

Tentative Agreements

UPS and Local 243 Metro Detroit

For the Period Beginning August 1, 2013 through July 31, 2018

covering:

The parties reserve the right to correct inadvertent errors and omissions.

Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Master Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**.

Article 3 Seniority Full-Time Employees

Section 3 –Job Openings

~~Newly created and/or vacancies in 22.2 and 22.3 jobs will be open to full time and part time employees and filled by seniority. All time from the part time employees date of hire shall be pro rated on a fifty percent (50%) basis for the purpose of bidding these jobs (i.e. employee has eleven(11) years seniority the part time employee would receive five and one half (5 1/2) years seniority)~~

Newly created and/or vacancies in 22.2 and 22.3 jobs will be open to classification first per Article 3.8 using only full-time seniority. If not filled, the job will be open to all full-time and part-time employees within the building and awarded using a combination of full-time seniority and 50% of part-time seniority date. (i.e. employee has eleven (11) years seniority, the part time employee would receive five and one half (5 ½) years of seniority).

Feeders

Section 5

Feeder job selection shall be as follows:

Bid original job opening, bid the second (2nd), a third (3rd), a fourth(4th) and a fifth(5th) time with the sixth(6th) being assigned.

Package Car Drivers

Section 5

When there is a need to bid a package driver job the following will be the process: bid original job opening, a second (2nd), a third (3rd), a fourth (4th) with the fifth (5th) move being assigned.

Package Car Drivers

Section 6

Bumping procedure for Package Car Drivers in Article 3 Section 9 shall be followed as outlined:

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The Package Car Driver shall have the right to bump a less senior Package Car Driver. This procedure shall be repeated a second (2nd), third (3rd) and fourth (4th) time with the fifth (5th) move being assigned.

Part Time Employees

Section 4 Airport Employees

The Union and Company agree that the Company, when possible, may create the following combination part-time jobs at the Airport that will have a one and a half hour (1.5) guarantee on the AM shift and a two and a half hour (2.5) guarantee on the PM shift when an opening occurs as outlined below:

- A combination part-time job opening is one that occurs when a vacancy on the AM shift or PM shift (Twilight) becomes available; the Company may combine with the other shift.
- If a job opening occurs on the Twilight shift that job will be offered to an employee on the AM shift and that reverse offering will be followed if a job opening occurs on the AM shift. These combination part-time jobs will be awarded by shift seniority.
- The Job Bid will indicate the job description example (Ramp/Ramp, Inside/Ramp or Inside/Inside).
- If no one bids the combination part-time job, then the Company will fill the vacancy(s).
- When the Company needs to reduce the work force within a work area during a shift, the reduction will be offered by seniority and forced by inverse seniority in that area.
- No employee will suffer a layoff in order to create these part-time combination jobs.
- There will be a minimum of four (4) part-time combination positions created on each shift (AM/Twilight). The Union and Company will meet to review these jobs when there is a need to hire additional employees on either shift.
- The Company will continue to use double shifting of employees due to extra daily work and/or to cover absenteeism.

Article 6 Miscellaneous

Section 4

Metro Detroit employees, members of Local No.243, will be covered under the United Parcel Service Insurance Health Program.

All Full Time and Part Time Metro Detroit employees who are members of Local 243 will be covered by the Central States Southeast and Southwest Area Health and Welfare Fund during the term of this Agreement as set forth in Article 34 of the National Master and Article 14 of the Central Region Supplemental Agreement.

Section 5:

When approved by the employee the Employer agrees to deduct from the pay of said employee covered by this Agreement any fee or cost from supplemental health insurance, life insurance, or other medical benefits, which may be established by the Local Union.

The Employer will remit the deduction to the representative designated by the Local Union, by the end of the month in which the deduction was made. With each remittance the Employer will provide a listing of the participating employees in alphabetical order with their social security number.

Uniform Rules and Regulations Governing the Actions of United Parcel Service Employees and Members of Teamsters Local 243 as Revised Effective August 1, 2002.

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7. MISCELLANEOUS:

Delete (a) and (b) only.

~~(a) Penalty for three (3) minor offenses in a sixty (60) day period. (see note #1.)~~

~~3-day suspension~~

~~(b) Penalty for three (3) major offenses. (see note #2)~~

~~Subject to discharge~~



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