that need to be covered
- Create a schedule and make sure members know their shifts and locations
- Maintain a picketing schedule
- Maintain coverage on all shifts
Picket Duty Roster

- Maintain a simple picket duty roster
- Sign members in and out
Keep Members Informed

Hold a meeting at the beginning of each shift

Share updates & keep members informed

Stop rumors and maintain unity
Keep Members Active

- A group of people in lawn chairs is not a picket line
- Keep strikers active through chants and activities
- Organize volunteers to help with food, supplies, clean-up etc
- Work with the local to organize customer outreach and ambulatory picketing
- Take pictures and use social media with care
Scabs

- It's OK and encouraged to shout at scabs.

- Violence and threats are **NOT OK** and need to be shut down.

- We have the right to picket peacefully.

  **Violence and blocking traffic is unlawful** (and can lead to the picket line being shut down or limited by police or through an injunction.)

- The picket captain sets the tone. Use your head.
Management may approach the picket line to provoke or divide us.

If management approaches the line, members should not interact with them.

Only the picket captain or the local should talk with management.

Members should report any attempts by management to reach out to them, including by phone or text.
Law Enforcement

Before the strike begins, the local union should contact the police

The local union should get the name of a contact person or liaison
Law Enforcement-On the Picket Line

- Tell members to direct law enforcement to the picket captain
- Identify yourself to the police as the picket captain and contact person
- Be respectful and establish a working relationship with the officers on duty
- Be a problem-solver
- If there are issues, try to get agreement on ground rules
Policing Ourselves

- It’s better to police ourselves then have the police do it.
- Maintain order among strikers.
- Stop confrontations.
- Do not allow drug or alcohol use.
If there's an incident

- Document it.
- Maintain a real-time log.
- Treat the log like a grievance. Include the five W's (who, what, when, where, and why).
Ambulatory Picketing

- The union can picket any location where UPS is making a delivery or pick-up during a strike.

- It's a proven and successful tactic for discouraging management and scabs.
Ambulatory Picketing

- Ambulatory picketing is lawful
- The rules must be strictly followed
- Ambulatory picketing should **ONLY** be done under the direction of your local union
Ambulatory Picketing

**RULE #1:**

ONLY picket when the strikebreaker is on the premises.

Picketing must NOT begin before the scab arrives or continue after the scab departs.
Ambulatory Picketing

RULE #2: ONLY picket if the scab is engaged in UPS work.
Ambulatory Picketing

RULE #3: ONLY use “On Strike Against UPS” picket signs.
Ambulatory Picketing

**Rule #4:** Picket as close as possible to where the scab is working.
Ambulatory Picketing

- Ask the secondary employer to picket on the premises.
- If they say no, picket the nearest entrance.
- If they designate a special entrance/exit for UPS, you must picket ONLY that entrance/exit.

Sample Letter

<Today's date>

Re: Request for permission to enter premises

To Whom it May Concern:

Teamsters Local <XXX> is anticipating being on strike against United Parcel Service, UPS as early as August 1, 2023. Federal law entitles us to picket UPS not only at its principal place of business, but also wherever UPS employees are working.

We are planning on following drivers and helpers who work for UPS and will picket them wherever they are making pick-ups, deliveries, or doing work of any kind.

We have no dispute with you, your customers, tenants or with any other employer other than UPS.

We request permission to come upon your premises to picket as close as reasonably possible to the UPS driver(s), helper(s) and truck(s).

Unless such permission is granted, we will picket outside your property at the gate or gates and entrances used by UPS drivers, helpers and trucks. We will, in any event, picket only when UPS personnel and trucks are present.

Teamsters Local <XXX> requests that you give us the times that UPS comes to your facility and notify us of your permission or denial of permission to picket on your premises.

Please, send all responses and requests for additional information to: <Local union contact email and phone number>.

Very truly yours,

<Local union principal officer>
REMEMBER!

Ambulatory picketing is still a picket line against UPS — even though we are picketing at a secondary employer’s location.
Ambulatory Picketing: DON'TS

• Don't ask employees who do not work for UPS to stop work.

• Don't ask customers or other delivery workers to respect the picket line.

• Don't call the employees of the secondary employer "scabs."
Do NOT Mislead Workers, Customers, or the Public

If you are asked why you are picketing, point to your sign and answer:

“We are on strike against UPS.”
Ambulatory Picketing: Summing Up

- Ambulatory picketing is a legal and proven tactic.
- Management and scabs hate it. You will love it.
- You must learn and follow the rules!
- **Do NOT** do ambulatory picketing unless you’re directed by your local union.
UPS has disrupted its deliveries
by putting itself on strike as of August 1

UPS makes over $13 billion in profits a year. But more than half of all UPS employees are part-time workers who are paid as little as $15.50 an hour.

UPS workers are standing together to end part-time poverty at UPS.
Will you stand with us?

Our Message to UPS:

- Stop disrupting our lives and the economy: UPS caused this disruption and can end it.
- Part-Time Poverty Doesn’t Work: UPS should pay part-time workers a fair wage and create more full-time jobs.
- Respect Workers & Customers: UPS should reward loyal workers and customers by reaching a fair agreement.

We've delivered record profits for UPS. UPS needs to deliver for its workers and customers.

Teamster members are on strike against UPS. This leaflet is for informational purposes. We are NOT asking any non-UPS employees to cease work or deliveries.
TAKE ACTION!

Fill out the Take Action form. Sign up to be part of a national network of Strike Captains and Strike Volunteers.
Join TDU

tdu.org/memberships
Q&A

Look for the Q&A box at the bottom of your screen.

Click it and type your question into the dialogue box.
2023
TDU CONVENTION
NOV 3-5
CROWNE PLAZA CHICAGO O’HARE HOTEL AND CONVENTION CENTER
CHICAGO, IL
SAVE $100
If you register by Aug. 1!
tdu.org