



TEAMSTERS

United Parcel Service National Negotiating Committee

25 Louisiana Avenue, NW, Washington, DC 20001

UPS MEMBER QUESTIONS FROM AUGUST 11 TELEFORUM CALL

The following are some of the questions left by UPS members following the teleforum call on August 11, 2018.

Q: Can you explain the process about how part-time workers will be able to fill the new 22.4 combination driver positions?

A: Part-timers bidding into full-time jobs is a Supplemental issue. This information should be available from your Local Union representative.

Q: Will the new 22.4 positions be available in buildings that currently only have Saturday air?

A: No. The 22.4 classification can only be used in buildings that are delivering ground packages on the weekends.

Q: Our building in Ohio does not deliver on Saturday and Sundays. How are we going to be able to have decreased loads on weekdays to keep us under 9.5, and how will we be protected under 9.5 when the new language says it only applies to buildings that utilize 22.4 combination drivers?

A: In buildings that do not implement weekend ground deliveries, you still have the improved language in Article 37. There is easier access to the list and an improved procedure for repeated violations. In buildings that do not have 22.4 drivers, the existing criteria for eligibility remain in effect.

Q: How can the union be sure that the company will not shift more work to the 22.4 drivers at the expense of regular package car drivers? Also, for package car drivers that want overtime, how can we be sure that the overtime we want will not be taken by the 22.4 combination drivers? Finally, at our center the drivers are concerned that the 22.4 drivers will reduce the need for regular package car drivers on Monday. How will we be protected from this taking place?

A: In most areas of the country, there are lower paid employees delivering ground packages on a daily basis along-side Regular Package Car Drivers (RPCD); they are called by various names, Regular Temporary Drivers, Utility, Cover, etc. These are part-time employees doing delivery, in many areas every day and all year with lower pay and part-time benefits. Also, in many areas there are Tuesday through Saturday ground delivery (at straight-time) as allowed in the Supplements. Despite this, daily overtime for RPCDs still exists and in fact is often excessive. We believe that the 22.4 will reduce the excessive forced overtime. The Monday volume issue has existed previously and we do not expect the 22.4 classification to change this for better or for worse.

Q: For part-timers who don't remain with UPS for 25 years, will we still get \$60 a year in pension benefits?

A: The current accrual for normal retirement is \$60 per year of Credited Service. You should contact the UPS Pension Fund at RetirementDept@UPS.com for details on your specific pension status.

Q: I work in pre-load. Will there be guaranteed work hours for workers like me?

A: The daily guarantee for part-timers is 3.5 hours per day. This is found in Article 22 Section 5(d).

Q: I've been a part-time worker for 11 years. It seems like drivers or new workers will benefit from this contract, but what about workers like me who've been here 9, 10 or 11 years?

A: The number 1 proposal that we received on part-time wages was an increase in the start rate. We raised that rate significantly in this contract. We also negotiated a very good wage increase. The \$4.15 total wage increase is a 5.4% annual increase for the average part-time employee; well above inflation and the same wage increase as the full-time employees.

Q: I'm a part-time air driver. Is there any language in the contract regarding guaranteed daily hours?

A: Part-time air drivers have a daily guarantee of 3 hours. This is found in Article 40 Section 1 (d) (2) and (3) and for Saturday air drivers, Section 1 (k) (3)

Q: I've been with the company over 30 years looking to retire in the next year. How will this contract affect employees like me?

A: Improvements to the part-time UPS Pension Plan and the full-time UPS/IBT Pension Plan can be found on pages 14 through 17 of the National Master tentative agreement. To view the entire proposed national agreement, go to: ibt.io/agreement

For part-timers and full-timers in a regional or local union pension fund, the tentative agreement provides the benefit funds with an increased benefit contribution by UPS of \$40.00 per week in each of the five years of the Agreement. That money is allocated to the various Health and Welfare and Pension Funds and those Funds determine what impact that new money has on benefits.

Q: I am a mechanic and I heard the progression will be changing. What changes are in the contract?

A: The Mechanic's progression can be found in Article 41 Section 6 of the tentative agreement and has been changed to a twenty-four (24) month progression. The progression starts at 85% of the current top rate, then goes to 90% of the current top rate at 12 months, reaching top rate at 24 months.

Q: Can you explain how the proposed 9.5 list will work?

A: The Union will now control the 9.5 process. This means that the union representative will use the center's full seniority list as the "opt in" list unless individual drivers tell the representative that they want overtime, and do not wish to be on the 9.5 list. The representative will then remove that name from the list and present the final list to management. You are automatically on the list unless you want off. You can also get on or off the list at any time thereafter with one week's notice to management.

Q: I work in a center where we often are forced to work excessive overtime for a couple days while the rest of the days we work 8 hours. Does the contract address this?

A: Article 37 Section 1 (c) of the current contract has language that may address this, depending on the specifics of the situation. On page 130 the language states: "The Company will not assign excessive overtime on the two (2) remaining days of the work week in order to retaliate against a driver for opting on to the 9.5 list." You should consult with your Local Union representative if you feel this is occurring.



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

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