



Stronger Together

BETTER PAY & PENSIONS FOR CANADA'S FedEx WORKERS



FedEx Employees

Dear Future Brothers & Sisters:

We're responding to the numerous phone calls we've received from your fellow co-workers asking if the Teamsters Union would be willing to help you organize a union.

The answer is simple **YES** we will help you!

And the cost to you for this process is only \$5.00, a requirement under the Canada Labour Code.

There are
NO INITIATION FEES
and
UNION DUES
ARE ONLY PAID
WHEN YOU OBTAIN
YOUR FIRST COLLECTIVE AGREEMENT.

The various Teamster Locals will have an envelope, containing a sign-up card and a return prepaid envelope, available for every FedEx employee.

This is what you need to do:

- Fill in the card.
- Place the card and \$5 in the prepaid return envelope.
- Place the envelope in the mail box.

If you have any questions or concerns please visit the
Campaign Website at

www.FedExWorkers.org



Find out more at FedExWorkers.org

FedEx Employees

COMPARE

WHAT YOU GET AND WHAT THEY GET! UPS PAY RATES

Examples of top rated UPS positions as of February 1, 2010 levels after completion of thirty months of service. (All Classifications receive O/T after 8 hours.)

FEEDER DRIVER	\$25.09 per hr.	(Singles)
	\$25.22 per hr.	(Doubles)
	\$25.34 per hr.	(Triples)
	8 hrs. Guaranteed	
PART-TIME DRIVERS	\$19.08 per hr.	4 hrs. Guaranteed
	O/T after 8 hrs.	
PACKAGE DRIVER	\$24.84 per hr.	(Full-Time Driver)
	8 hrs. Guaranteed	
PRELOADERS, SORTERS, AIR RAMP EMPLOYEES & SHIFTERS	\$19.04 per hr.	3 hrs. Guaranteed
	O/T after 5 hrs.	
PKG. HANDLER, P/T WALKERS & REVENUE AUDITORS	\$17.66 per hr.	3 hrs. Guaranteed
	O/T after 5 hrs.	
	P/T Walker O/T after 8 hrs.	
AUTOMOTIVE MECHANICS	\$29.84 per hr.	8 hrs. Guaranteed

- Employees get benefits after 1 year of service paid 100% by the Company.
- The Company cannot use part-time drivers to circumvent the creation of full-time jobs or to replace existing regular full-time drivers.
- If a part-time driver exceeds 1,950 hours in one year the Company must post a full-time position.
- If the Company needs help during the preload they must offer those hours to the full-time Package Driver by seniority.

FedEx Employees

COMPARE

WHAT YOU GET AND WHAT THEY GET! UPS PENSION

- Become a member after 1 year of employment.
- Vested and entitled to a benefit from the plan after 2 years of plan membership.
35% YMPE.
- The current benefit is \$56.50 per month for each year of service credit (retroactive) to a max. of 30 years.
- The maximum pension payable today is \$1,695.00 per month. (Obviously this will increase through further negotiations.)

The Pension is 100% Employer paid.

For a detailed look at the UPS Wages Scales, Contract Language
and Pension Plan information please visit website:

www.FedExWorkers.org

FedEx Employees

MORE COMPARISONS!

PUROLATOR AVERAGE PAY RATES

(Check website for your provincial wage scales.)

		2010 HOURLY RATES	2011 HOURLY RATES
LINEHAUL DRIVER	Date of Hire	\$19.72	\$20.36
	After 12 Months	\$24.71	\$25.52
	O/T after 9 hrs.		
COURIER DRIVER	Date of Hire	\$14.41	\$14.88
	4 – 12 Months	\$16.35	\$16.88
	13 – 18 Months	\$17.92	\$18.51
	19 – 24 Months	\$19.51	\$20.15
	After 24 Months	\$24.37	\$25.16
	O/T after 8 hrs.		
MARKER (WAREHOUSE)	Date of Hire	\$15.54	\$16.04
	4 – 12 Months	\$17.67	\$18.24
	13 – 18 Months	\$19.36	\$19.99
	19 – 14 Months	\$20.31	\$20.97
	After 24 Months	\$23.54	\$24.31
	O/T after 8 hrs.		
SORTER (WAREHOUSE)	Date of Hire	\$12.68	\$13.09
	4 – 12 Months	\$13.85	\$14.30
	13 – 18 Months	\$14.56	\$15.04
	19 – 24 Months	\$15.41	\$15.91
	After 24 Months	\$19.06	\$19.68
	O/T after 8 hrs.		
RAMP EQUIPMENT OPERATOR (REO)	Date of Hire	\$15.07	\$15.56
	4 – 12 Months	\$16.24	\$16.77
	13 – 18 Months	\$16.95	\$17.50
	19 – 24 Months	\$17.80	\$18.38
	After 24 Months	\$21.45	\$22.15
	O/T after 8 hrs.		

FedEx Employees

MORE COMPARISONS CONTINUED!

PUROLATOR AVERAGE PAY RATES

(Check website for your provincial wage scales.)

		2010 HOURLY RATES	2011 HOURLY RATES
DIESEL MECHANIC (HEAVY EQUIPMENT)	Date of Hire	\$26.43	\$27.30
	After 4 Months	\$32.23	\$33.28
	O/T after 8 hrs.		

BENEFITS

- **FULL-TIME EMPLOYEES** receive full benefits after 6 months of service.
(Paid 100% by Employer)
- **PART-TIME EMPLOYEES** receive full benefits after 12 months of service.
(Paid 100% by Employer)

OTHER KEY ISSUES

Language which maximizes 8 hr. positions. i.e. If the Company eliminates a job it must be from a non – 8 hr. position first. P/T positions get their guaranteed hours increased every quarter.

Jobs Posted and bid by seniority.

Grievance Procedure with right to arbitrate over deadlocked grievances.

Pension after 2 yrs. employment at 35% YMPE eligible levels. \$70 per month for future service at (2011) levels. *(Pension Paid 100% by Employer)*

The Full Collective Agreement with all Classifications and Provincial Wage Rates,
Pension & Benefits can be viewed online at

www.FedExWorkers.org

Vacation Entitlement

YEARS OF SERVICE	FEDEX	UPS	PUROLATOR
1	2 weeks	2 weeks Based on 4.5% of last year's gross earnings.	2 weeks 4% of last year's earnings. (Less than 5 years of service)
3	3 weeks	2 weeks Based on 4.5% of last year's gross earnings.	2 weeks 4% of last year's earnings. (Less than 5 years of service)
5	3 weeks	3 weeks Based on 6.5% of gross earnings on second year of entitlement.	3 weeks 6% of last year's earnings. (Less than 10 years of service)
10	4 weeks	4 weeks 8.5% of gross earnings.	4 weeks 8% of last year's earnings. (Less than 15 years of service)
15	4 weeks	4 weeks 8.5% of gross earnings.	5 weeks 10% of last year's earnings. (15 and more years of service)
20	4 weeks	5 weeks 12.5% of gross earnings.	5 weeks 10% of last year's earnings. (15 and more years of service)
25	5 weeks	6 weeks 10.5% of gross earnings.	5 weeks 10% of last year's earnings. (15 and more years of service)
30	5 weeks	6 weeks 12.5% of gross earnings.	6 weeks 12% of last year's earnings. (30 and more years of service)
	17th year – 2 extra days 18th year – 3 extra days 19th year – 4 extra days	Full-time employees get 5 additional days off called OPTIONAL HOLIDAYS with full pay. Part-time employees get 3 additional OPTIONAL days with full pay.	PERSONAL DAYS – All Employees receive 5 days per year at full pay.

Health Care

FEDEX	
OPTION 1	OPTION 2
DEDUCTIBLE – 0	DEDUCTIBLE – 0
REIMBURSEMENT – 80% of the first \$2,500 (Drugs) 100% after \$2,500 per year, per family. (Must use Generics.)	REIMBURSEMENT – 90% of the first \$2,500 (Drugs) 100% after \$2,500 (Limits on some drugs.) * Generics must be used when available.
HOSPITAL – SEMI-PRIVATE ROOM not Covered	HOSPITAL – SEMI-PRIVATE ROOM covered 100%
DISPENSING FEE - \$9	DISPENSING FEE - \$9
VISION CARE – Not Covered	VISION CARE – \$250 every 2 years.
PARAMEDICAL – 80% up to \$300 per person.	PARAMEDICAL – 90% (Massage Therapy is 50%) (\$500 per year limit per Specialist.)
PHYSIO – \$1,000 max per yr.	PHYSIO – \$1,500 max per yr.
ORTHOTICS – 80% up to \$500.	ORTHOTICS – 90% (\$500 max every two years.)
PRIVATE DUTY NURSE – 80% up to \$10,000 per year.	PRIVATE DUTY NURSE – 90% (\$25,000 max per person, per year.)
OUT-OF-COUNTRY EMERGENCY – 100% up to \$1,000,000 per person for life.	OUT-OF-COUNTRY EMERGENCY – 100% (Lifetime max. \$1,000,000 per person.)
AMBULANCE	AMBULANCE
PAID 100% BY FEDEX	WHAT ARE YOU PAYING FOR THIS BENEFIT???
<i>Based on 2004 FedEx Benefit Guide</i>	<i>Based on 2004 FedEx Benefit Guide</i>

Health Care

UPS	
OPTION 3	OPTION 4
DEDUCTIBLE – \$50.00 per person	DEDUCTIBLE – 0
REIMBURSEMENT – 90%. Excludes voluntary drugs. Pay Direct Drug Card. 100% Generic reimbursement.	REIMBURSEMENT – 100% (Generic Drugs). Pre-Approved voluntary drugs. Pay Direct Drug Card. 100% Generic reimbursement.
HOSPITAL – SEMI-PRIVATE ROOM \$125 /day, 31 days.	HOSPITAL – SEMI-PRIVATE ROOM covered
DISPENSING FEE – Up to \$5	DISPENSING FEE – Up to \$5
VISION CARE – \$125 every 2 years.	VISION CARE – \$150 every 2 years.
PARAMEDICAL – Max \$200 per year per Specialist.	PARAMEDICAL – \$300 max. per year.
PRIVATE DUTY NURSE – Covered \$5,000 (lifetime).	PRIVATE DUTY NURSE – Covered \$5,000 (lifetime).
OUT-OF-CANADA – \$50,000 max 31 days in hospital.	OUT-OF-CANADA – Unlimited stay \$50,000 max.
HEARING AIDS – \$300 every 5 years.	HEARING AIDS – \$500 every 5 years.
AMBULANCE – Covered 100%.	AMBULANCE – Covered 100%.
MISC. SUPPLIES – Covered 100%.	MISC. SUPPLIES – Covered 100%.
LIFETIME LIMIT – \$750,000	LIFETIME LIMIT – \$1,000,000
PAID 100% BY UPS	PAID 100% BY UPS
Employees hired AFTER 2004 Contract Ratification.	Employees hired BEFORE 2004 Contract Ratification.
For full details on plan please visit: www.FedExWorkers.org	For full details on plan please visit: www.FedExWorkers.org

Health Care

PUROLATOR
DEDUCTIBLE – 0
REIMBURSEMENT – 90% paid for all Generic Drugs and 75% for all others.
HOSPITAL – Covered for difference in cost between semi-private room and board and standard ward accommodation.
DISPENSING FEE
VISION CARE – \$200 in any 24 consecutive months.
PARAMEDICAL – (Massage Therapy - 20 Treatments per year.) Chiropractor, Osteopath, Podiatrist or Naturopath up to a max benefit of \$250 after provincial benefits are exhausted.
NURSE – \$5,000 in any 3 consecutive cal. years, plus \$50 per day thereafter.
OUT-OF-PROVINCE/CANADA – 75% of first \$10,000 of eligible expenses per occurrence, then 100% in excess.
PSYCHOLOGIST – To a max. of \$200 after provincial benefits are exhausted.
EXTERNAL BREAST PROSTHESIS – Up to \$150 and 2 surgical brassieres per year.
AMBULANCE
LIFETIME LIMIT – \$500,000
PAID 100% BY PUROLATOR
For full details on plan please visit: www.FedExWorkers.org

Dental Coverage

FEDEX	
OPTION 1	OPTION 2
DEDUCTIBLE – 0	DEDUCTIBLE – 0
REIMBURSEMENT LEVEL –	REIMBURSEMENT LEVEL –
BASIC 50%	BASIC 90%
MINOR RESTORATIVE 50%	MINOR RESTORATIVE 80%
ENDODONTICS 0	ENDODONTICS 80%
MAJOR (not covered) 0	MAJOR NIL
ORTHODONTICS 0	ORTHODONTICS *50% *(\$2,500 Max.)
DENTURES 0	DENTURES 50%
CROWNS, INLAYS, BRIDGES 0	CROWNS, INLAYS, BRIDGES 50%
MAXIMUM PER PERSON FOR MAJOR – \$500 PER PERSON PER YEAR	MAXIMUM PER PERSON FOR MAJOR – \$1,000 PER PERSON PER YEAR
BENEFITS – PAID 100% BY FEDEX ("FREE DENTAL CARE PLAN")	BENEFITS – CO-PAY WHAT ARE YOU PAYING FOR THIS BENEFIT???
<i>Based on 2004 FedEx Benefit Guide</i>	<i>Based on 2004 FedEx Benefit Guide</i>

Dental Coverage

UPS			
OPTION 3		OPTION 4	
DEDUCTIBLE – 0		DEDUCTIBLE – 0	
REIMBURSEMENT LEVEL –		REIMBURSEMENT LEVEL –	
PREVENTIVE	90%	PREVENTIVE	100%
MINOR RESTORATIVE	75%	MINOR RESTORATIVE	80%
PERIODONTICS	50%	PERIODONTICS	80%
ENDODONTICS	50%	ENDODONTICS	80%
MAJOR RESTORATIVE	50%	MAJOR RESTORATIVE	80%
ORTHODONTICS	50%	ORTHODONTICS	*50%
		*(Children)	
MAXIMUM PER PERSON FOR MAJOR –		MAXIMUM PER PERSON FOR MAJOR –	
ANNUAL	*\$1,000	ANNUAL	*\$1,500
*(Excl. Orthodontics)		*(Excl. Orthodontics)	
LIFETIME	\$1,500	LIFETIME	*\$2,000
ORTHODONTICS		ORTHODONTICS	
		*(Child only)	
BENEFITS –		BENEFITS –	
PAID 100% BY UPS		PAID 100% BY UPS	
<i>For full details on plan please visit: www.fedexworkers.org</i>		<i>For full details on plan please visit: www.fedexworkers.org</i>	

Dental Coverage

PUROLATOR	
DEDUCTIBLE – 0	
REIMBURSEMENT LEVEL –	
ROUTINE PROCEDURES	85%
MAJOR PROCEDURES	50%
MAXIMUM PER PERSON FOR MAJOR – \$1,500 PER PERSON PER YEAR	
BENEFITS – PAID 100% BY PUROLATOR	
<p><i>For full details on plan please visit: www.fedexworkers.org</i></p>	

Short-Term And Long-Term Disability Benefits

SHORT-TERM DISABILITY	FEDEX OPTIONS 1 & 2	UPS	PUROLATOR
WAITING PERIOD	Accident – 1st Day Illness – 7 Days	Accident – 1st Day Illness – 4th Day	Accident – 1st Day Illness – 8th Day
BENEFIT	70% of Earnings for a Max. of 17 Weeks	66 2/3% of Earnings for a Max. of 26 Weeks	66 2/3% of Earnings for a Max. of 15 Weeks

LONG-TERM DISABILITY	FEDEX OPTIONS 1 & 2	UPS	PUROLATOR
BENEFIT	<p>Basic 60% of Earnings to a Max. of \$7,500. (Life of the claim.)</p> <p>Option 1 – No Cost of Living Adjustment</p> <p>Option 2 – Cost of Living Adjustment to a Max. of 2%.</p> <p><i>Based on 2004 FedEx Benefit Guide</i></p>	<p>60% of Monthly Income. Max. of \$2,500 per month.</p> <p>Max. period of 120 months or age 65 (whichever comes first).</p> <p>(Job protected through the whole process.)</p> <p><i>For details on this benefit please visit: www.FedExWorkers.org</i></p>	<p>60% of Earnings to a Max. of \$1,200 per month.</p> <p>Before claiming LTD you must apply for E.I. which provides an additional 15 weeks.</p> <p>(Job protected through the whole process.)</p> <p><i>For details on this benefit please visit: www.FedExWorkers.org</i></p>
BENEFITS PAID BY	<p>OPTION 1 – IS PAID BY FEDEX</p> <p>OPTION 2 – IS A CO-PAY</p>	<p>PAID BY UPS – 100%</p>	<p>PAID BY PUROLATOR – 100%</p>

FedEx Ground Employees

(Owner Operators)

The Teamsters Union represents many Owner Operators at Purolator and other courier companies.

Some of the benefits are:

- Full Health & Welfare Coverage
- Fuel Cap of 61.8 Litres
- Daily Guarantee

If you want to join the Teamsters Union please follow the instructions on Page 1.

Purolator Owner/Operator Revenue Formula's
on the Campaign Website at

www.FedExWorkers.org