

# New UPS Contract: Questions and Answers

Do you have questions or concerns about the new UPS contract? We have compiled the top 25 most asked questions and their answers to help you better understand how the contract changes affect you.

Q1. What will be the new Non-CDL shifters rate of pay?

A1. New Non-CDL shifters as of August 1, 2014, top rate will \$32.16.

Q2. What will happen to the current CDL shifters?

A2. Their jobs will remain in place.

Q3. I am a 22.3 shifter; does the red circle mean that my pay-rate will never go up?

A3. No, you will receive all wage increases that any and all other bargaining members receive.

Q4. I am a feeder driver at CACH. Will I be forced to go into this new non-CDL shifter classification?

A4. No, no one will be forced to go into the classification. If you wish to bid into the new classification you will have to write a letter to the union and company requesting your desire to bid into the new classification.

Q5. I am a current 22.3 shifter at CACH will I be forced out of my position and have to go into a new 22.3 job?

A5. No, your job is red circled, and it is yours for as long as you hold the bid.

Q6. I am a full-time CDL shifter at CACH will I be forced out on the street?

A6. No, your job is secure by classification and bid.

Q7. Will Feeder Drivers/22.3 shifters who already picked their vacations have to re-bid vacation because of this new group?

A7. No.

Q8. Is the company contributing enough money to maintain our health and welfare as well as our pension?

A8. Yes, we were able to secure enough money to maintain your medical and pension cost without any additional cost to you and your family.

Q9. I am a 22.3 employee. Will I be able to get overtime during peek season?

A9. Yes, the new language in *Article 3.6* provides for you to sign up for extra work and receive overtime same as any other employee.

Q10. Why did you make an avenue for ADA only for CACH?

A10. That avenue is not just for CACH, and wherever the need may be that language will be applied as needed, regardless of the location. Language in the contract indicates that the company needs to find work for any ADA candidate where ever that work may be within our local jurisdiction.

Q11. If this is contract is ratified, when does it start?

A11. August 1, 2013

Q12. I am a part-timer with less than one year seniority will I get double-time for working the day after Thanksgiving?

A12. You will not get paid for the holiday, but you will get double time for working a holiday.

Q13. Is there a retro check?

A13. Yes, you will receive retro pay for all hours you worked straight time, and all the hours you worked overtime. You will also receive the difference between vacation and optional days.

Q14. When will I receive my retro check?

A14. You will receive your retro check within three to four weeks after the ratification of the contract.

Q15. I am a package car driver who has had my eight-hour request denied. How does the new language in 37.1.b help me?

A15. The company has agreed to work with you on reducing your workload to an eight-hour day before you leave the terminal. If you maintain/remain in communication throughout the day with the company, your eight hour request will be honored. However, if the company fails to work with you and if it results in your eight hour day not being honored, the company will have a two hour penalty for which you will receive an additional two hours of straight time pay for the day.

Q16. What language has the union negotiated to address subcontracting?

A16. We have done several things; we have added stronger subcontracting language to Article 32 indicating that the company must use **all** reasonable efforts to use bargaining members before subcontracting. We also created a pre-trained and licensed pool of drivers for permanent hire.

Q17. If retire in March of 2014 with 31 years of full time service, will I receive the increase in pension?

A17. Yes, it will be given to any employee with 30 years of full time service who retires in 2014.

Q18. How and when will I receive my raises if this contract is ratified? (Don't confuse this with your retro check addressed in Q14).

A18. The \$1.40 that is owed to you will be distributed within two weeks from ratification of the contract. Your next raise will be August 1, 2015 which will be \$0.70, then you will receive a split raise for 2016; \$0.40 on August 1 and then \$0.40 February 1, 2017. You will receive an additional \$.50 on August 1, 2017 and finally \$.50 on February 1, 2018.

Q19. Are any more 22.3 jobs going to be added?

A19. Yes, 30 new 22.3 jobs will be added in the last year of the agreement.

Q20. I am a part-timer at a smaller terminal, and have not had a chance to bid on a 22.3 job. Will this contract help me secure a 22.3 job?

A20. Yes, there is language creating a 22.3 intent list similar to a package car intent list where a part-timer may indicate preferred buildings for a 22.3 job when one opens in those buildings. Further, one 22.3 job out of every four will go directly to the part-time intent list.

Q21. What is the one-punch rule?

A21. The one punch rule simply means that you have to punch in at work at least once a week for the company to maintain your insurance.

Q22. If I am on vacation, how will the one punch rule affect me?

A22. Your medical coverage won't be affected by any excused absence such as vacation, workman's comp, disability, or FMLA. Therefore the one punch rule will not apply.

Q23. When and how will the one punch rule affect me?

A23. The one punch rule will only affect you when you are laid off or have had five consecutive unexcused absences within the same work week. Use of your optional day will cover you for the week.

Q24. I am a full-time employee at the company. Will I still receive my long-term disability insurance?

A24. Yes, the company will still provide long-term disability insurance and the maximum will be raised from \$600 to \$800 per week in 2017.

Q25. Was there a pension increase negotiated for full-timers?

A25. Yes, there was pension increase negotiated for those full-timers who have 30 years of full-time service. They will receive an additional \$200 on their pension per month.