



# UPS Teamster Times

Volume 4



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## Joint Council 28 UPS Negotiations Begin

On Friday, October 13, your UPS Bargaining Committee all came down to the Teamsters Local 174 Union Hall to begin negotiations with UPS Management over the Joint Council 28 Rider to the National Master UPS Contract.

The full Joint Council 28 Bargaining Committee was nearly 60 people strong, and contained representatives from almost every Teamster Local within JC28. Local 174 contributed 12 rank-and-file members to the Committee, including:

- Six package car drivers: Jim Nettleton (Seattle), Scott Curley (Redmond), Shawn Latham (Pacific), RJ Barnette (Valley), Jim Gelling (Tukwila), and Dave McElwain (Pacific)
- Three part-time employees: Shelly Johnston (Seattle), Brian White (Valley), and Adam Colwell (Tukwila)
- Two 22.3 employees: Yem Negash (Seattle) and Janita Stone (Pacific)
- One feeder driver: Mike Responte

The meeting involved the first passing of proposals between the Company and the Teamsters. First, UPS passed a proposal for changes they would like to see to the JC28 Rider to the National Master UPS Contract, and then the Teamsters passed their own proposals for changes. The two sides then spent the afternoon asking each other questions regarding the other's proposals and the reasoning behind the proposed changes.

### What is in the Joint Council 28 rider?

The JC 28 rider to the National Master UPS Agreement resides in the very back of your contract booklets, behind the Western

Region Supplement. But do not let its position in the booklet fool you — the JC28 rider is an extremely valuable and important document that affects your life on the job each and every day.

While the National Master sets your wages, pension rates, and some of the rules of the job, the JC28 rider actually contains most of the language that impacts your daily life at UPS.

It governs work weeks — a critically important piece of the contract now that UPS is rolling out Saturday Ground operations throughout the country.

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It also covers your hours of work, including what is considered overtime; bidding rights, which of course govern what routes you end up driving; and seniority, that all-important concept governing so much of how things work at UPS.

The rider also lays out sick leave, vacation, and holidays, as these policies are not standardized across the country.

In essence, most of the daily provisions that you have to live by are not negotiated in Washington, DC; they are negotiated right here in Seattle by your Joint Council 28 bargaining team.

**When did the rider come into effect?**



*The Joint Council 28 full Bargaining Committee sits across from UPS management to exchange proposals*

The JC 28 rider actually predates the National Master UPS Agreement, which did not come into existence until approximately 1976. Prior to the National Agreement, all UPS contracts were localized. Once the Master Agreement was negotiated, the various regional supplements and riders to the contract continued to exist; they simply stopped covering anything that was in the Master Agreement.

### What do my elected Bargaining Committee members contribute?

Your Bargaining Committee has an important role in these negotiations. While they do not speak during the actual face-to-face meetings with UPS Management — most of the talking is done by Joint Council 28 President Rick Hicks — the Committee is responsible during Union caucuses for giving the negotiators a feel for what is really going on at UPS.

The Committee is very helpful when the Company says something that is inaccurate or untrue, such as claiming something is or is not a big problem when the rank-and-file members who work at UPS every day know the truth about the issue. And finally, their input is essential for knowing what is going on



*Teamsters Local 174 Secretary-Treasurer and Joint Council 28 President Rick Hicks (right) and Local 174 President Ted Bunstine (left) discuss proposals with UPS management*

in the outlying areas of Washington state. After all, the JC28 rider does not apply just to the Local 174 area — it covers the State of Washington and the Northern Panhandle of Idaho. The negotiators need to be aware of what is going on in the smaller, more rural buildings as well as what is going on in the big cities.

Negotiations between the Teamsters and UPS continued on November 1-3, and will continue to occur until an agreement is reached prior to the expiration of the contract on July 31, 2018.

## Meet your JC28 Bargaining Committee

### Jim Nettleton — Seattle — 38 years



Jim is a package car driver and has been an activist at UPS throughout his career.

“I wanted to be on the Bargaining Committee to be part of the process of shaping and maintaining the fate of present and future UPSers. It is an honor to be a part of this negotiating team. Trust your negotiating team’s experience to get the best contract possible.”

### Scott Curley — Redmond — 37 years



Scott is a package car driver and has been a Teamster Shop Steward since 1991.

“As shop stewards, we bring education to the shop floor. An educated Teamster is a strong Teamster. As a Bargaining Committee member, I bring the daily experiences from the shop floor to the Committee to help all members and bring their issues to light to help create a better workplace for all Teamsters.”

### Mike Responte — Feeder — 36 years



Mike is a feeder driver and has been a Teamster shop steward for 25 years.

“After 36 years at UPS, I wanted to serve on the Bargaining Committee to be a part of this very important process. My goal is a fair contract that everyone can be happy with.”

### Yem Negash — Seattle — 30 years



Yem is a full-time clerk 22.3 and has been a Teamster Shop Steward for over 25 years.

“I wanted to be in bargaining

with UPS to use my experience to get our Teamster brothers and sisters the best contract we can all live with.”

### Shawn Latham — Pacific — 28 years



Shawn is a package car driver and has been a Teamster Shop Steward for 12 years.

“The problems in our building with overtime and Tuesday-Saturday drivers pushed me to get more involved. I am hoping we can come up with solutions to these issues.”

### Shelly Johnston — Seattle — 26 years



Shelly is a part-time clerk and has been a Teamster Shop Steward for over 20 years.

“I wanted to be on the Bargaining Committee to help represent the members. I’m hoping to accomplish a good strong contract for everyone.”

### RJ Barnette — Valley — 26 years



RJ is a package car driver and has been a Teamster Shop Steward for 15 years.

“I wanted to be on the Bargaining Committee to voice the concerns of the members. I am hoping to inject some energy and understanding of how angry and disgusted our members are.”

### Janita Stone — Pacific — 25 years



Janita is a full-time inside 22.3 in Preload Data Accuracy and Hazmat Responder. She has been a Teamster Shop Steward for 11 years.

“I wanted to be on the Bargaining Committee to see how bargaining was done and watch my Union officers in action. I want to be able to explain to my

fellow members how and why the contract exists.”

### Brian White — Valley — 17 years



Brian works part-time in the preload. He has been a Teamster Shop Steward for 3 years.

“I wanted to be on the Bargaining Committee so I could understand the contracts better. As a steward for part-time members, I hope to get the best contract possible for a group of members who might not understand their rights.”

### Adam Colwell — Tukwila — 13 years



Adam works part-time in the preload. He has been a Teamster Shop Steward for 12 years.

“I wanted to represent my fellow coworkers and help get a strong contract. I also wanted to get a better understanding of how the contract is negotiated.”

### James Gelling — Tukwila — 11 years



James is a package car driver and has been a Teamster Shop Steward for 3 years

“I wanted to be on the Committee to be part of, and to gain knowledge of, the bargaining process. My goal as part of this process is to take the members’ concerns and my experiences and apply them to a good and fair contract for a better future.”

### David McElwain — Pacific — 4 years



David is a package car driver.

“As a member of this Committee, my goal is to help reduce bad management tactics.”