

Tentative UPS Freight Agreement Strengthens Protections Against Excessive Forced Overtime



"The new language on excessive forced overtime will help give us the ability to make family plans and keep them without fear of retaliation. It also gives us the ability to work over 11 hours if we want to. We, the members from the Rialto, California terminal are glad we now have this new protection."

The tentative UPS Freight National Agreement increases protections for UPS Freight Teamsters against excessive forced overtime. New language was added to Article 18 generally stating that full-time local cartage or clerical employees may not be required to work more than an 11-hour workday. If the company needs workers more than 11 hours, the work will be offered as extra work by seniority to the employees in the classification. Further, no UPS Freight Teamster will be disciplined for refusing to work past 11 hours. For P&D drivers, the 11-hour language will apply once the driver returns from his/her assigned P&D run. Where there is no working shift at a terminal and no workers are scheduled to report, the company, however, can force junior employees to finish work assignments. This language should provide a significant improvement for the members.

ACTUAL NEW LANGUAGE IN ARTICLE 18:

(C) No full-time Local Cartage or Clerical employee will be required to work more than an eleven (11) hour workday. If the Employer needs to work employees more than eleven (11) hours, this work will be offered as extra work by seniority to the employees in the classification. No employees will be disciplined for refusal to work past eleven (11) hours.

(D) P&D drivers will not be forced to work more than eleven (11) hours in any one (1) shift. This language will only apply once the employee has returned to the facility after his/her assigned P&D run. No employee will be disciplined for refusal to work past eleven (11) hours.

(E) However, if there is no working shift at the terminal, the Employer can direct the junior employee(s) to finish up any work assignment necessary to meet service requirements. Example: the Employer giving the directive to the last shift on any workday to stay until work is completed, provided no other employees are scheduled to report at that time. If service requirements discussed in this paragraph require an employee(s) to remain at work past eleven (11) hours and the Employer notifies the employee(s) of the utilization of the language contained in this paragraph, the protection against discipline outlined in paragraph (C) and (D) no longer applies and the employee(s) may face discipline for leaving, up to and including discharge.

To view the entire proposed national agreement, go to: <http://ibt.io/UPSFreightTA>

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