



April 3, 2023

Teamsters Give UPS Negotiators a Hard 'No' to Cost-Neutral Bargaining: **UPS SUPPLEMENTAL NEGOTIATIONS UPDATE**

Teamsters put UPS on notice during supplemental bargaining meetings throughout the country last week, refusing the company's outrageous insistence on cost-neutral agreements. While some progress was made on various proposals by the union, Teamsters also saw some disturbing backsliding by the company. As 11 supplemental negotiating committees held meetings with UPS last week, Teamster committee chairs continued to remind the company of the fast-approaching deadline. At the same time, UPS negotiators chose to either ignore economic proposals altogether or ask that such proposals be paid for with concessions elsewhere.

All supplemental negotiating committees are holding firm against concessions while presenting proposals for more paid time off and holidays, stronger language against subcontracting, and richer pension benefits for part-timers. Teamster committees are getting regular support from the Package Division as the International Union pressures UPS to stop its delay tactics and wrap up supplements. Supplemental negotiating committees have made it clear to the company that UPS is delusional if it thinks there will be a cost-neutral contract after it raked in more than \$13 billion in profit last year thanks to the hard work of our members.

Here are the latest updates on supplemental negotiations as of April 3. Scroll down to find your relevant supplement.

Atlantic Area Supplement

The Atlantic Area Supplement Negotiating Committee met with UPS for three days last week. No major tentative agreements were reached. The Teamsters addressed the ability for members to requalify and the company expressed it wanted something in exchange for extending the time period for requalifying. The next bargaining date is scheduled for April 10.

Cartage Services, Inc.

The CSI Negotiating Committee met with the company from March 27-30. No new tentative agreements were reached. The committee remains locked on preserving existing line haul and local cartage runs and securing additional runs while stopping the company's ability to subcontract work away from the bargaining unit. No new bargaining dates are scheduled with the company at this time.

Central Pennsylvania Supplement

The Central Pennsylvania Supplement Negotiations Committee did not meet with UPS last week. At previous meetings, tentative agreements were reached on 14

proposals, including a Teamster proposal that creates more opportunities for full-time job creation and another that updates bidding procedures and allows full-time cover drivers and temporary cover drivers to bid weekly on available work. A total of 98 union proposals and 43 company proposals have been exchanged. The next bargaining dates are set for April 25-28.

Central Region Supplement

The Central Region Supplement Negotiating Committee met with UPS from March 27-29. Two proposals were exchanged but no new tentative agreements were reached. Talks were significantly slowed when a great deal of the time at the table and in caucus was spent attempting to resolve a disputed understanding of an agreement reached in previous meetings regarding days off for members. No new bargaining dates have been scheduled at this time.

Joint Council 3 Rider

The Joint Council 3 Rider Negotiating Committee met with the company from March 27-29. Numerous counter-

proposals were exchanged but no new tentative agreements were reached. Proposals were discussed related to feeders, package drivers, mechanics, and combos. Both sides went through the entire package of proposals, but the company has not moved on anything. UPS seems intent on dragging out the process as it failed to address the members' demands. Meanwhile, UPS dropped MRAs at one center, inflicting damage to workers and driving others to quit. The Teamster committee is standing firm, and the rank-and-file members who are dedicating their time on the committee have been vital throughout bargaining. The next bargaining dates are set for May 30-June 2.

Joint Council 28 Rider and Sort Addendum

The Joint Council 28 Rider Negotiating Committee met with the company from March 27-29. Multiple proposals were exchanged and a total of 17 tentative agreements have been reached — four of which are housekeeping proposals. UPS continues to operate as if these are cost-neutral negotiations and refuses to address economic issues. No additional bargaining dates have been scheduled with the company.

Joint Council 37 Rider

The Joint Council 37 Rider Negotiating Committee met with the company from March 29-31. Numerous counter-proposals were exchanged in response to previous proposals submitted by the union and the company. Tentative agreements were reached on four proposals addressing language in the rider, bringing the total number of tentative agreements to seven. However, UPS still refuses to entertain any economic proposals as it insists on reaching a "cost-neutral" agreement. The next bargaining dates are scheduled for April 31-June 1.

Local 89 Louisville Air Rider

The Local 89 Louisville Air Rider Negotiating Committee did not meet with UPS last week. In prior meetings, Teamsters reached tentative agreements on 16 proposals. Bargaining is set to resume this week on April 4-5 and again on April 11-12.

Local 177 Supplement

The Local 177 Supplement Negotiating Committee for drivers met with the company on March 27. Seven proposals were exchanged but no tentative agreements were reached. Teamster proposals cover supervisor working

penalties, seniority, geographic transfer, vacancies, feeder qualifications school, night differential, vacations and closing the gap between five and 15 years, full- and part-time sick days, and re-dispatching from an original assignment. The next meeting with the company is scheduled for April 5. Regarding automotive/maintenance, Teamsters met with UPS on March 31 and exchanged three proposals. There was lengthy discussion on the training program, a new proposal by the company for the apprenticeship program, and a Teamster counter-proposal on the company's proposal for a new parts specialist classification. The union also discussed the need for the craft differential. No tentative agreements were reached. The next bargaining date is set for April 6.

Local 243 and Metro Detroit Agreement

The Local 243 and Metro Detroit Negotiating Committee did not meet with UPS last week. Previously, the union exchanged five proposals with the company related to verbal warnings, two option days on Fridays at centers with 50 or more drivers, and language on old technology. Bargaining is set to resume on April 5-6.

Local 623 Supplement

The Local 623 Supplement Negotiating Committee met with the company from March 27-29. Tentative agreements were reached on three proposals. A fourth tentative agreement was nearly reached on a major proposal. The union and the company had a tentative agreement in principle at the table but then UPS tried to sneak in another provision within an existing proposal. Teamsters called the company out on this bad faith, regressive bargaining. The Teamster committee told UPS it would have to fix the fourth tentative agreement which the company reneged on if there was going to be any additional movement. UPS refused to do so. No new bargaining dates have been scheduled at this time.

Local 769 Latin America, Inc. Agreement

The Local 769 Latin America, Inc. Agreement Negotiating Committee did not meet with UPS last week. Fourteen union and company proposals were exchanged in previous meetings and tentative agreements have been reached on seven proposals related to conflicting agreements, managerial employees' duties, successorship, union dues, union security, bulletin boards, union representatives, and non-discrimination. Articles remain open

on definitions, grievance procedures, seniority, wages, holidays, vacations, uniforms, equipment and accidents, management rights, health and welfare, pension, funeral leave, physical examinations, relief cover employees, and duration. The next bargaining dates are scheduled for April 3-6.

Local 804 Supplement

The Local 804 Supplement Negotiating Committee met with UPS on March 31. Six proposals and counter-proposals were exchanged but no tentative agreements were reached. The Teamsters are fighting for proposals on penalties for allowing employees to work their vacations, bounty on subcontractors on property, sanitary conditions, exchange of information regarding discipline, seniority and job postings, part- and full-time vacation improvements, and more optional holidays. The company's proposals were related to its desire to not pay double time for Saturday work, as well as holiday work restrictions. The next bargaining dates are scheduled for April 7 and April 10-11.

Local 901 Puerto Rico

The Local 901 Puerto Rico Negotiating Committee did not meet with the company last week. At previous meetings, 20 union and company proposals were exchanged, and tentative agreements have been reached on about 90 percent of the agreement. No additional dates for bargaining have been confirmed at this time.

Local 959 Alaska Rider

The Local 959 Alaska Rider Negotiating Committee did not meet with UPS last week. In previous bargaining sessions, numerous proposals were exchanged but no tentative agreements were reached. The committee is waiting for UPS to confirm dates for the next round of bargaining.

Local 996 Hawaii Rider

The Local 996 Hawaii Rider Negotiating Committee did not meet with UPS last week. At previous bargaining meetings, proposals were exchanged, and tentative agreements were reached on four proposals. The Teamsters are focused on personal holidays and winning pension parity for part-timers. The next bargaining dates are set for April 3-7.

Metro Philadelphia Supplement

The Metro Philadelphia Supplement Negotiating Committee did not meet with the company last week. UPS says it will not agree to any Teamster proposals without something in exchange. Previous tentative agreements reached have been on non-economic proposals. The topics of proposals discussed in prior meetings with the company include feeder work rules, holidays, one punch for health care, more sick days, pay increases for trailer doubles, payroll clerks for all buildings to address payroll issues, and part-time time and a half for 6th punch and double time for 7th punch. No additional bargaining dates have been set with the company.

Michigan Rider

The Michigan Rider Negotiating Committee did not meet with UPS last week. Bargaining is set to resume on April 4.

New England Supplement

The New England Supplement Negotiating Committee did not meet with UPS last week. No tentative agreements were reached at prior meetings as the company failed to address members' proposals and offered proposals that would erode protections in the current agreement. The next bargaining dates are scheduled for April 11-13.

Northern California Supplement

The Northern California Supplement Negotiating Committee did not meet with the company last week. Counter-proposals were exchanged from both the union and the company in prior meetings but no tentative agreements were reached. The Teamsters are committed to addressing the vacation accrual and selection process, payroll errors, MRAs, route bidding, the grievance procedure, seniority lists, and approved leave. The next bargaining dates are scheduled for April 10-14.

Ohio Rider

The Ohio Rider Negotiating Committee did not meet with UPS last week. At previous meetings, seven proposals were exchanged, and two tentative agreements were reached. The next bargaining date is set for April 4.

Southern Region Supplement

The Southern Region Supplement Negotiating Committee met with UPS from March 27-30. Multiple proposals were

exchanged, and tentative agreements were reached on two proposals. A total of 15 tentative agreements have now been reached. Teamsters are holding the line on proposals related to seniority violations, speeding up the grievance process, peak season dates, pay guarantees, documents provided in a timely manner to the union, and tax rates when the company combines multi-week pay-outs on one check. The next bargaining dates are scheduled for April 3-6.

Southwest Auto-Utility

The Southwest Auto-Utility Negotiating Committee did not meet with the company last week. Twelve Teamster proposals and eight company proposals were exchanged in previous meetings. Proposal topics covered part-time overtime, forced 6-day punch, premium pay, and the tier rates of pay. The next bargaining dates are scheduled for April 13-14.

Southwest Package-Sort Rider

The Southwest Package-Sort Rider Negotiating Committee did not meet with UPS last week. In previous meetings, tentative agreements were reached on four Teamster proposals and the union held strong on proposals covering workdays and workweek language, part-time overtime, 7-day punch for feeders, and part-time double-time. The next bargaining meeting is scheduled for April 6.

Trailer Conditioners, Inc. (TCI) Supplement

The TCI Supplement Negotiating Committee met with the company from March 27-31. A tentative agreement was reached on one proposal while two other proposals were withdrawn. While discussions were long and taxing for negotiators, the meetings were very productive. Teamsters are committed to addressing pensions, wages, insurance,

vacations, holidays, and seniority. The next bargaining dates are scheduled for April 5-6.

Upstate-West New York Supplement

The Upstate-West New York Supplement Negotiating Committee did not meet with UPS last week. In previous meetings with the company, counter-proposals were exchanged and tentative agreements were reached on two proposals. Teamsters are focused on proposals related to the arbitration and grievance procedure, pay period, paid for time, seniority, discharge and suspension, holidays, subcontracting, meal periods, and 6th punch language. The next bargaining dates are scheduled for April 3-6.

Western Pennsylvania Supplement

The Western Pennsylvania Supplement Negotiating Committee did not meet with the company last week. In prior meetings, 15 union and company proposals were exchanged, and tentative agreements were reached on four proposals. Teamsters are presenting proposals that address part-time shifts, sick days, seniority, vacation, and trailer routes. The next bargaining dates are scheduled for April 10-14.

Western Region Supplement

The Western Region Supplement Negotiating Committee did not meet with UPS last week. Twelve proposals were exchanged between the union and the company and tentative agreements were reached on four proposals during recent meetings. Teamsters are not budging on proposals to increase shop steward representation on the shop floor, stop supervisors from performing union work, strengthen part-timers' seniority rights, and fix timecards and payroll shortages. The next bargaining dates are scheduled for April 4-7.



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