

Teamsters Local 687



Affiliated: International Brotherhood of Teamsters; NYS Joint Council 18

14 Elm Street

Potsdam, New York 13676

Telephone: 315-265-6125

Fax: 315-265-1403

BRIAN K. HAMMOND
President/PEO
Business Agent

MICKEY S. SMITH
Secretary Treasurer/Business Agent

May 9, 2011

Dear Brothers and Sisters:

In my twenty-two plus years as a UPS employee I have never witnessed such a disregard by management to the content and intent of our Union contract. Management has stated that do to the economy they need to cut full time jobs all the while UPS is racking in record profits. Members should be mad as hell! What can you do? Well for starters you can start following the contract on lunch breaks.

The contract states in Article 59 MEAL PERIOD that you are to receive 45 minutes for lunch. You cannot take your lunch until you have been working at least 3.5 hours nor can you go to lunch after 5.5 hours of work. Far too many of you are not taking a lunch break at all or are waiting until the end of your day to take your 45 minutes. Either way it is a violation of your contract. **All members** need to take their lunch during the prescribed time frames of the contract. Skipping your lunch break is like taking a pay cut. Just think how much money 45 minutes a day adds up to be; $260 \text{ days} \times 45 \text{ min} = 11,700 \text{ min} = 195 \text{ hours}$ at \$29.65 per hour = \$5,781.75 per year. That is the equivalent of receiving a \$2.78 per hour wage increase. Furthermore for every 9 drivers not taking a lunch cost the center one full time driver job.

Currently, the Union and company are in a disagreement over the full time cover positions that were not bid in the last bid cycle. The company wants to circumvent full time drivers for part-time temporary covers. In 1997 the company tried to increase their use of part-time employment over full time and history will remember that outcome. We cannot allow UPS to force concessions based on the economy while they are making record profits from your labors.

I have enclosed letters from your Union stewards regarding a meeting in Albany with IBT Small Parcel Director Ken Hall. Please take the time to read through each letter you will see a common theme.

Fraternally,

Brian K. Hammond
President/PEO-Business Agent

Bryan N. Rose
Vice President

James C. Hollenbeck
Recording Secretary

Trustees:

Matthew E. Shaw
Michelle A. Rodriguez
Kevin J. Munson

cc: T. Guyette
M. Cavllier
S. Thomas