



# TEAMSTERS

JULY 2003

## Organizing for Power

### More UPS Workers Join Teamsters

The Teamsters Union is boosting efforts to organize more members to increase bargaining clout, and UPS workers are playing a big role.

In May, the Teamsters initiated a new era in its history with its first-ever conference devoted to recruiting new members. More than 1,400 union leaders and activists from the United States, Canada and Puerto Rico joined Teamsters General President Jim Hoffa, General Secretary-Treasurer Tom Keegel, and the Teamsters General Executive Board at the conference titled, "Changing to Grow: The Future of the Teamsters Union."



"The Teamsters must focus all of our energy on organizing," said Hoffa. "When we have a high percentage of workers in an industry—we get good contracts. The equation is simple—more members equals better contracts."

"Organizing more members will give us more power to better represent our members' interests," added Ken Hall, Parcel and Small Package Division Director. "Plus, the resources will help us expand organizing efforts at other companies, which will increase our clout even more."

### What Can Brown Do for You?

The National Master United Parcel Service Agreement negotiated last year contains language that makes it easier to organize members in so-called right-to-work states. Organizers continue to build on their earlier successes of bringing in more members, thus increasing the ranks and empowering the union's bargaining position.

## Building Global Power

### Historic Meeting Educates World Leaders



A delegation of Teamster leaders representing UPS and Airborne workers in the United States met recently with European trade union leaders representing UPS and DHL workers in Germany, Belgium, the United Kingdom and the Netherlands.

This historic meeting in the Small Package and Freight sectors demonstrates the Teamsters' global approach to

building power within core industries as the union confronts the expansion and reorganization of multi-national employers like UPS and DHL.

### Buyout Background

DHL is planning a \$1.05 billion buyout of Airborne's ground-delivery

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## A Message From Parcel and Small Package Division Director Ken Hall

### We're Hitting the Road



The National Master United Parcel Service Agreements and Stewards' Guides have been printed, and we'll soon be hitting the road.

Along with division representatives, Assistant Director Patricia Callahan and I will be holding meetings across the country to educate leaders about the new contract.

The new contract contains many changes, including items related to work rules and working conditions. We want to make sure that you are all up to speed on the changes.

I look forward to seeing you soon.

In Solidarity,

A handwritten signature in black ink that reads "Ken Hall".

## Teamsters Force Republican Bill

### Proposed Legislation Threatens



On June 5, the Teamsters joined union members from the health care industry, construction trades and defense industries, as well as the AFL-CIO to force Republican leaders to pull H.R. 1119 from consideration by the full house.

H.R. 1119 would weaken the 40-hour work week by letting employers offer comp time instead of overtime pay—but bosses would have complete control over when—or even if—a worker could really take time off.

“This is another case of Republicans in Congress passing bills that sound good on paper but are designed to

## Teamster Reservist Recovering

### UPS Driver Hopes to Return to Work by Late Summer

Teamster Dan Gann, a United Parcel Service driver who served in the Iraqi war as a reservist, is recovering at his Indiana home with a broken foot after a fellow platoon member stepped on a mine.

Gann, a member of Local 710 in Chicago, was injured in April near Baghdad. Doctors recently installed a bone stimulator to help his bone grow. Gann broke his left foot, while another soldier had a foot amputated and another suffered a broken leg.

“I’m now dealing with my sixth hospital,” Gann said from his South Bend, Indiana home. Gann, a Sergeant 1st Class

in the Army Reserve’s 685th Transportation Company, has worked for UPS since 1990. He hopes to return to his job by late August or early September.

“I appreciate all the support we got from people back home,” Gann said. “My co-workers at UPS have been supportive. I can’t wait to get back to work and back to the Teamsters.”

Gann works for UPS in Elkhart, Indiana.

Gann is one of dozens of Teamsters who served in the war and in the reconstruction efforts in Iraq.



*“I can’t wait to get back to work and back to the Teamsters”*

# Plans To Pull Comp-Time

## Threatens Workers

weaken the rights of working people and to take money out of workers' paychecks," said Jim Hoffa, Teamsters General President. "If the Congress spent this much time designing legislation which actually helped working people, our economy wouldn't be in the doldrums it is today."

The Republican-controlled House moved quickly in early June to bring H.R. 1119 to the House floor. But House Republicans faced a full assault on the bill by organized labor alerting members of H.R. 1119's potential negative affects on working families. Teamster members faxed, called and lobbied lawmakers over the last two months and they personally lobbied from their home districts during the recent congressional recess. Teamsters believe that companies will use the comp time measure to pressure workers for time off rather than giving them the overtime pay they have earned.

## Danger to Workers

Under the measure, those workers who take time off instead of receiving overtime would be compensated at a rate of one and a half hours of comp time per hour of overtime worked. While that sounds good, in reality, employers would decide when to offer it and to whom. The most troubling part of the legislation for workers is that it would "unduly disrupt" business operations. The companies would then cash out employees' comp time accounts at the end of the year at regular pay rates—instead of the overtime rate.

"Most observers will agree that we out-worked and out-hustled big business on this legislation but the fight is not over," Hoffa said. "They will regroup and attempt to bring this legislation to the floor again and we must keep the calls, letters and visits coming until we have driven this bad legislation back into the corporate boardrooms from which it came."

The victory for working families was underscored by the principled stand taken by many Republican Members of Congress who stood with working families against their leadership and refused to support H.R. 1119.

# Building Global Power

operations. The deal is expected to close this summer or fall if it is approved by the Airborne shareholders and the federal government. The Teamsters represent more than 9,000 Airborne workers. This number includes about 800 pilots employed by ABX Air and represented by Local 1224 in Wilmington, Ohio, and about 8,000 drivers, dockworkers and clerical workers under the NMFA and white paper contracts with Airborne Express.



The workshop was designed to help the unions better understand different labor laws, working conditions, and collective bargaining relationships of UPS and DHL workers around the world.

Representatives from Parcel and Small Package locals also pledged their support to the UPS pilots who are in contract

## Organizing for Power



For example, Local 104 organizers in Phoenix recently signed up 312 workers in three weeks.

"We're organizing both part-timers and full-timers," said Bob Kirkpatrick, an

International Organizer. "One of the guys in Phoenix we signed up was a 30-year veteran at UPS who never paid dues in his life. He realized that we're doing a good job winning strong contracts and representing him."

In the right-to-work South, Locals 79 in Tampa, 512 in Jacksonville and 728 in Atlanta gained hundreds of new members, including 200 in Fort Myers, Florida and 300 over a three-day weekend in Atlanta. Dozens of workers also



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negotiations and facing furloughs now.

### Two-Way Education

“We learned a lot this week about UPS operations overseas, and made commitments to support our brothers and sisters at UPS struggling to win strong union representation,” said Ken Hall, Director of the Parcel and Small Package Division.

The delegation immediately put into action the solidarity discussed at the meeting by standing up for a fired DHL shop steward in Brussels. The group adopted a resolution calling on DHL to reinstate the steward.

Linda Schneider, from a German union that represents DHL and UPS workers, learned firsthand about the Teamsters and their relationship with both companies.

“This meeting is especially helpful because we need to work together more to organize at UPS and DHL. We need that understanding to be more effective,” Schneider said.

Peter Luypaert, from the Belgian Socialist Confederation of Labor, which also represents DHL and UPS workers, said his union is very concerned about job security.

“We’re very interested in the takeover of Airborne. Our union’s biggest concern is employment. Now we can share information better,” he said.

In addition to representatives from the Parcel and Freight Divisions, also participating in the meeting were the International’s Office of Corporate and Strategic Initiatives and the Legal Department. The Independent Pilots Association (which represents UPS pilots) and delegates from Locals Local 104, 295, 355, 705, 745 and 804 participated as well.

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signed up in Memphis.

“I tell prospective members, ‘Full-time insurance for part-time work,’” said Gerry Stack, a UPS shop steward in Tampa. ‘How do you think you got that?’”

A hot dog wagon emblazoned with Local 79’s logo is the tool of choice for Randy Pines, State Coordinator for the Georgia-Florida Conference and organizer at Local 79. “When we give out a hot dog, we ask, ‘You’re in the union, aren’t you?’ If they’re not, we ask them to sign a card.”

Armed with a seniority list, Pines and his colleagues know whom to target.

### Gains Out West

At Local 631 in Las Vegas, 154 new UPS members have signed up. “That took us to 90 percent at Local 631,” Kirkpatrick said.

At Local 533 in Reno, organizers signed up 129 UPS employees who work in Reno, Winnemucca, Fallon and Elko in Nevada.

“We made Elko 100 percent Teamsters,” Kirkpatrick said.

In Memphis, Tennessee more than 70 workers joined the Teamsters.

“Members are signing up because they realize that Teamster representation means the strongest contracts and best job protections,” Kirkpatrick said. “Members want to see workers organized, including workers at UPS’ competitors, which would increase the Teamsters’ bargaining strength.”





## A Look Back

### UPS Began With One Model T

*Editor's Note: In 1955, Teamster magazine published a series of articles reporting on the growth and development of various departments and divisions within the IBT. The April 1955 issue focused on the United Parcel Service. A summary of that article is featured here as part of the Teamsters 100th Anniversary.*

United Parcel Service was founded in Seattle in 1907 by J.E. Casey, who was still president of the company in 1955.

He worked out of a basement office, with four men on bicycles as his staff. Casey dispatched his messengers with care, always alert to the need for good service. It was not long before he had Seattle marked off into zones and was charging clients by volume of trade and distance traveled.

In 1913 Casey purchased his first truck—a Model T Ford, and converted the messenger business into a motorized merchants service. Since then the motor vehicles, from battery powered electrics to tailored-for-the-job types have played a key role in each UPS advance. It was Casey's lead in adapting the horseless carriage to the delivery business that literally powered the system's nationwide expansion.

The growth of UPS was also a by-product of suburbanization. As people left the cities, the department stores had to expand their base to keep customers and meet neighborhood competition. Many leading stores decided consolidated delivery was the way to go. United Parcel makes a point of handing over a package to the customer in the name of the store from whence it came. UPS also puts heavy emphasis on public relations and especially the personalized role played by the drivers nationwide. The familiar brown uniforms and brown trucks have long since become a welcome neighborhood institution.

In 1953, UPS took a major step forward with an expansion of a wholesale operation—small package delivery to retailers from wholesalers and manufacturers. Then, in 1955 the company introduced its airborne service, linking the 14 metropolitan areas it served at the time. UPS strove to keep rates low; the goal being for more and more ordinary parcel packages to be sent UPS-AIR.



According to The Teamster magazine however, some things did not change. The company's success was anchored through the years to the basic business tenet, "courtesy, neatness, and dependability build good will." The best trait of the company, in the magazine's view, was their alert and aggressive search for new markets and expansion possibilities, as well as job opportunities.



## A Message from General President James P. Hoffa

### UPS Organizing Leads the Way

As we kicked off the Teamsters' first-ever conference devoted to signing up new members in May, exciting things were already occurring at UPS centers around the country.

Aided by language in the new contract that helps organizing efforts in so-called right-to-work states, our staff has been meeting UPS workers in Arizona, Tennessee, Nevada, Florida, Georgia and other states to convince them to join our union.

By saying yes, these new members are helping to increase the Teamsters' clout in bargaining the best contracts and providing the strongest representation.

To our new members, I welcome you. And we will continue fighting on your behalf to provide security for you and your families.

Remember, United We Win!

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