

Make UPS Deliver Full-Time Jobs!

UPS is taking away full-time job opportunities and violating our contract.

Article 22.3 requires UPS to create and maintain 20,000 full-time combo jobs by August 1. The company still owes us thousands of these jobs.

Teamster members are taking action. United we can win more full-time jobs.



UPS is violating our contract when it comes to full-time jobs—and it's time for our union to take action.

In the last year, UPS was required to create 2,500 new full-time combo jobs as part of a contractual agreement to create 20,000 full-time combo jobs nationally as of August 1, 2008.

The company has NOT created these jobs.

In fact, UPS is thousands of jobs short of the 20,000 minimum number of combo jobs.

As a result, thousands of UPS part-timers are being denied full-time jobs.

Full-Time Jobs Being Eliminated

UPS should be creating thousands of full-time combo jobs to address these violations. Instead, the company is destroying existing 22.3 positions.

Some local unions report that management has refused to fill Article 22.3 positions when they go vacant.

In some areas, the company has even started laying off Article 22.3 employees and forcing them to go back to part-time.

Working Teamsters won the Article 22.3 full-time jobs by going on strike in 1997 and telling the company, "Part-Time America Won't Work!"

Our union needs to take strong action to force the company to obey the contract and create the full-time jobs that we are owed and members have been waiting for.

Through the *Make UPS Deliver* network, members are filing grievances to demand that UPS:

- **Create and fill all 20,000 full-time Article 22.3 jobs nationally.**
- **Post and fill all vacant Article 22.3 jobs.** UPS has no right to lay off any Article 22.3 workers or keep any 22.3 jobs vacant as long as they are not maintaining 20,000 combo jobs nationally.
- **Pay full backpay** to members who were unfairly denied the opportunity to go full-time because UPS did not create and maintain the 20,000 full-time jobs they owe us.

Part-Time America Won't Work, but Teamster Unity can.

Let's work together to protect full-time jobs.