

# UPS Contract Update

The International Union and UPS wrapped up the second week of contract negotiations on February 1.

The Union has put forward many strong proposals. UPS has responded with concessions. Management knows the givebacks will never be accepted by the members. UPS is probing the Hoffa administration for weakness and trying to distract us from our own bargaining demands.

The IBT needs to stand behind our proposals and mobilize the members, not back down or settle short.

The second week of contract talks focused on harassment, excessive overtime, supervisors working, technology, and Surepost.

## HARASSMENT

The Union proposal would create a national committee to hear Article 37 grievances that are not settled at the local or area level.

The committee would be similar to the national 9.5 Committee which has had mixed results at best.

The proposal includes financial penalties for harassment violations—from a minimum of a half day's pay up to a week's pay. The company counter-proposal eliminates financial penalties for harassment.

## EXCESSIVE OVERTIME

The Union has put forward strong proposals that would require the company to reduce the work day for all package drivers to below 9.5 hours per day with the exception of November and December. The penalty for violations would be triple time. Drivers who want the hours could exempt themselves from the 9.5 cap.

UPS's proposal would give drivers only ten days at the start of the year

to opt-in to the 9.5 list. After that, drivers would have no 9.5 rights.

## SIX-DAY WORK WEEKS

The International Union has not put forward any proposal to cap excessive overtime or restrict six-day and 70-hour work schedules.

But Package Division Director Denis Taylor said a proposal will be given to the company soon. We need clear contract language that bans UPS from forcing employees to work more than five days in a week, including during peak.

## SUPERVISORS WORKING

The Union proposal increases the penalties for supervisors working violations and requires management to immediately inform a shop steward when a supervisor does our work, or pay a triple time penalty.

Management's counter-proposals would change the contract to make it harder for members to be paid for supervisors working grievances by requiring members to prove that they were available to perform the work.

## TECHNOLOGY

Hoffa's Package Division watered down key contract proposals to stop

unfair discipline and prevent job elimination due to technology.

Denis Taylor had the Negotiating Committee withdraw a proposal to ban UPS drones or driverless vehicles. Taylor also withdrew a contract proposal that would prohibit management from disciplining employees, solely based on technology. A proposal to eliminate the loophole the company uses to discipline members on phony charges of dishonesty was also withdrawn.

The weakened Union Proposal for Article 6 still has some improvements. It would prohibit the company from suspending employees based solely on technology. It also adds new language that makes it clear that "failure to follow proper procedures" does not constitute dishonesty for the purposes of discipline.

The Package Division needs to hold firm and unite the members to win these and other protections.

## SUREPOST

The Union proposal would eliminate Surepost and require that work to be performed by Teamsters. UPS's proposal would allow the company to expand its use of Surepost and give away more of our package delivery work to the post office.

## CONCESSIONS

The company has demanded a laundry list of ridiculous concessions. The Hoffa administration needs to hold the line on our contract demands and send the company a message by mobilizing the members. "UPS Teamsters are ready to fight for a good contract," said Fred Zuckerman. "We won't settle short."



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