

UPS Contract Update

First Look at UPS Contract Proposals

The Teamsters national bargaining proposals were set on October 17.

UPSers and Teamsters United submitted comprehensive contract proposals. Many were adopted. Others were watered-down by Hoffa and the Package Division.

Here are some of the issues that will be on the table when national contract negotiations begin in January.



EXCESSIVE OVERTIME

Teamsters United put forward strong 9.5 proposals—and many of them were approved as the union's bargaining demands. Now, we have to fight to win them in the contract.

Under the Article 37 proposals, all package drivers' hours would have their work day reduced to under 9.5 hours per day with the exception of November and December.

All hours worked after 9.5 would be paid at triple time pay and the driver's work schedule would be adjusted.

Drivers who want to be exempt from the 9.5 limit would notify management in writing at any time—and have their wage rate increased by one dollar during the exemption period. They would not receive triple time pay for hours worked after 9.5.

Teamsters United proposed that all work after 9.5 be volun-

tary and drivers should have the right to return to the center after 9.5 hours worked.

Hoffa's Package Division sidelined this demand. Instead, they are proposing a 9 p.m. curfew for package drivers under Article 18. This curfew would still allow for a 13-hour day.

HARASSMENT

Article 37 currently has no penalty for harassment violations. Grievances are routinely settled with "The Company will comply with Article 37." This solves nothing.

The contract proposals include mandatory financial penalties for harassment violations as proposed by Teamsters United.

The minimum penalty would be 4 hours pay going up to a maximum penalty of one week's pay depending on the severity of the offense.

An Article 37 Committee would be created at the

National Grievance Panel to hear harassment grievances that deadlock at the local union and area grievance panel level.

An arbitrator would sit in on harassment cases and break the tie if the Article 37 Committee deadlocked.

In one of the weakest proposals, a supervisor who is *repeatedly* found guilty of harassment would only have to appear before the Article 37 Committee. We have to do better than that!

Teamsters United proposed to give local unions the ability to force management to meet within 72 hours in cases of widespread harassment and to strike if the problems are not addressed. The Hoffa administration rejected that proposal.

FULL-TIME JOBS

The union's proposals demand the creation of 10,000 full-time 22.3 jobs over the life of the contract.



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Teamsters United is independent of the Hoffa administration and the IBT.

The company would be required to maintain 22.3 jobs in the local where they are created and to provide reports to locals so that full-time job creation can be policed.

SATURDAY AND SUNDAY WORK

No national contract proposals were presented on Saturday and Sunday work or other scheduling issues.

UPS's Tues-Sat schedules are creating major problems.

In supplemental contract negotiations, UPS is demanding Sunday deliveries and

work weeks of any five days. Days off would not have to be consecutive.

UPS is also proposing work weeks of four 10-hour days and even three 13-hour days.

The company wants to negotiate all these issues on the supplemental level, where management can look for the weakest link to push through the worst language.

DISHONESTY

The contract demands would eliminate the loophole that allows UPS to use technology to fire employees for "dishonesty."

GRIEVANCE PROCEDURE

No changes are being proposed to Article 7 (Local and Area Grievance Machinery) or Article 8 (National Grievance Procedure). Apparently, Hoffa thinks the grievance procedure is working just fine!

Teamsters United proposed giving local unions the right to strike on deadlocked grievances or when management is violating grievance settlements. Hoffa and Taylor did not include this in the proposals.

SAFETY & EQUIPMENT

Members flooded the IBT with proposals on Article 18 and many have been incorporated into the union's bargaining demands. The contract is an opportunity to win improvements on heating, cooling, ventilation, mirrors, tires, seats and other equipment.

SUPERVISORS WORKING

Proposed changes to Article 3 would set minimum and escalating penalties for supervisors working violations, starting with a minimum penalty of two hours at double-time pay. Violations of more than two hours would be paid at actual hours worked at double time.

WAGES AND BENEFITS

No proposals have been discussed yet on wages, pensions, healthcare, retiree healthcare, or reducing the four-year progression. These economic issues are taken up later after most language issues have been resolved, but they are central to the concerns of UPSers.

UNITING TO WIN A GOOD CONTRACT

Many good language proposals will be on the bargaining table. Now, we have to fight to win them. That requires informing and uniting members at UPS.

The IBT should make the union's Bargaining Proposals available to UPS Teamsters and mobilize the membership to win our demands with no concessions.

Management knows what our issues are; they create the problems every day. Members who live under the contract should not be kept in the dark.

Teamsters United will continue to inform and unite members to fight for a good contract.

Other Proposals

- Increase the minimum daily guarantee for part-time air workers
- Create designated routes to handle over 70 and incompatible packages
- Require the company to take action on any workers compensation claim within 10 days
- Establish a "Work Hardening" program to protect members who are returning to work from workers' comp by escalating their duties over time
- Protect workers from unfair discipline for methods violations
- Prohibit layoffs because of drones or driverless vehicles
- Require the company to turn over DIAD messages on request

The Teamster proposals for the national UPS contract were set at the Two-Person meeting of local union representatives on October 17. In an unprecedented move, the Hoffa administration confiscated all copies of the Bargaining Proposals after the meeting. As a result, we can only report a summary of some of the national contract demands, without any of the actual language.