

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

## AIR OPERATION

Assignment of Work (AIR OPERATION)  
Cost of Living Adjustment (AIR OPERATION)  
Full-Time Combination Wage (AIR OPERATION)  
Full-Time Wage (AIR OPERATION)  
Guarantee (AIR OPERATION)  
Holidays (AIR OPERATION)  
Overtime (AIR OPERATION)  
Part-Time Wage (AIR OPERATION)  
Pay Differential (AIR OPERATION)  
Preservation of Full-Time Jobs (AIR OPERATION)  
Progression (AIR OPERATION)  
Qualifications (AIR OPERATION)  
Saturday or Sunday Air Work (AIR OPERATION)  
Schedule Change (AIR OPERATION)  
Seniority (AIR OPERATION)  
Wage Rates (AIR OPERATION)

## ARBITRATION

Adverse Inference (ARBITRATION)  
Arbitrator's Remedial Authority (ARBITRATION)  
Authority of Arbitrator (ARBITRATION)  
Authority of Arbitrator in Master Case to Consider Supplemental Agreement (ARBITRATION)  
Authority of Arbitrator in Supplemental Case to Consider Master Agreement (ARBITRATION)  
Awards; Remands; Retention of Jurisdiction (ARBITRATION)  
Burden of Proof – Interpretation Cases (ARBITRATION)  
Conduct of Hearing (ARBITRATION)  
Determination of Arbitrability (ARBITRATION)  
Determination of Issue Presented (ARBITRATION)  
Drafter's Burden (ARBITRATION)  
Effect of Joint Committee Hearing; Waiver of Arguments (ARBITRATION)  
Effect of Negotiating History (ARBITRATION)  
Effective Date of Awards (ARBITRATION)  
Equitable Estoppel (ARBITRATION)  
Evidence (ARBITRATION)  
Ex Parte Arbitration; Default (ARBITRATION)  
Expenses of Arbitration (ARBITRATION)  
Fair Representation (ARBITRATION)  
Functus Officio (ARBITRATION)  
Impact of NLRB Deferral (ARBITRATION)  
Interpretative Guides (ARBITRATION)  
Issue Presented (ARBITRATION)  
Judicial/Administrative Review of Arbitration Awards (ARBITRATION)

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

Limitations on Arbitrator's Authority (ARBITRATION)  
Miscellaneous (ARBITRATION)  
Past Practice (ARBITRATION)  
Precedential Weight of Administrative/Judicial Proceedings (ARBITRATION)  
Precedential Weight of Arbitration Awards (ARBITRATION)  
Precedential Weight of Arbitration Awards (ARBITRATION)  
Precedential Weight of Court Decisions (ARBITRATION)  
Precedential Weight of General Executive Board Decisions (ARBITRATION)  
Precedential Weight of Joint Committee Decisions (ARBITRATION)  
Precedential Weight of Prior Grievances (ARBITRATION)  
Precedential Weight of Prior Settlement Agreements (ARBITRATION)  
Procedural Deadlock (ARBITRATION)  
Procedural Issues (ARBITRATION)  
Procedural Issues (ARBITRATION)  
Public Policy (ARBITRATION)  
Reopening a Joint Committee Proceeding (ARBITRATION)  
Retention of Jurisdiction for Remedy (ARBITRATION)  
Settlement (ARBITRATION)  
Subpoenas (ARBITRATION)  
Substantive Arbitrability (ARBITRATION)

## **COLLECTIVE BARGAINING PROCESS**

Accretion (COLLECTIVE BARGAINING PROCESS)  
Approval of Addenda (COLLECTIVE BARGAINING PROCESS)  
Contract Bar (COLLECTIVE BARGAINING PROCESS)  
Expiration; Extension Agreements; and Retroactivity (COLLECTIVE BARGAINING PROCESS)  
Jurisdictional Disputes (COLLECTIVE BARGAINING PROCESS)  
Ratification (COLLECTIVE BARGAINING PROCESS)  
Relationship Between Master and Supplemental Agreement (COLLECTIVE BARGAINING PROCESS)  
Side-Agreements with Employees (COLLECTIVE BARGAINING PROCESS)  
Side-Agreements with Union (COLLECTIVE BARGAINING PROCESS)  
Single Bargaining Unit (COLLECTIVE BARGAINING PROCESS)  
Status of International Union (COLLECTIVE BARGAINING PROCESS)  
Supplement-Wide Interpretation (COLLECTIVE BARGAINING PROCESS)

## **DISCHARGE AND DISCIPLINE**

Accidents; Safety Problems (DISCHARGE AND DISCIPLINE)  
Anti-Union Animus (DISCHARGE AND DISCIPLINE)  
Attendance (DISCHARGE AND DISCIPLINE)  
Attorney Fees and Costs (DISCHARGE AND DISCIPLINE)  
Back Pay: Absenteeism (DISCHARGE AND DISCIPLINE)  
Back Pay: Fringe Benefits (DISCHARGE AND DISCIPLINE)

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Back Pay: Interest (DISCHARGE AND DISCIPLINE)  
Back Pay: Interim Earnings (DISCHARGE AND DISCIPLINE)  
Back Pay: Overtime (DISCHARGE AND DISCIPLINE)  
Back Pay: Period of Back Pay (DISCHARGE AND DISCIPLINE)  
Burden of Proof – Discipline Cases (DISCHARGE AND DISCIPLINE)  
Cardinal Sins (DISCHARGE AND DISCIPLINE)  
Compliance with Return to Work Agreements (DISCHARGE AND DISCIPLINE)  
Conditions Imposed on Reinstatement (DISCHARGE AND DISCIPLINE)  
Constructive Discharge (DISCHARGE AND DISCIPLINE)  
Criminal Prosecution; Conviction; or Conduct (DISCHARGE AND DISCIPLINE)  
Customer Complaints (DISCHARGE AND DISCIPLINE)  
Defenses to Discipline (DISCHARGE AND DISCIPLINE)  
Destruction of Property (DISCHARGE AND DISCIPLINE)  
Discharge or Quit (DISCHARGE AND DISCIPLINE)  
Discipline Defined (DISCHARGE AND DISCIPLINE)  
Discrimination and Sexual Harassment (DISCHARGE AND DISCIPLINE)  
Dishonesty (DISCHARGE AND DISCIPLINE)  
Dishonesty in Investigative or Grievance Process (DISCHARGE AND DISCIPLINE)  
Dishonesty in Medical Benefits (DISCHARGE AND DISCIPLINE)  
Disparate Treatment (DISCHARGE AND DISCIPLINE)  
Double Jeopardy (DISCHARGE AND DISCIPLINE)  
Drug & Alcohol Testing (DISCHARGE AND DISCIPLINE)  
Drug & Alcohol Use; Possession; and Sale (DISCHARGE AND DISCIPLINE)  
Due Process: Advance Notice of Rules of Conduct (DISCHARGE AND DISCIPLINE)  
Due Process: Denial of Representation by Steward (DISCHARGE AND DISCIPLINE)  
Due Process: Miscellaneous (DISCHARGE AND DISCIPLINE)  
Due Process: Refusal to Produce Information (DISCHARGE AND DISCIPLINE)  
Due Process: Sufficiency of Investigation (DISCHARGE AND DISCIPLINE)  
Due Process: The Right to Face and Cross-Examine Accusors (DISCHARGE AND DISCIPLINE)  
Evidence (DISCHARGE AND DISCIPLINE)  
Excessive Discipline (DISCHARGE AND DISCIPLINE)  
Failure to Follow Instructions (DISCHARGE AND DISCIPLINE)  
Failure to Report Accident (DISCHARGE AND DISCIPLINE)  
Falsification of Records (DISCHARGE AND DISCIPLINE)  
Fighting; Language; Horseplay (DISCHARGE AND DISCIPLINE)  
Gross Negligence (DISCHARGE AND DISCIPLINE)  
Grounds for Discipline (DISCHARGE AND DISCIPLINE)  
Innocent Until Proven Guilty (DISCHARGE AND DISCIPLINE)  
Insubordination (DISCHARGE AND DISCIPLINE)  
Lengthy Work Record (DISCHARGE AND DISCIPLINE)  
Miscellaneous (DISCHARGE AND DISCIPLINE)  
Miscellaneous (DISCHARGE AND DISCIPLINE)  
Miscellaneous Defenses (DISCHARGE AND DISCIPLINE)

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

Off-Duty Misconduct (DISCHARGE AND DISCIPLINE)  
Probationary Status (DISCHARGE AND DISCIPLINE)  
Procedural Issues (DISCHARGE AND DISCIPLINE)  
Processing of Grievance (DISCHARGE AND DISCIPLINE)  
Productivity or Planned Day (DISCHARGE AND DISCIPLINE)  
Progressive Discipline (DISCHARGE AND DISCIPLINE)  
Reinstatement (DISCHARGE AND DISCIPLINE)  
Remedial Issues (DISCHARGE AND DISCIPLINE)  
Restitution (DISCHARGE AND DISCIPLINE)  
Social Media (DISCHARGE AND DISCIPLINE)  
Social Media (DISCHARGE AND DISCIPLINE)  
Stealing Time (DISCHARGE AND DISCIPLINE)  
Strike (DISCHARGE AND DISCIPLINE)  
Suspension (DISCHARGE AND DISCIPLINE)  
Theft (DISCHARGE AND DISCIPLINE)  
Timeliness of Discipline (DISCHARGE AND DISCIPLINE)  
Unsatisfactory Job Performance (DISCHARGE AND DISCIPLINE)  
Warning Notices (DISCHARGE AND DISCIPLINE)  
Written Notice (DISCHARGE AND DISCIPLINE)

## **EMPLOYEE BENEFITS**

Holidays; Personal Days; and Option Days (EMPLOYEE BENEFITS)  
Maintenance of Standards (EMPLOYEE BENEFITS)  
Medical Tests (EMPLOYEE BENEFITS)  
Parking (EMPLOYEE BENEFITS)  
Past Practice (EMPLOYEE BENEFITS)  
Past Practice (EMPLOYEE BENEFITS)  
Radios (EMPLOYEE BENEFITS)

## **FEEDER DRIVERS**

Bid Runs (FEEDER DRIVERS)  
Earning Opportunity (FEEDER DRIVERS)  
Equipment (FEEDER DRIVERS)  
Feeder Driving Training (FEEDER DRIVERS)  
Layoff and Recall (FEEDER DRIVERS)  
Qualifications (FEEDER DRIVERS)  
Qualified List (FEEDER DRIVERS)  
Relief Feeder Driver (FEEDER DRIVERS)  
Schedule Changes (FEEDER DRIVERS)  
Shifting (FEEDER DRIVERS)  
Sleeper Team Operations (FEEDER DRIVERS)

## **GRIEVANCE PROCEDURE**

# **UPS Arbitration Awards and Court Decisions Database Case Topics / Issues**

Employer Grievances (GRIEVANCE PROCEDURE)  
Failure to Exhaust (GRIEVANCE PROCEDURE)  
Investigation of Grievances (GRIEVANCE PROCEDURE)  
National Committee Review (GRIEVANCE PROCEDURE)  
Operation of Joint Committee System (GRIEVANCE PROCEDURE)  
Presentation of Grievances (GRIEVANCE PROCEDURE)  
Settlement of Grievances (GRIEVANCE PROCEDURE)  
Standing; Who May Grieve (GRIEVANCE PROCEDURE)  
Subject Matter of Grievances (GRIEVANCE PROCEDURE)  
Time Limits in Filing for Arbitration (GRIEVANCE PROCEDURE)  
Time Limits in Filing Grievances (GRIEVANCE PROCEDURE)  
Time Limits in Grievance Steps (GRIEVANCE PROCEDURE)

## **INSIDE EMPLOYEES**

Classification (INSIDE EMPLOYEES)  
Full-Time Bidding (INSIDE EMPLOYEES)  
Pay Issues (INSIDE EMPLOYEES)  
Pick-Off Position (INSIDE EMPLOYEES)  
Work Opportunity (INSIDE EMPLOYEES)

## **LEAVE OF ABSENCE**

Disability Leave (LEAVE OF ABSENCE)  
Loss of Driver's License (LEAVE OF ABSENCE)  
Maternity Leave (LEAVE OF ABSENCE)  
Military Leave and Reemployment Rights (LEAVE OF ABSENCE)  
Temporary Alternate Work (LEAVE OF ABSENCE)  
Union Leave (LEAVE OF ABSENCE)

## **MAINTENANCE EMPLOYEES**

Auto Mechanic (MAINTENANCE EMPLOYEES)  
Bidding (MAINTENANCE EMPLOYEES)  
Plant Mechanics (MAINTENANCE EMPLOYEES)  
Work Assignments (MAINTENANCE EMPLOYEES)

## **MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION**

Access to Company Records (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Assignment of Work by Classification (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Creation of Full-Time Jobs (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Employee Rights – Mutual Respect (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Management Rights (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

Right to Representation (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Stewards' Rights (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Unilateral Change (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Union Bulletin Board (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)  
Union Security; Membership (MANAGEMENT RIGHTS; LABOR-MANAGEMENT COOPERATION)

## **NO STRIKE/NO LOCKOUT**

Injunctions (NO STRIKE/NO LOCKOUT)  
Litigation (NO STRIKE/NO LOCKOUT)  
Lockouts (NO STRIKE/NO LOCKOUT)  
Picketing (NO STRIKE/NO LOCKOUT)  
Safety and Hazardous Conditions (NO STRIKE/NO LOCKOUT)  
Strikes (NO STRIKE/NO LOCKOUT)

## **NON-DISCRIMINATION CLAUSE**

Age Discrimination (NON-DISCRIMINATION CLAUSE)  
Americans With Disabilities Act (NON-DISCRIMINATION CLAUSE)  
Anti-Union Discrimination; Deferral of NLRB Charge (NON-DISCRIMINATION CLAUSE)  
Benefits (NON-DISCRIMINATION CLAUSE)  
Family and Medical leave Act (NON-DISCRIMINATION CLAUSE)  
General (NON-DISCRIMINATION CLAUSE)  
Hostile Work Environment (NON-DISCRIMINATION CLAUSE)  
Major Life Activity (NON-DISCRIMINATION CLAUSE)  
National Origin Discrimination (NON-DISCRIMINATION CLAUSE)  
Permanently Disqualified Employees (NON-DISCRIMINATION CLAUSE)  
Personal Appearance (NON-DISCRIMINATION CLAUSE)  
Personal Appearance (NON-DISCRIMINATION CLAUSE)  
Personal Appearance (NON-DISCRIMINATION CLAUSE)  
Pregnancy (NON-DISCRIMINATION CLAUSE)  
Qualified Individual and Essential Functions (NON-DISCRIMINATION CLAUSE)  
Race Discrimination (NON-DISCRIMINATION CLAUSE)  
Reasonable Accommodation (NON-DISCRIMINATION CLAUSE)  
Reasonable Accommodation (NON-DISCRIMINATION CLAUSE)  
Religious Discrimination (NON-DISCRIMINATION CLAUSE)  
Remedy (NON-DISCRIMINATION CLAUSE)  
Retaliation (NON-DISCRIMINATION CLAUSE)  
Sex Discrimination (NON-DISCRIMINATION CLAUSE)  
Sex Discrimination (NON-DISCRIMINATION CLAUSE)  
Sexual Harassment (NON-DISCRIMINATION CLAUSE)  
Temporary Alternative Work (NON-DISCRIMINATION CLAUSE)  
Third Doctor Rule (NON-DISCRIMINATION CLAUSE)  
UPS Policies and Practices (NON-DISCRIMINATION CLAUSE)

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

## **PACKAGE DRIVERS**

9.5 Hour Limitation (PACKAGE DRIVERS)  
Assignments (PACKAGE DRIVERS)  
Bidding (PACKAGE DRIVERS)  
Daily Guarantee or Reporting Pay (PACKAGE DRIVERS)  
Driver Helper (PACKAGE DRIVERS)  
Earning Opportunity (PACKAGE DRIVERS)  
Equipment (PACKAGE DRIVERS)  
Layoff and Recall (PACKAGE DRIVERS)  
Personal Vehicle Drivers (PACKAGE DRIVERS)  
Qualifications (PACKAGE DRIVERS)  
Start Time (PACKAGE DRIVERS)  
Transition from Part-Time Position (PACKAGE DRIVERS)

## **REASONABLE RULES AND REGULATIONS**

Attendance Policies (REASONABLE RULES AND REGULATIONS)  
Identification (REASONABLE RULES AND REGULATIONS)  
Lost or Damaged Property (REASONABLE RULES AND REGULATIONS)  
Medical Restriction (REASONABLE RULES AND REGULATIONS)  
Miscellaneous (REASONABLE RULES AND REGULATIONS)  
No Distribution/No Solicitation (REASONABLE RULES AND REGULATIONS)  
No Fraternalism/No Nepotism (REASONABLE RULES AND REGULATIONS)  
Personal Appearance/Dress Code (REASONABLE RULES AND REGULATIONS)  
Physical Examination (REASONABLE RULES AND REGULATIONS)  
Secondary Employment (REASONABLE RULES AND REGULATIONS)  
Training (REASONABLE RULES AND REGULATIONS)  
Weapons (REASONABLE RULES AND REGULATIONS)  
Workplace Violence Prevention (REASONABLE RULES AND REGULATIONS)

## **SAFETY AND HEALTH**

Safety and Health Committee (SAFETY AND HEALTH)  
Safety Inspections (SAFETY AND HEALTH)

## **SENIORITY AND JOB PROTECTION**

Applicants for Employment (SENIORITY AND JOB PROTECTION)  
Assignments from Qualified List (SENIORITY AND JOB PROTECTION)  
Bidding (SENIORITY AND JOB PROTECTION)  
Change of Operations (SENIORITY AND JOB PROTECTION)  
Earning and Overtime Opportunity (SENIORITY AND JOB PROTECTION)  
Layoff; Displacement; Bumping; and Recall (SENIORITY AND JOB PROTECTION)  
Peak Season Seniority (SENIORITY AND JOB PROTECTION)  
Premium Services (SENIORITY AND JOB PROTECTION)

# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

Protection of Full-Time Jobs (SENIORITY AND JOB PROTECTION)  
Qualifications (SENIORITY AND JOB PROTECTION)  
Remedy for Improper Subcontracting (SENIORITY AND JOB PROTECTION)  
Seniority Defined (SENIORITY AND JOB PROTECTION)  
Subcontracting (SENIORITY AND JOB PROTECTION)  
Subcontracting Unit Work (SENIORITY AND JOB PROTECTION)  
Supervisors Performing Unit Work (SENIORITY AND JOB PROTECTION)  
Transfer Between Assignments (SENIORITY AND JOB PROTECTION)  
Transfer Between Facilities (SENIORITY AND JOB PROTECTION)  
Transfer of Work to Non-Unit Employees (SENIORITY AND JOB PROTECTION)  
Transfer of Work to Non-Unit Employees (SENIORITY AND JOB PROTECTION)  
Vacancies (SENIORITY AND JOB PROTECTION)  
Work Assignments (SENIORITY AND JOB PROTECTION)

## **TEMPORARY; PART-TIME and CASUAL WORKERS**

22.3 Employees (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Assignment (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Bidding (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Car Washers (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Casual Employees (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Combination Jobs (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Conversion to Full-Time Position (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Conversion to Full-Time Position (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Earning Opportunity (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Eligibility (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Guarantee (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Health Benefits (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Pay Issues (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Pay Issues (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Progression (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Restrictions on Use of Part-Time Employees (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Schedule Change (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Seasonal Employees – Peak Season (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Seniority (TEMPORARY; PART-TIME and CASUAL WORKERS)  
Temporary Cover Drivers (TEMPORARY; PART-TIME and CASUAL WORKERS)

## **VACATION**

Accrual of Vacation Rights (VACATION)  
Contributions During Vacation (VACATION)  
Earning Opportunity (VACATION)  
Pro-Rated Vacation (VACATION)  
Vacation Pay (VACATION)



# UPS Arbitration Awards and Court Decisions Database Case Topics / Issues

Vacation Selection/Bidding (VACATION)

## **WAGES AND HOURS**

Accidents; Breakdowns; and Impassable Highways (WAGES AND HOURS)

Appropriate Base Wage Rate (WAGES AND HOURS)

Assignments (WAGES AND HOURS)

Basic Rate of Pay for Overtime Purposes (WAGES AND HOURS)

Change in Work Days (WAGES AND HOURS)

Change in Work Days (WAGES AND HOURS)

Consecutive Day Week (WAGES AND HOURS)

Cost of Living Adjustment (WAGES AND HOURS)

Daily Overtime (WAGES AND HOURS)

Day Off Premiums (WAGES AND HOURS)

Effect of Holidays or Excused Absences (WAGES AND HOURS)

Effect of Premium Pay on Overtime (WAGES AND HOURS)

Effective Date of Wage Increases (WAGES AND HOURS)

Excessive Overtime (WAGES AND HOURS)

Forced Overtime (WAGES AND HOURS)

Guarantee/Call-In Pay (WAGES AND HOURS)

Health and Welfare Benefits (WAGES AND HOURS)

Holiday Entitlement (WAGES AND HOURS)

Holiday Work Premiums (WAGES AND HOURS)

Hours and Overtime (WAGES AND HOURS)

Hours Paid (WAGES AND HOURS)

Incentive and Bonus Plans (WAGES AND HOURS)

Jury Duty (WAGES AND HOURS)

Length of Workday (WAGES AND HOURS)

Meal; Rest; and Break Periods (WAGES AND HOURS)

Meals and Expenses (WAGES AND HOURS)

Miscellaneous Wage Issues (WAGES AND HOURS)

Notice of Schedule or Starting Time Change (WAGES AND HOURS)

Notice of Schedule or Starting Time Change (WAGES AND HOURS)

Other Monetary Benefits (WAGES AND HOURS)

Penalty for Wage Shortages (WAGES AND HOURS)

Pension Benefits (WAGES AND HOURS)

Planned Day (WAGES AND HOURS)

Preliminary and Postliminary Activities (WAGES AND HOURS)

Premium Pay (WAGES AND HOURS)

Profit Sharing Plan (WAGES AND HOURS)

Progression and Multiple Progressions (WAGES AND HOURS)

Pyramiding of Premium Pay (WAGES AND HOURS)

Recording Time Worked (WAGES AND HOURS)

Red Circle Rates (WAGES AND HOURS)

# **UPS Arbitration Awards and Court Decisions Database Case Topics / Issues**

Report Pay (WAGES AND HOURS)  
Saturday and Sunday Work Premiums (WAGES AND HOURS)  
Savings Plan (WAGES AND HOURS)  
Sixth and Seventh Day Work Premiums (WAGES AND HOURS)  
Sleeper Team Pay (WAGES AND HOURS)  
Starting Time (WAGES AND HOURS)  
Time Spent in Service to UPS (WAGES AND HOURS)  
Travel Time (WAGES AND HOURS)  
Uniforms (WAGES AND HOURS)  
Unpaid Days (WAGES AND HOURS)  
Wage Rate for Out of Classification Work (WAGES AND HOURS)  
Weekly Overtime (WAGES AND HOURS)  
Work Schedules (WAGES AND HOURS)  
Worker's Compensation Benefits (WAGES AND HOURS)