



TEAMSTERS FREIGHT NEWS

OCTOBER 2004

Teamsters Target DHL Independent Contractors Union Launches National Organizing Campaign

The Teamsters Union has launched a national campaign to organize the more than 10,000 independent contractors who deliver packages for DHL.

The campaign follows DHL's acquisition of Airborne Express last year for \$1.05 billion, and DHL's recent announcement that it is investing \$1.2 billion in the United States to better compete against UPS, FedEx and other package-delivery companies. Because the National Master Freight Agreement (NMFA) and related white paper agreements cover most DHL employees, the workers are within the Freight Division.

"We want to strike while the iron is hot," Jim Hoffa, Teamsters General President, told more than 150 Teamster leaders and organizers at a recent kick-off meeting in Chicago.

The companies that contract with DHL to deliver packages—known as independent contractors—typically employ about 20 to 25 drivers.



Several local unions have already been successful organizing the independent contractors. In fact, local unions have organized more than 1,200 DHL workers at the independent contractors and at "gateway" locations.

Cooperative Effort

"The Organizing Department and the Freight Division are working together to make this campaign a success," Hoffa said. "The local unions will take the lead in the campaigns, but they will get any assistance they need from the International Union."

The International Union's Organizing, Research, Legal and Communications departments as well as its Office of Strategic Initiatives will be assisting local unions. For example, the Legal Department has developed a standard contract proposal to start the negotiation process and it will assist with any unfair labor practice charge filings.

General Secretary-Treasurer Tom Keegel said the campaign will only be successful if local unions play the lead role, working with Joint Councils, the Freight Division and the Organizing Department.

"Let's bring DHL into our family across the country," Keegel said.

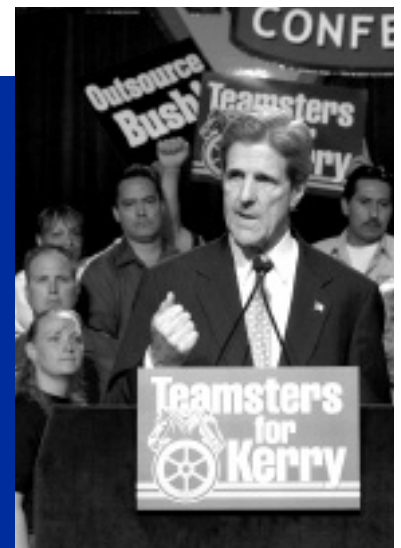
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Election 2004: A Clear Choice for Working Families Bush for Big Business, Kerry for Workers

Since taking office, George W. Bush has made it clear what his attitude is toward the needs of working families. From health care to retirement security to jobs and trade, this administration consistently has worked for its Big Business contributors and against the men and women across this country who work for a living.

Still, many people are asking: How would

a second Bush term affect the needs and challenges of working families? During his acceptance speech at the Republican Convention in early September, Bush shared his vision for working families, if he's given a second term in office. In his speech, the President set his sights on basic worker benefits.



Senator Kerry at the Teamsters Unity Conference

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A Message from Freight Division Director Tyson Johnson

Organizing at DHL

“With your continued support, we will continue to build on the unity we have achieved.”

As you all know, we have faced tough times in the freight industry in recent years. Due to deregulation, increased competition and poor management, thousands of solid-wage Teamster freight jobs have been lost. Now we have a chance to reverse that slide by organizing thousands of workers at more than 400 independent contractors who deliver packages for DHL.

The Teamsters already represent more than 9,000 workers at DHL—most of whom had worked at Airborne Express. With the independent contractors, we have the opportunity to double that number. In addition, the experts project that DHL could double in size by 2007.

To be successful, we need local unions, Joint Councils and the International Union to work together to organize the independent contractors. We also need your support.

During your travels, if you run into an employee of an independent contractor, talk to the employee and tell them about the advantages of being a Teamster. By reaching out to these workers, you will send a strong message that will resonate from coast-to-coast. With your continued support, we will continue to build on the unity we have achieved. Together, we will make a difference.

Teamsters Win \$40 Million Settlement for Ex-CF Members

Former Employees to Receive \$3,100 in Wages, Benefits

Nothing can make up for losing a job without warning, but for Dana Archer and other former Consolidated Freightways (CF) workers, the pain was eased somewhat when they got word of a union-negotiated \$40 million settlement.

In late August, a court approved the settlement for Teamsters who lost their jobs when CF went bankrupt and didn't give the workers proper notice. Employees who had full-time jobs with CF will receive about \$3,100 in wages and benefits under the \$40 million-plus settlement.

“I think the settlement is great,” said Archer, a member of Local 776 in Harrisburg, Pennsylvania, who worked at CF for 34 years as a general clerk. “It's worth paying your union dues because the union watches out for us and works hard for us. This settlement is an example of that.”

Bill Davies, another Local 776 member who now works as a switcher for Roadway, called the settlement fantastic. “We didn't expect to get anything. I was elated, and so was my wife,” he said.

A 'Major Victory'

“This is a major victory in our ongoing battle to recoup wages and benefits for our members who were unfairly terminated without warning when CF closed its doors in 2002,” said Jim Hoffa, Teamsters General President.

CF failed to meet the requirements of the Worker Adjustment and Retraining Act (WARN Act) that required the company to provide workers with 60 days notice prior to

closing its doors. The union has actively pursued this claim in bankruptcy proceedings since day one. The settlement is for the WARN Act claims only and is in addition to other wages and benefits recovered by the union for CF Teamsters.

More than 13,000 ex-CF workers are affected by the settlement, which is in excess of \$40.25 million. The priority payments are expected to be made in December 2004. The numbers are estimates and are subject to change, and do not represent a guarantee of recovery. The Teamsters website, www.teamster.org, will continue to report any updates.

Teamsters Target DHL Independent Contractors *continued from page 1*

Besides the recent organizing success at DHL, the Teamsters already represented about 9,000 DHL employees who previously worked at Airborne. Under Hoffa's leadership, the Teamsters Union negotiated an agreement with DHL that protected Airborne workers in the transition.

“The independent contractors will add 10,000 members,” said Tyson Johnson, Director of the Teamsters Freight Division. Johnson noted that there is a wage re-opener under the NMFA in 2006, so the goal is to organize as many of the independent contractors as possible between now and then.

“It's estimated that there are 420 independent contractors coast-to-coast,” Johnson said. “Let's connect the dots.”

ELECTION 2004: A Clear Choice For Working Families

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“Many of our most fundamental systems—the tax code, health coverage, pension plans, worker training—were created for the world of yesterday, not of tomorrow,” the President stated. Clearly, Bush intends to use the power of his office to continue undermining—and in some cases abolishing—critical health and retirement programs.

He also laid out his plan to advance his assault on core labor rights. Just days after his administration implemented new regulations that will take overtime rights away from 6 million working Americans, Bush pledged in his speech to go even further in a second term. He called for new “labor law reform”—

including flex-time and comp-time programs—that would enable more companies to force their employees to work expanded and constantly changing schedules without any additional compensation.

Kerry-Edwards: Renewing America's Commitment to Working Families

Fortunately, John Kerry and John Edwards know that health coverage, pensions, and worker training are not things of the past. These two leaders have proven their commitment to working families, as both of them have earned lifetime labor voting records of better



than 95 percent.

The Kerry-Edwards health care plan would make the same insurance that members of Congress use available to all Americans, ensuring that everyone has access to affordable, quality health care. Right now they are leading the fight in Congress to allow for the re-importation of safe, approved prescription drugs from Canada, drastically reducing the costs of medication for seniors and other working Americans.

Kerry and Edwards would also bring a renewed commitment to job creation and fair trade to the White House. They will close tax loopholes that encourage companies to move overseas, and they will put an end to the Bush administration's “outsourcing” agenda, which has caused 1 million American jobs to leave the country.

“Working families and union members find themselves facing the greatest challenges and, perhaps, the bleakest future in fifty years,” said Jim Hoffa, Teamsters General President. “Fortunately, we can do something about it. By voting the issues that matter most to us—health care, retirement security, jobs and trade—we can help renew our nation's commitment to the values that built our economy and created the middle class. We can put America back to work!”

for more information log on to
www.TeamstersForKerry.org

A SECOND BUSH TERM:

What Would It Mean for Working Families?

HEALTH CARE: 3 million retirees will lose their employer-provided prescription drug plan due to George Bush's sham prescription drug plan, and 5.2 million more people are without health insurance today than four years ago. With a second term in office Bush will be able to move forward plans to privatize Medicare and establish “medical savings accounts” which would allow wealthier Americans to buy their way out of the health care crisis.

RETIREMENT SECURITY: 10 million working Americans—including many Teamsters—saw their retirement plans put in jeopardy when the President used a veto threat to prevent Congress from enacting meaningful pension relief for multi-employer pension plans. **The President will continue to promote an agenda that harms traditional pension plans and their participants**, while at the same time undermining laws passed in recent years to reign in corporate CEOs who doctor the books and lie to investors.

JOB AND TRADE: 2 million more Americans are out of work today than at the beginning of the Bush administration, and 1 million jobs have gone overseas due to Bush's outsourcing policies. **Bush administration officials have already stated their intention to enter the United States into more job-killing trade deals, and the President himself committed during his convention speech that he would continue his “free trade” agenda.**

A Message from General President James P. Hoffa



Vote!

Every working man and woman who cares about their future—the future of their jobs, the future of their health care and retirements, and the very future of our country—should vote for John Kerry

and John Edwards on November 2.

Let's cut through the spin and campaign rhetoric and simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

Kerry and Edwards support the right to organize. They have rallied workers on picket lines. John Kerry was once a warehouse driver and member of

Teamsters Local 25. John Edwards has worked in a mill. Can you imagine Bush or Cheney—both former CEOs—on a picket line? You would also have to be dreaming to think Bush/Cheney would do anything to strengthen workers' rights at the expense of corporate profits.

Don't be fooled by wedge issues, comments taken out of context and savvy advertising. The choice is clear. A John Kerry administration would welcome labor as a partner in Washington. Four more years of George Bush could destroy what it has taken 100 years to build. On

November 2, stand up for working families and elect public officials like John Kerry who will build our middle class rather than destroy it. And remember, every vote counts.

Fraternally,

Let's ...simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

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