



## TEAMSTERS LOCAL UNION NO. 243

VAN DRIVERS, FURNITURE HANDLERS, WAREHOUSEMEN, PACKERS,  
PARCEL AND SMALL PACKAGE, AND MISCELLANEOUS;  
DETROIT AND VICINITY, MICHIGAN  
*Affiliated with International Brotherhood of Teamsters*  
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Jim "Cinci" Cianciolo  
President

Gregory J. Lowran  
Secretary-Treasurer



## TEAMSTERS

### United Parcel Service National Negotiating Committee

25 Louisiana Avenue, NW, Washington, DC 20001

\*\*\* **PLEASE DISTRIBUTE TO YOUR SHOP STEWARDS** \*\*\*

**TO:** All Teamster UPS Shop Stewards  
**FROM:** Ken Hall, Union Co-Chair  
**DATE:** March 20, 2013  
**RE:** Shop Stewards Negotiations Update Conference Call

There will be a Conference Call on **Saturday, March 23, 2013**. This call is to update Teamster UPS Shop Stewards on the progress of the national UPS negotiations. It is important that every Shop Steward participate in this call.

The time and number for the call is as follows:

**DATE:** Saturday, March 23, 2013  
**TIME:** 12:00 Noon, (Eastern)  
**CALL IN NUMBER:** 888-673-8921, code 111566

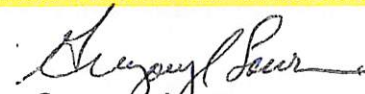
Thank you for your cooperation in this very important matter.

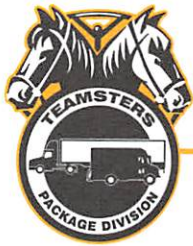
*To All Stewards and Committee Persons, please contact your fellow stewards and committee persons*

*in your building informing them of this conference call just incase they didn't receive this notice in time.*

  
Jim Cianciolo  
President

Fraternally,

  
Gregory J. Lowran  
Secretary/Treasurer



**TEAMSTERS**

**United Parcel Service National Negotiating Committee**

25 Louisiana Avenue, NW, Washington, DC 20001

May 28, 2013

**Dear UPS Teamster:**

We are pleased to inform you that the Teamsters National UPS Negotiating Committee reached a tentative agreement with UPS on April 25, well in advance of the current contract's expiration date of July 31, 2013. We want to thank UPS Teamsters for your engagement and solidarity, which allowed us to negotiate this strong agreement that we can all be proud of.

Enclosed for your review and vote is the 2013 National Master UPS Agreement and a summary of the contract highlights. Please read the materials carefully and cast your vote on the separate ballots for the national agreement, your regional agreement and your local rider, if applicable.

Your national negotiating committee along with the 300 leaders of every UPS local union in the nation have voted unanimously to endorse this agreement and recommend that you vote yes to approve it.

Based on your input, we began early negotiations last fall to address your health care, pensions, wages and work rule concerns. We are happy to report that we have achieved what you directed us to do.

This contract protects your health care benefits, increases wages and retirement contributions and addresses issues such as harassment, SurePost and 9.5. We listened to your concerns and we believe you will agree that this contract addresses all of those key issues now and for many years to come.

We would not have been successful without members stepping up to the plate. You helped set the agenda for negotiations and gave us the momentum at the negotiating table to get the job done. In surveys, polls, proposal meetings and other activities, members outlined the priorities, which gave us the direction we followed. Membership rallies held across the country earlier this year were crucial in our efforts.

**The tentative five-year contract addresses several major issues:**

**Protects Strong Health Care Benefits:** There is no increase in premiums for health insurance for full- and part-time employees. UPS Teamsters will continue to receive their health insurance without paying premiums. Effective Jan. 1, 2014, those in the UPS health insurance plan will move to the TeamCare plan, which is jointly trusted by the union and employers.

**Increases Wages:** There will be increases of 70 cents, 70 cents, 70 cents, 80 cents split and \$1 split in the five years the contract covers. Over the term of the five-year agreement, based on a 46-hour work week with wages compounded from the first general wage increase through the last, a full-time driver will earn over \$25,000 more over the course of this new agreement than they did during the current agreement. Part-timers will receive the same general wage increases, and the start rate will increase by \$1.50.

**Addresses Harassment:** The tentative agreement adds new language to deal with the underlying issues of harassment based on technology, 9.5 requests, retaliation for grievance filing and inadequate staffing of centers.

*continued on next page*





TEAMSTERS

## United Parcel Service National Negotiating Committee

25 Louisiana Avenue, NW, Washington, DC 20001

September 4, 2013

### Dear UPS Teamster:

On June 26, UPS members across the nation ratified the National Master UPS Agreement. The five-year contract includes increases in wages, health care and pension contributions and many other improvements. Unfortunately, the improvements cannot go into effect until all regional supplements are ratified.

Your local supplement or rider was voted down, at least in part because members currently in the UPS Company health plan had concerns about changing health care providers.

When negotiations began, UPS demanded major concessions in health care. The company announced they would terminate the existing company health plan and replace it with a plan that would cost you thousands of dollars a year for insurance, including a monthly premium for family care that would be deducted out of your check. The company also intended to cut retiree coverage and other benefits. UPS recently severely cut the health insurance plan it offers its own management and was looking for similar savings in its Teamster contract.

UPS Teamsters have fought for years to maintain excellent health insurance benefits without paying a monthly premium. Your negotiating team rejected UPS's proposal and we came out of negotiations with an alternative health care plan – TeamCare. Moving to TeamCare allowed us to make sure that you could continue to receive excellent health benefits with **no monthly premium payments**. In 2013, UPS will spend \$2.7 billion on health insurance for Teamsters and their families. That will rise to \$3 billion in 2014 and by the end of the new contract, UPS will pay nearly \$4 billion for health insurance.

A change in health care plans is understandably a big concern. TeamCare has provided health insurance benefits to 80,000 UPS Teamsters and their dependents for 45 years. It also has one of the largest provider networks in the country. In fact, TeamCare's network is larger than the one you had with the UPS insurance, so it is likely that your current doctor is already a participant of the network.

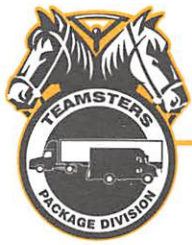
Many people also raised concerns about some of the specific benefits offered by TeamCare. We heard your concerns and shared them with the TeamCare trustees. On January 1, 2014, you and your family will become part of 330,000 Teamsters that receive health insurance through TeamCare. Because TeamCare will have such a large number of participants, its bargaining leverage in the marketplace increased. This has allowed the trustees to make some improvements to the plan beyond what was already approved in the National Agreement.

Enclosed in this packet is a DVD that will explain the excellent benefits that TeamCare provides, including the improvements that have been made since the ratification of the National Agreement. The improvements include:

- **Deductibles:** No deductibles during the first four years of the agreement. A small deductible of \$100 for single coverage and \$200 for family coverage will be in effect for the last year of the contract. This means the most you can pay in deductibles is \$100 or \$200 for the entire life of this contract. This is a change from the original plan which included small deductibles beginning in 2014 which would have topped out at \$200 for an individual and \$400 for a family by the end of the contract.

- **Prescriptions:** There will be a flat fee of \$5 for prescriptions that you pick up at the pharmacy, regardless of whether it is generic or brand name. A 90-day supply of maintenance drugs ordered by mail will be free if they are generic, or brand name if no generic is available. This is a change from the original plan which covered prescriptions at 10% with a maximum of \$50 per prescription. With TeamCare, you do not have to use only CVS to fill prescriptions. You can fill prescriptions at practically any major pharmacy in the country.

*continued on page 2*



# TEAMSTERS United Parcel Service National Negotiating Committee

25 Louisiana Avenue, NW, Washington, DC 20001

September 18, 2013

## Dear Brothers and Sisters:

Enclosed is a new ballot for your revised Central Region Supplement and Local 243 Metro Detroit Rider. There are some improvements since the last time you voted. Your Supplemental Negotiating Committee fully supports this Supplement and Rider and we are asking for your support with a **YES** vote.

Your Negotiating Committee has continued negotiations with UPS to resolve the issues you have identified as a basis for rejecting the first contract proposal. We believe we have made additional clarifications and improvements that satisfy your objections and merit your consideration.

After discussions with many of you regarding the new TeamCare health insurance plan, we met with the National Negotiating Committee and told them about your concerns. They worked with the Trustees of TeamCare to make improvements to the plan. There are significant improvements for both existing TeamCare participants and for those new to TeamCare.

Your Supplemental Negotiating Committee held numerous negotiating meetings with UPS. We fought back their demands and were able to secure several improvements that you, the members, had submitted as proposals.

First, we have amended Article 17(i) of the Central Region Supplement by substituting "cardinal offenses" for the previous reference to "serious" offenses. The term "cardinal offenses" is utilized in most other supplements and has been the subject of decisions from arbitrators and grievance panels. It has been interpreted as applying to misconduct that a reasonable and objective individual would agree is simply not tolerable in the workplace. The importance of this change is that the determination of what is a "cardinal offense" is not left to the discretion of the company. Rather, the misconduct must meet an objective standard of intolerable behavior that exceeds anything reasonable in the employment context. We believe this will limit the types of cases that the company claims justifies discipline and take the determination of what is merely "serious" out of the company's control.

Second, we have eliminated the changes that the company proposed to Article 3 of the Central Region Supplement, Section 3(e). This returns the language to the terms of the current Agreement. We understand that many of you viewed the proposed change as an invitation for the company to unfairly manipulate seniority lists and discriminate against members with disabilities.

The changes to the Local 243 rider are as follows:

### ARTICLE 3 SECTION 3 - JOB OPENINGS

The purpose of this provision is to clarify the bidding procedure.

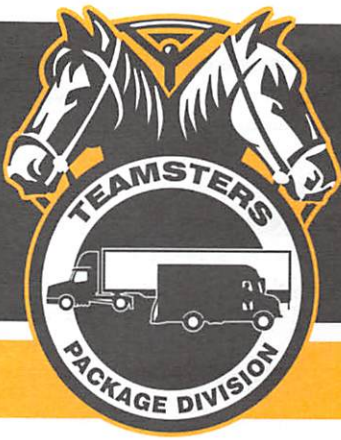
The 22.2 Full time inside jobs and 22.3 combination jobs are first bid within the classification using only Full Time Seniority. Any opening that is left unfilled is then bid in the building to all employees using all an employee's seniority as outlined.

### ARTICLE 3 SECTION 5 – FEEDER JOB SELECTION

This language provides two (2) additional bids before the job is assigned.

*continued on next page*





# UPS DATE

MAY 7, 2013

## A REPORT ON THE 2013 CONTRACT CAMPAIGN

### Highlights of the UPS Tentative Agreement

#### Non-economic Language

##### Harassment

Harassment has taken many forms. We heard from our members around the country that there was not one single thing that led to harassment, but rather a combination of discipline, threats and intimidation based on technology, 9.5 requests, retaliation for grievance filing and inadequate staffing of centers.

This tentative agreement addresses the underlying issues of harassment in several ways:

#### ARTICLE 6:

No employee will be discharged based solely on information received from GPS or any successor system unless the person **intentionally** defrauds the company. This is a change – last contract the company was prohibited from discharging anyone on a first offense based on GPS. Now it is a prohibition against discharge regardless of whether it is a first offense or not, except in cases of intentional fraud.

The company must confirm information obtained from GPS by direct observation or other corroborating evidence. Otherwise, the GPS information will not be used for discharge.

In addition, the language was strengthened to define dishonesty as an **intentional** act to defraud the company.

The company admitted fault in misusing technology in the past and committed to meet with the union at the union's request if the problem continues or arises again in the future to make sure that the issue is addressed at the first sign of a problem.

#### ARTICLE 12

The company can no longer discipline employees for any work performed by another employee using an electronic device under their name. This protects employees from the possibility of being disciplined for something they did not do.

See "Highlights of the UPS Tentative Agreement" continued on page 2



### Local Union Leaders Unanimously Endorse Tentative Agreement

#### MEMBERS URGED TO VOTE YES

Leaders of Teamster Local Unions that represent UPS workers across the United States unanimously voted May 7 to endorse the tentative agreement with UPS for a new five-year national contract, paving the way for ballots to be prepared and sent to members.

General Secretary-Treasurer Ken Hall, who serves as Co-Chairman of the Teamsters National Negotiating Committee with General President Jim Hoffa, presented the changes contained in the tentative agreement to more than 300 Local Union leaders.

"Our members made clear they wanted us to protect their health care benefits and address harassment while increasing wages and retirement contributions," said Hall, who is also Director of the Teamsters Package Division. "This is a strong tentative agreement that achieves all those things and more."

Hoffa praised the committee for its diligence in reaching a tentative agreement that rewards the hard work of UPS Teamsters.

"I commend the committee for stay-

ing focused and united," Hoffa said.

"Backed by the determination and engagement of our members, the committee kept its mission in sight and remained a force at the bargaining table. This is an agreement we can all be proud of."

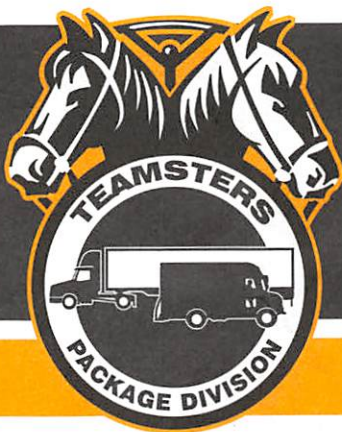
Union leaders from around the country agreed.

"I feel very confident that when the votes are in, our members will show us that we did exactly what they wanted us to do," said Ken Wood, International Vice President and President of Local 79 in Tampa, Fla. "This agreement adds more full-time jobs, protects the work we have and addresses issues like SurePost and 9.5. This is an excellent package."

Negotiations were contentious, with UPS insisting early on that workers start paying substantial premiums for health care despite earning record profits. That demand became a rallying cry for Teamsters, who mobilized by the thousands and held rallies across the country in protest, sending a formidable, clear message to the company that they would

See "Local Union Leaders Unanimously Endorse Tentative Agreement" on back





# UPS DATE

MAY 24, 2013

A REPORT ON THE 2013 CONTRACT CAMPAIGN

## Misinformation About New Line Haul Driver Position at UPS Freight

Unfortunately, there has been a great deal of misinformation surrounding the new line haul position at UPS Freight and how it affects UPS employees. Specifically, some people are concerned that it will result in a loss of feeder work. The line haul position at UPS Freight was created in order to take work off of subcontractors and vendors at UPS Freight as well as to replace subcontractors that have historically performed drop shipments from certain customers to major UPS hub operations. This position is also designed to compete with nonunion carriers including the smaller regional carriers.

The company's first proposal might have impacted feeder runs and the Negotiating Committee said "no way." The new language in Article 26 was written specifically to ensure that no feeder work is affected. The new language states that "the Joint UPS/IBT Competition Committee shall have the authority to review line haul runs that may be proposed by UPS Freight to create a two way run. UPS and the union also agree to review and approve proposed runs that may be inclusive of runs currently being performed by vendors. In the event the parties do not agree, the runs shall not be implemented." In other words, if the union believes that the new runs are taking away feeder work, we can block them from being implemented.

## Ballots For UPS Tentative Agreement Hitting Homes Soon

MEMBERS URGED TO VOTE ☒ YES



Ballots are hitting homes soon for members to vote on the tentative, five-year agreement with UPS that was unanimously endorsed May 7 by local union leaders.

To view a list of representatives attending the "two-person" meeting who unanimously recommended the agreement for approval by members, see pages 2-3.

"This is a strong agreement that addresses the priorities that UPS Teamsters made clear they wanted, including protecting health care benefits, providing higher wages and pension contributions and addressing issues like harassment, SurePost and 9.5," said General Secretary-Treasurer Ken Hall, Package Division Director.

"I urge you to vote YES to approve this agreement."

Ballots must be received by 10 a.m. Eastern (EST) on June 20. Ballots will start being counted on June 20, a process that takes several days.

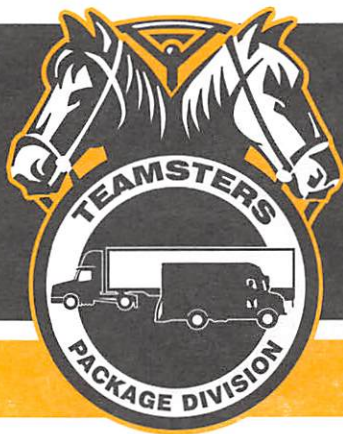
### Protecting Health Care

UPS Teamsters will continue to receive their health insurance without paying for premiums. Effective Jan. 1, 2014, those in the UPS health insurance plan will move to the TeamCare plan, which is jointly trusted by the union and employers. Part-timers will continue to be eligible for insurance after 12 months. Their dependents will now be covered after 12 months – down from 18 months.

### Wage Increases

Already the highest-paid in the industry, a full-time UPS driver will earn over \$25,000 more over the life of the new five-year agreement than he or she did during the current agreement, based on a 46-hour workweek with wages compounded. Full-time wage increases amount to \$3.90 an hour over five years.





# UPS DATE

SEPTEMBER 5, 2013

A REPORT ON THE 2013 CONTRACT CAMPAIGN

## HEALTH CARE Concerns Addressed

Your local supplement or rider was voted down, at least in part because members currently in the UPS Company health plan had concerns about changing health care providers.

When negotiations began, UPS demanded major concessions in health care. UPS Teamsters have fought for years to maintain excellent health insurance benefits and your negotiating team rejected UPS's proposal. We came out of negotiations with an alternative health care plan – TeamCare.

TeamCare is not new to the Teamsters. They have provided health insurance benefits to 80,000 UPS Teamsters and their family members for 45 years. It also has one of the largest provider networks in the country.

Many members raised concerns about the specific benefits offered by TeamCare. The negotiating committee heard your concerns and shared them with the TeamCare trustees. Because TeamCare will have such a large number of participants, its bargaining leverage in the marketplace has increased. This added leverage has allowed the trustees to make some improvements to the plan beyond what was already ratified in the UPS National Agreement.

Both new and current participants in TeamCare will benefit from these improvements to **deductibles, prescriptions and retiree insurance**. You will be receiving information in the mail regarding your specific health care plan. For more information on TeamCare, go to [www.MyTeamCare.com](http://www.MyTeamCare.com) (click on link for UPS) or call 1-800-323-5000.

Health care was contained in the national agreement which was approved by a majority of Teamsters. The upcoming vote on your supplement or rider does not impact health care.

## Ballots Mailing for Second Vote on Your Supplement or Rider

### ☒ **Members Urged to Vote Yes**

Ballots are hitting homes soon for members to vote on their tentative, five-year supplement, and in some cases rider, with UPS. The UPS National Master Agreement was approved in June by a majority of UPS Teamsters. A “yes” vote on your supplement and rider will clear the way for you to receive the benefits of that agreement, including a 70-cent-per-hour wage increase.

“The UPS National Master Agreement is a strong agreement that addresses the priorities that UPS Teamsters made clear they wanted,” said General Secretary-Treasurer and Package Division Director Ken Hall. “To lock in and begin to receive the benefits of this contract, I urge all Teamsters to vote ‘yes’ on their supplements and riders as soon as possible.”

Your Teamster Supplement and Rider Negotiating Teams have been working diligently to re-negotiate and strengthen your area agreements. Ballots must be received by 10 a.m. Eastern (EST) on October 9. Ballots will start being counted on October 9.

### **Wage Increases, Contract Improvements Delayed Pending Passage of Area Agreements**

You have probably noticed that the wage increases in the National Master Agreement scheduled for August 1, 2013, have not been reflected in your paychecks yet.

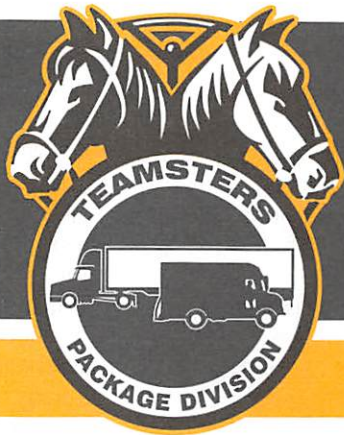
That is because the national agreement does not take effect until all regional supplements and riders have been approved. Seventeen supplements and riders were rejected on the first vote. Since then, Upstate New York UPS Teamsters have approved their supplement with 65% of the vote. Nine supplements and riders are currently being voted on. Negotiations are continuing on the remaining seven supplements and riders.

Once all supplements and riders are approved, wage and pension increases will be paid retroactive to August 1.

### *For More Information*

If you would like more information, please contact your local union or go to [www.UPSContractFacts.com](http://www.UPSContractFacts.com). In addition, you will be notified of opportunities to join a telephone conference call to hear more information and ask questions.





AUGUST 22, 2013

# UPS DATE

## A REPORT ON THE 2013 CONTRACT CAMPAIGN

### Wage Increase, Other Improvements Await Passage of Area Supplements

#### National Agreement Not In Effect Until All Supplements, Riders Ratified

The UPS National Master Agreement, which was approved in June by a majority of UPS Teamsters who voted, achieves many contract enhancements that members identified as extremely important, including wage and benefit increases, additional full-time jobs and language improvements on issues such as harassment, 9.5, SurePost and military leave.

Those provisions, including a 70-cent per hour wage increase, were negotiated to take effect Aug. 1. But members probably have noticed the raises have not been reflected in their paychecks yet.

That's because the national agreement does not take effect until all regional supplements and riders have been approved. As of this press date, there are 17 supplements and riders that have not been approved. Bargaining committees are working diligently with their members and negotiating with the company to address issues so ballots can be sent out again. We have extended the current Agreement on a month-to-month basis to give the supplemental negotiating committees time to address issues.

Many supplements and riders failed because of confusion and misinformation about a change in some members' health care benefits in the national agreement. Members currently in a UPS health insurance plan are being moved to alternative plans in order to ensure that they continue to receive excellent health insurance benefits without having to pay a monthly premium.

Because health care is contained in the national agreement, votes against the 17 supplements and riders will not impact health care. Supplements deal strictly with local area issues, not the broader, national economic and language issues that are covered by the national agreement, which was approved.

The longer the approval process takes for the 17 supplements and riders, the longer members' wage and pension increases and other benefits will be delayed. Once all supplements and

riders are approved, wage and pension increases will be paid retroactively to Aug. 1.

#### Wage Increases

Under the new contract, both full- and part-time workers will receive the following wage increases:

- August 2013: 70 cents (delayed, but will be paid retroactively)
- August 2014: 70 cents
- August 2015: 70 cents
- August 2016: 40 cents
- February 2017: 40 cents
- August 2017: 50 cents
- February 2018: 50 cents

Based on a 46-hour work week, a full-time driver will earn \$25,000 more under the new five-year contract than under the previous agreement.

For part-timers, who will receive the same general wage increases as full-time workers, the start rate will increase by \$1.50.

#### Excellent Health Care Benefits

UPS was already moving forward to replace the current company health care plan with one that cut benefits, slashed retiree health care and required members to contribute thousands of dollars every year in premiums, deductibles and co-pays.

When negotiations began, UPS demanded major concessions in health care. The company announced it was terminating the existing company health plan and replacing it with a plan that would cost members thousands of dollars a year for less coverage, including a monthly premium for family care that would be deducted out of workers' paychecks. UPS recently severely cut the health insurance plan it offers its own management and was looking for similar savings in the Teamster contract.

The National Negotiating Committee stood firm and rejected those benefit cuts, premiums and out-of-pocket costs that UPS demanded. Instead, the committee proposed that Teamsters move out of the company plan. UPS Teamsters will be receiving more information about the new health care plans soon.

Both full- and part-time workers will continue to pay zero in premiums for health insurance. These new plans maintain exceptional coverage to UPS Teamsters and their families at low cost.

#### Harassment Addressed

The agreement adds new language to deal with the underlying issues of harassment based on technology, 9.5 and grievance filing. For example, new language makes it easier to get on the 9.5 list, provides access to 9.5 penalty pay on the first week of the violation after going on the list, provides protections against retaliation for filing 9.5 grievances, prohibits the company from piling on work at the end of the week and allows the union to address inadequate staffing.

Also, the new agreement specifically prohibits the company from retaliating against workers for exercising their rights under this agreement, including grievance filing.

#### SurePost, Military Service Protections, New Jobs

New language sets guidelines for the size and weight of packages, puts more packages back on UPS trucks and protects Teamster work.

Also, under the new contract, UPS employees who have been serving in the military will be able to continue accruing vacation to be used upon their return. This means that when they return to their jobs, they will have vacation available to use immediately.

The new contract also provides for an additional 2,350 full-time jobs during the first three years of the contract and protects current 22.3 jobs.





243

MIRROR

Reflecting Teamsters In Action

USPS 317-020

www.teamsters243.org

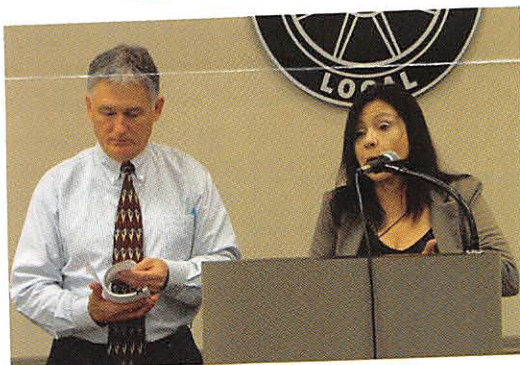
# Health Insurance Changes Result In Central Supplement and Local 243 Rider Ratifications

## Local 243 UPS Members Attend Central States Health Insurance Explanation Meeting

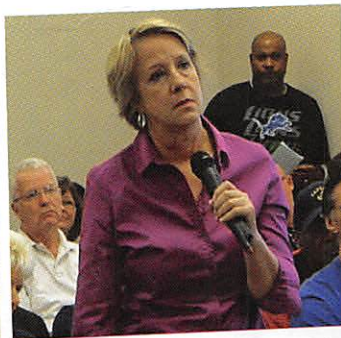
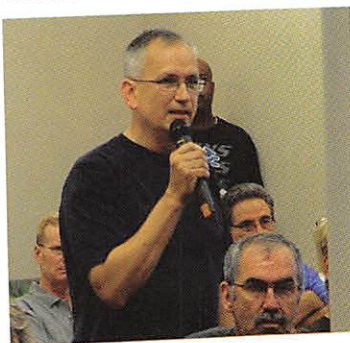
**W**eeks of negotiations between the IBT and UPS, combined with discussions to improve areas that members felt were inadequate, culminated in Local 243 members voting to approve their Local 243 Metro-Detroit rider by a 511-to-399 margin. The Local 243 rider is one of 17 supplements and riders to the UPS National Master Agreement. Local 243 President Jim "Cinci" Cianciolo said Local 243 UPS members expressed dissatisfaction with the health and welfare benefits offered. Responding to the members, the Central States representatives went back to the Central States to improve the health benefits so that they would meet the members' expectations.

### IBT Responds To Members By Improving Health Insurance

At the beginning of these contract talks, Local 243 members made it very clear that they would not accept just anything that was offered to us by UPS," Cianciolo said. "Health insurance was an important issue of course, but not the only one on our members' minds. They stood together, spoke out with one united voice, and showed their disapproval by rejecting the Central Region Supplement and Local 243's Rider. Thanks to our efforts, and the IBT's persistence, the end result is that we have a new Central Region Supplement that has been ratified by the membership." Health care played a central role throughout these talks as concerns about overall benefits and health care continue. Local 243 UPS members attended a special meeting at the Union Hall on Sunday, September 8th to discuss the health and welfare changes contained in the



Central States Representatives provide an overview to Local 243 members about the health care changes.



Local 243 UPS members ask questions and learn important details of their health care benefits.

new agreement. Representatives from the Central States Health and Welfare Fund were on hand to discuss the changes and answer members' questions about what they would mean today, and in the future.

"We know that all Local 243 members are concerned about their negotiated health care benefits, and have questions and concerns about what their benefits will look like in the future," Cianciolo said. "This meeting was well attended and the presentation by Central States was extremely helpful. Local 243 members were satisfied with the presentation

and now understand how these changes will strengthen their health and welfare benefits today and for years to come."

Local 243 Secretary-Treasurer Greg Lowran said that with the Central Region Supplement and Local 243 Rider now ratified, the IBT can now focus on completing all outstanding supplements and riders around the country.

The UPS National Master Agreement was approved by Teamster members this past June. Once all supplements and riders are approved, wage increases will be paid retroactively to August 1.



sters Local



# 243

# MIRROR

*Reflecting Teamsters In Action*

Vol. 50 No. 3 — July-August, 2013

USPS 317-020

[www.teamsters243.org](http://www.teamsters243.org)

## Local 243 Members Reject UPS Supplement; Bargaining Resumes

Rank-and-file UPS members have spoken, and in doing so they have rejected the proposed new UPS Central Region supplement, along with other supplements across the country. In rejecting these supplements, Local 243 members and UPS members across the country ordered the IBT and UPS to listen to the concerns of the members and get back to the bargaining table to hammer out details of a new agreement.

Local 243 President Jim "Cinci" Cianciolo said this rejection is an indication by the membership that the proposed agreement did not go far enough in addressing the critical issues identified by the Local Unions before the talks began on September 27, 2012. "Local 243 members have made it clear what they want from any new agreement, and they are asking the IBT and UPS to come to the table with an agreement that addresses these issues," Cianciolo said. "When Local 243 members met last August to outline our top priorities, our message was clear in that UPS needs to recognize the hard work of its employees, and reward them accordingly for what they do everyday to help keep the Company strong and profitable."

### Members Continue To Fix Health Care

As a result of this vote, the IBT and UPS have been meeting to further discuss issues and objectives for a new UPS Central Region agreement. Both sides continue to negotiate and remain hopeful that another agreement will be taken to the membership for ratification soon. "We are optimistic that our no vote will lead into a stronger agreement for the members in due time," said Secretary-Treasurer Greg Lowran. "We remain hopeful that the new agreement will bring back an offer that UPS members will be proud to vote yes for ratification."

