

# Tentative UPS Freight Agreement Provides Numerous Improvements

**The following are some of the improvements contained in the Tentative UPS Freight Agreement that we currently do NOT have:**

- No Local Cartage driver will be forced on a “lay down” run;
- Road drivers will be allowed to pass on runs when there are more drivers than loads;
- Clerical positions will get the “45 in 90” hiring trigger;
- Local Cartage to bid weekly road runs after the run has been offered to the road classification;
- A true bump and roll bidding process monitored by the shop stewards;
- Road drivers to be given a two (2) hour call-in before leaving out;
- Seniority to be used when two (2) city loads are combined—given to the most senior driver who chooses;
- Seniority will be used on overtime for Local Cartage and Clerical;
- All warning letters will be protested automatically;
- “Serious accident” is defined so that the employer cannot remove drivers from classification for a minor accident;
- Penalty pay for delayed grievance settlement payments;
- Separate checks for grievance settlements;
- New language prohibiting the Employer from following an injured worker into a doctors’ visit on a workers compensation claim;
- New language helping protect permanently disabled employees;
- Spousal transfer rights to our military members serving in the military;
- Language protecting our active military members vacation time even if they earn an additional vacation week;
- New safeguards against being forced to use unsafe/faulty equipment;
- CDL training (our trainers will now be compensated to train our non-CDL members/UPS employees) to better staff our facilities;
- Penalty pay for pay roll errors;
- Protections against forced overtime for Local Cartage and Clerical members after 11 hours;
- Verified phone calls in the presence of bargaining unit employees for work opportunities;
- Seniority to be used when filing new safety trainer positions;
- New Technology language that protects against unilateral changes;
- Jury duty pay for casuals;
- Funeral pay for casuals;
- Maternity and paternity leave;
- Two (2) discretionary days for casuals after 1 year and each year after;
- One (1) week of vacation after first (1st) year for casuals and two (2) weeks of vacation after the fifth (5th) year;
- Monetary damages for supervisor working;
- Blackout vacation weeks limited to five (5) weeks;
- Two percent (2%) by classification will have vacation during those blackout weeks;
- New language stating that a “change of operations” does not allow the company to move work outside the bargaining unit;
- A drug rehabilitation program;
- Red circling road boards by the seniority number at locations where one or more subcontractors are used, that is in or out of that location;
- A penalty rate for red-circled road drivers working out of classification at \$37.61 an hour regardless of their progression—that is a \$300.88 daily guarantee or \$1,504.40 weekly guarantee when working out of classification;
- Language calculated to bring 18-20% of the current work performed by contractors back to the bargaining unit over the life of the Agreement;
- Adding a minimum of 100 new road jobs;
- Penalizing the Employer with additional hiring obligations if it does not reduce subcontracting, and
- New language that affirmatively and clearly expresses that the protection of bargaining unit work is the central purpose of the Agreement.

**To view the entire proposed national agreement, go to: <http://ibt.io/UPSFreightTA>  
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Text “UPS” to 86466 to receive text message alerts (message and data rates apply).**