




# UPS Teamster Times

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## Teamsters Local 174 Pulls Driver Safety Committees from All UPS Buildings

*Move Comes After UPS Unilaterally  
Implements 70-hour Workweek*

to waste our drivers' time attending meetings to promote 'safety' with a Company that clearly has no regard for their welfare. Safety is not just a buzzword to the Teamsters and our members, but apparently the same cannot be said for UPS. We will not



lend legitimacy to a UPS 'safety' program that is nothing but lip service and makes no attempt at pursuing actual safe practices."

UPS's unilateral implementation of the new 70-hour/8-day workweek comes after more than two years of understaffing at that Company, which has led to a disastrous peak season with mountains of undelivered packages. The Company has implemented impossible standards that new drivers cannot achieve, leading to a washout rate for new drivers of well over fifty percent. Because of this understaffing issue, UPS has opted to force the burden of delivering its excess volume onto its current workforce - many of whom

UPS intends to move forward with this 70-hour/8-day workweek, they will do it without our consent. We have already filed charges with the National Labor Relations Board due to the Company's implementation of this change in working conditions without bargaining with us, and we will continue to boycott these Safety Committees until UPS demonstrates that they have an actual commitment to safety." The Safety Committees at each building consist of Teamster members from every job classification, as well as representatives from the Company side. Between all of the UPS buildings under the jurisdiction of Teamsters Local 174, there are nearly 70 package car drivers serving on Safety Committees. As of today, all of those drivers have ceased participation in those committees.



In the wake of Friday's decision by UPS Management to change from a 60-hour/7-day workweek to a 70-hour/8-day workweek, Teamsters Local 174 package car drivers have ceased participation in all Safety Committees from UPS locations in Seattle, Shoreline, Tukwila, Pacific, Valley, and Redmond.

"UPS's decision to force overwhelmed and overworked drivers to put in an additional ten hours on the road every week shows that they place absolutely no value on safety," said Teamsters Local 174 Secretary-Treasurer Rick Hicks. "We are not going

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have already been working 60 hours and 6 days a week for months.

"There is nothing safe about driving a large vehicle through residential and commercial areas while exhausted," Hicks continued. "If

Founded in 1909, Teamsters Local 174 represents 7,200 working men and women in the Seattle area, including over 2,000 members employed at UPS. "Like" us on Facebook at [www.facebook.com/TeamstersLocal174](http://www.facebook.com/TeamstersLocal174)

## Letter from IBT General President Hoffa to UPS CEO Abney

The following letter was delivered from International Brotherhood of Teamsters General President James P. Hoffa to UPS Chief Executive Officer David Abney on December 4, 2017:

Dear Mr. Abney:

On behalf of the 250,000 Teamster-represented UPS employees, I want to express my outrage and concern over the Company's decision to implement an 8-day/70-hour workweek for package car drivers. Your decision was made without any consultation with the Local Unions that represent UPS employees and, apparently, without any regard for the physical toll that will result from working the additional hours the company will compel. And it callously ignores the plans they may have made for spending time with their families during this holiday season.

As you know, we have instructed our Local Unions to utilize all contractual and legal remedies available to protest the Company's actions. I fail to understand how the company neglected to take the steps necessary to ensure that it had a sufficient number of trained workers available to meet the demand generated by the digital economy. This is, after all, the third consecutive year in which cyber Monday purchases have overwhelmed the Company's capacity to deliver packages for the holidays. After experiencing this problem in two prior years, and having had to apologize and compensate customers for service failures in 2015 and 2016, I would have assumed that you would have hired a sufficient number of seasonal employees and/or trained enough regular employees to provide the services to your customers to avoid similar problems this year. Instead, you have apparently failed to manage your business again and are content to shift the burden and responsibility for making deliveries to your already overworked employees.

UPS is obligated under the terms of its collective bargaining agreement to provide a safe workplace for its employees and to consult with the signatory Local Unions before making unilateral changes in the terms of conditions of its workers. While implementation of the new work schedule breaches the Company's commitment to inform the Union of changes and provide the opportunity for discussions, the more serious betrayal is to the workers

who will be required to work inhumane hours, subjecting them to increased chance of injury, and depriving them of time to prepare themselves and their families for the holidays. The Company's lack of concern for their wellbeing is inexcusable. There are some injuries that cannot simply be redressed by paying premium pay; UPS cannot compensate employees for fatigue, injury, or time with families that will be lost.

I assure you the Union will make every effort at the bargaining table to ensure that its members will not have to pay the price for the company's mismanagement in the future.

Sincerely,

James P. Hoffa  
General President

### **Your Local 174 Representatives:**

Reach them at **(206) 441-6060**



**Rick Hicks:**

Local 174 Secretary-Treasurer  
(Principal Officer)



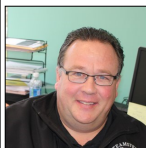
**Ted Bunstine:**

Local 174 President  
UPS Division Director



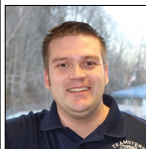
**Matt Webby:**

Senior Business Agent  
Tukwila Drivers and Preload, Pacific Drivers  
and Preload, Valley Drivers and Preload



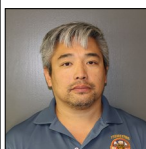
**Jeff Sullivan:**

Senior Business Agent  
Feeder drivers, Seattle Twilight, Redmond  
Twilight and Night, Import, and UPS Freight



**Nate Madoulet:**

Business Agent  
Redmond Drivers and Preload, Pacific Local  
Sort, COHO Twilight and Night, Valley Local  
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**Ron Dong:**

Business Agent  
Seattle Drivers and Preload, Shoreline  
Drivers and Preload, Boeing Field, Tukwila  
Local Sort