

# Local 804's UPS Contract Priorities



**2018 UPS BARGAINING UNDERWAY.** Local 804's UPS Supplemental Committee is "of the people" in all job classifications. Our proposals are "by the people" from thousands of submissions. Our initial proposals outline some of the Union's key priorities.

## HARASSMENT AND GRIEVANCES

- Limit use of technology to impose discipline.
- Better protection from OJS related discipline.
- Time limits for MVDC related discipline.
- Increase number of panel meetings to hear more grievances.
- Improve right-to-strike language.

## OVERTIME AND SCHEDULE

- Double pay for Sundays and Holidays during peak season.
- Shorter Free Period for all classifications.
- Stricter penalties for failure to adjust excessive overtime.
- Increase vacation and sick days.
- Increase hourly guarantee for part-timers.
- Longer and additional break for part-timers.
- More request loads.
- Report pay for part-timers in training for a full-time position.

- Scheduled Off's/RDO's to result in pension contributions.
- Earlier Vacation scheduling.

## PROTECTING OUR WORK

- Positions at new facilities filled by seniority.
- Seniority attained in 30 in 60, not 40 in 70.
- End subcontracting for car washers and porters.
- Stop displacement of car washer and inside positions by Temporary Alternative Work.
- Training for members seeking Package Driver positions.
- Notify shop Steward in writing when employee attains seniority.
- Increase penalties for supervisors performing bargaining unit work, and not informing the Union when supervisors work as it is currently required.
- Limit relief employees on any individual Feeder schedule to 10 percent.
- Restore coffee time for all package car drivers.

There is a **GREAT DIVIDE** between our proposals and management's. While the Union is fighting to protect and improve our members' quality of life, the Company wants to roll back decades of Local 804 gains.

The Union is monitoring the UPS Master Agreement negotiations for areas where we can strengthen our 804 Supplement. We will keep members informed about these ongoing Negotiations.

**For additional contract information  
please visit [teamsterslocal804.org](http://teamsterslocal804.org)**

