

**UNITED PARCEL SERVICE**

**JOINT COUNCIL OF TEAMSTERS NO. 28**

**SORT ADDENDUM**

**to the**

**JOINT COUNCIL OF TEAMSTERS NO. 28**

**RIDER**

**BETWEEN**

**TEAMSTER LOCAL UNION NOS.**

**38, 58, 174, 231, 252, 313, 589, 690, 760, and 839**

**AND**

**UNITED PARCEL SERVICE**

**For the Period:**

~~**August 1, 2013 through July 31, 2018**~~

**August 1, 2018 through July 31, 2023**

*The Union reserves the right to add to, delete from, modify or otherwise change any of the proposals set forth in this document or any proposals made hereafter, at any time during the course of the negotiations between the parties and prior to final agreement on a complete contract.*

*The fact that the Union submits a proposal during the course of the negotiations does not indicate in any way that the Union does not have the rights or privileges reflected by the provisions of the proposal, and a withdrawal of any proposal at any time during the course of negotiations does not indicate that the Union concedes that it does not have or retain any such right or privilege as may be reflected in whole or in part by said proposal.*

*A "TA" denotes a section upon which the parties have reached tentative agreement and the date upon which said agreement was reached. . ~~Lined through language is to be deleted from the agreement.~~ **Bold and underline language is to be added to the agreement.** All other language in the agreement remains unchanged.*

**UNITED PARCEL SERVICE--JOINT COUNCIL OF TEAMSTERS #28  
SORT ADDENDUM**

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All Part-Time Provisions Not Provided For In This Sort Addendum, Are Provided In The Joint Council Of Teamsters No. 28 Rider, The National Master United Parcel Service Agreement Or The Western Region Supplemental Agreement.

By the execution of this Sort Addendum to the Rider Agreement to the Western Region Supplemental Agreement and to the NATIONAL MASTER UNTIED PARCEL SERVICE AGREEMENT on the part of the Employer shall cover all operations of the Employer in Joint Council No. 28 which includes the following Local Unions:  
Nos. 38, 58, 174, 231, 252, 313, 589, 690, 760 & 839.

## **ARTICLE 1. PARTIES TO THE ADDENDUM**

### **Section 1. OPERATIONS COVERED**

The execution of this Addendum on the part of the Employer shall cover all part-time employees of the Employer in the bargaining unit at any centers, new centers, buildings, and any other operations of the Employer within the jurisdiction of the Local Unions signatory to this Sort Addendum as determined or may be determined by the International Brotherhood of Teamsters, with regard to wages, hours and other conditions of employment.

### **Section 2. EMPLOYEES COVERED**

Employees covered by this agreement shall be construed to mean Sorters, Pre-Loaders, Clerks, Car Washers and all other Inside Employees working in classifications set forth in the Wage Schedule of this Addendum or any other classification mutually agreed on by the parties, including those employees handling high value packages and where the processing of high value packages is being performed by current bargaining unit employees they will continue to perform that work during the life of this Agreement.

## **ARTICLE 2. HOURS OF WORK**

### **Section 1. REGULAR PART-TIME**

A. Regular part-time employees reporting to work shall be guaranteed a minimum of three and one-half (3.5) hours pay. Should any such employee work more than five (5) hours in any one (1) day, they shall receive time and one-half (1-1/2) for all hours worked beyond the fifth (5th).

B. If a part-time employee works more than five (5) days in any one (1) workweek, the time worked or paid over five (5) days shall be paid at the rate of time and one-half (1-1/2). Sunday work shall be paid at the double (2x) time rate of pay, for those hours worked prior to midnight Sunday if not on a Sunday through Thursday schedule.

C. All part-time employees will be allowed a ten (10) minute paid rest period, to begin when the employee leaves the work area and end when the employee returns to the work area. This rest period will normally be scheduled in the middle of each shift. Should a part-time employee work more than five (5) hours in a day they shall also be entitled to a one-half (1/2) hour unpaid lunch period.

Employees that work seven (7) hours are entitled to an additional ten (10) minute paid break which may be scheduled during the seventh (7th) hour of work. Employees shall be entitled to a third ten minute paid rest break no later than three (3) hours after the second rest break.

D. Regular part-time employees shall receive the pay rate of the job being performed; provided, however, that if such employee works at a higher rated job for more than one (1) hour in any one (1) shift, they shall receive the higher rate for all work performed during that shift.

E. When a part-time employee is assigned drivers work, they shall receive the utility driver's rate of pay, except as provided in Article 4, Section 1, E. When used as a utility driver, overtime will be paid after eight (8) combined hours of work. A minimum one-half (1/2) hour break will be offered between part-time work and utility work.

F. Overtime shall be computed and paid for actual time worked. No pyramiding.

G. Part-time employees are required to have eight (8) hours of unpaid or non-work hours in each twenty-four (24) hour period or day. This provision will not apply during October, November and December.

## **Section 2. NEW HIRES**

A. All newly hired part-time employees shall be compensated at the applicable hourly rate while attending "new employees orientation." Such time shall count towards seniority.

## **Section 3. AIR OPERATION EMPLOYEES**

Employees involved in Next Day Air Operations shall be covered under the same conditions as all other employees, with the following exceptions:

(1) The company shall notify Next Day Air employees at least one (1) hour ahead of normal starting time. In the event, subsequent to the first notification of change of starting time, if another change is necessary, the Next Day Air employees starting time for pay purposes shall be that of initial changed starting time, except for inclement weather conditions.

## **Section 4. SENIORITY**

A. There shall be a separate seniority list (by classification) by sort operation for all employees covered herein. When an employee moves from one seniority list to another separate seniority list, their company seniority date shall follow and they will be dovetailed into the new respective list for layoff, rehire and bidding purposes. All other benefits apply as per company seniority. The employee obtaining the new position shall remain on that shift for at least ~~six (6)~~ **three (3)** months.

**(T/A – 10/13/17)**

The transferee releases their rights to their selected vacation if it causes excess time off during the year of the transfer.

Effective 8-1-97, the following Seniority Tie Breaker list will be used to resolve seniority issues:

- |                        |                      |
|------------------------|----------------------|
| 1. Date of Hire        | 3. Date of Interview |
| 2. Date of Application | 4. Drawing of Lots   |

B. Operating Center Seniority shall control except as otherwise provided in the Rider or this Addendum. In making such employee assignments the Employer recommits to the recognition of seniority in the everyday operation of the business. Employees shall work off separate seniority lists for each operating center under this Agreement.

C. Employer recognizes that the principles of seniority shall be given prime consideration for extra work. Within each building, each operational sort will maintain a list, by seniority, of those employees requesting extra work on another sort. It will be the employees' responsibility to sign up on the appropriate list(s) through the appropriate manager(s). These lists shall be a one-time permanent sign-up list which interested employees are allowed to sign on to at any time. It will be the employees' responsibility to make sure the employees' contact information is correct on all extra work lists they sign on. When extra work is available, the Company will use the appropriate list to fill the required positions. The employee must be qualified for the available work and double shift employees shall have seniority amongst themselves.

Employees not qualified for the available work shall be trained as soon as practicable. If more employees are still needed, they shall be called by seniority order using the current practice.

Those employees consistently unavailable for call in work will be removed from the list after written notification.

Employees called to work under this section shall be guaranteed a minimum of three and one-half (3.5) hours of work or pay per extra shift provided they report to work at the established start time. Employees reporting to work at other than the established start time shall be guaranteed three (3) hours work or pay per extra shift provided work is available.

D. Extra employees without seniority shall not work an overtime shift when regulars are available. This includes Saturday, Sunday and Holiday work.

E. All employees with seniority standing shall be given an opportunity for preferential job assignment; provided, such employees are able to do the work. If any dispute arises, as to whether the person is qualified to do the work or handle equipment, the Company shall grant the employee a trial period under supervision to determine their qualification. If judged to be not qualified for the job, the company will provide the employee with another opportunity to meet the qualification. Any employee moving into a sorter job must be pre-qualified for the job to which he/she moves.

F. Employees failing to call or report to work as scheduled will be given seventy-two (72) hour notice to their last known address or by a verified telephone call exclusive of Saturday, Sunday or Holidays. If the employee fails to report to work within the seventy-two (72) hours, a notice by registered mail, or certified mail will be sent to the employee and the Union removing them from the seniority list, thus terminating their employment.

G. An employee disabled due to illness, disease/or injury shall not lose seniority for three (3) years from date of disability. Also the reasonableness of continuing such seniority may be arbitrated should same extend beyond three (3) years.

## **Section 5. TRAINING**

A. The Union and Employer agree that the function of supervisors is the supervision of employees. Supervisors are not to perform the work of employees they supervise.

When training new employees the following shall apply:

1. When training a preloader, a preload work area is defined as the set of cars a seniority employee loads.
2. The training supervisor may train with new employees for their first three (3) days.
3. Said training will be a one-time event.
4. All training defined under this Section shall be communicated to the Shop Steward prior to commencing training.

When training an unqualified seniority employee the following shall apply:

1. The training supervisor may train an unqualified seniority employee for one (1) day.
2. Said training will be a one-time event.
3. All training defined under this Section shall be communicated to the Shop Steward prior to commencing training.

Cross training of a previously trained employee will require that the supervisor train by demonstration while the employee observes, or while the supervisor observes and gives instructions while the employee works to the methods. The Employer will have the right to monitor and inspect the employees' work.

## **Section 6. 22.3/40 FULL-TIME COMBINATION JOBS**

Refer to Article I Section 9 of the JC 28 Rider

### ARTICLE 3. PART-TIME TO FULL-TIME

#### Section 1.

A. Part-time employees moving to full-time employment shall receive one-half (1/2) of their part-time seniority for their vacation benefits only. They will be allowed time off for vacation during their first (1st) year of driving by mutual agreement.

B. Upon obtaining seniority, any part-time employee requesting to be afforded the opportunity to be promoted to a full-time position ~~must meet the following eligibility requirements~~ **shall be given an opportunity in seniority order.**

(T/A – 6/13/18)

~~(1) With the exception where no part-time employee is available, they must be employed as a part-time worker for a period of one (1) year.~~

**Part-time employees in the Spokane Airport facility will be afforded the opportunity to be promoted to a fulltime position in the Spokane hub using their Company seniority date.**

(T/A – 10/13/17)

(2) ~~The only other~~ **eligibility** requirements will be the same as any full-time employee that may be hired from any outside source (i.e. personal safe driving record and must pass DOT physical).

(T/A – 6/13/18)

(3) All jobs will be posted with a description of the workday, workweek, daily start time and a description of the type of work involved. The postings shall remain posted for ten (10) working days. The postings shall be displayed on the designated bid board. An announcement of each new posting shall be made at a PCM for all affected workgroups.

The successful bidder shall be awarded the job within five (5) days following the expiration of the ten (10) day posting period. Employees having bid and won multiple bids must select the job of their preference within twenty-four (24) hours of bid award notification.

(4) Any dispute arising under this Section will be handled under the Settlement of Disputes Section.

C. No part-time employee receiving a higher rate of pay shall suffer a reduction of the hourly rate as a result of transferring to full-time. They will receive increases as provided in the classification scale of wages, Article XVII of the Rider.

D. Part-time employees will work off the part-time employee seniority list.

## **Section 2.**

A. Part-time employees requesting to transfer to full-time must attend the Company's Full-Time Orientation. This time does count towards full-time seniority and full-time benefits and is paid at the employees straight time rate of pay for the first eight (8) hours and time and one-half (1-1/2) beyond eight (8) hours.

B. Road tests for part-time to full-time employees shall not be conducted in a cage car **and will be limited to the employee's ability to safely operate a company vehicle.**  
(T/A – 6/13/18)

## **ARTICLE 4. UTILITY DRIVERS**

### **Section 1. UTILITY DRIVERS**

A. It is agreed that package operations may utilize utility drivers. Regular part-time employees (in order of seniority) who desire to be utilized as a utility driver shall so inform their center/operations manager in writing. Those part-time employees who successfully meet the qualification standards for utility drivers, shall be placed on the building utility driver list by area practice and will be dispatched by the most senior utility driver qualified to deliver or pick up by area knowledge. If judged to be not qualified by area knowledge the company will at its earliest opportunity provide training to qualify the employee in the area knowledge needed.

It is hereby agreed between the Company and the Union that the Company may deviate from seniority for "lack of area knowledge" for only two (2) occurrences (an occurrence can be one (1) workday up to maximum of five (5) consecutive workdays) on the same route. Thereafter the Company will dispatch the utility driver by seniority for the route.

**Upon ratification, any utility driver who has been compensated as a utility driver for sixty (60) days as a utility driver since January 1, 2017, shall be considered qualified for any driving position.**

**All remaining utility drivers and any new utility drivers shall be considered qualified upon completion of a trial period as defined in Article 4, Section 1(b) of the Western Region Supplement.**

**Once a utility driver is considered qualified to drive they shall not have to complete another trial period for a driving position. Utility drivers disqualified from any driving position shall not return to utility driving or any other position requiring driving for a period of six (6) months.**

**Refusal of utility work offered for a six (6) month period may be grounds for being removed from the utility driving list.**  
(T/A – 7/17/18)



B. These utility drivers may be used to cover absentees, overflow work, vacations, etc. There shall be no restrictions on the starting time of utility drivers. When possible the Company will make every effort to work the utility driver for eight (8) consecutive hours excluding their lunch break. **No 22.4 combination driver shall be laid-off or displaced from the classification while Utility drivers are working in the building.**  
(T/A – 6/13/18)

C. If an individual works as a utility driver for more than one (1) hour and then performs his regularly assigned work on a continuous basis, all hours worked for the day will be paid at the higher rate.

D. If an individual works as a utility driver and is released from duty, after or prior to their regularly scheduled hours of work, (with a minimum of 1/2 hour break in between), they shall be paid the utility drivers rate for hours worked as a utility driver and their regular rate for hours worked on their normal assignment.

E. No part-time employee receiving a higher rate of pay shall suffer a reduction in hourly rate as a result of being used as a utility driver.

F. Part-time employees disqualified from full-time driving and utility drivers disqualified from utility driving for serious avoidable accidents, serious and bona fide customer complaints, or serious service problems may be disqualified from utility work for six (6) months from the date they were disqualified.

G. During the months of November and December, a utility driver may be assigned to a peak route that is mutually agreed to by the parties. Utility drivers who commit to drive during this period will relinquish their part-time position for the duration of this period and shall be guaranteed eight (8) hours per day when reporting pursuant to instructions. In the event there is no work on a particular day or days, the Employer will notify the affected employee in advance of reporting and the employee shall be allowed to return to their regular part-time position. If the employee's regular assignment is the preload and the Employer fails to notify the employee in a reasonable period of time that enables the employee to report to the sort the employee has not forfeited their daily part-time guarantee.

Two (2) utility drivers per Center will be guaranteed work under this Section prior to utilizing peak season drivers. At the Employer's discretion additional utility drivers shall be offered work during this period.

## **ARTICLE 5. SICK LEAVE, WORKERS COMPENSATION AND DISABILITY**

### **Section 1. SICK LEAVE**

A. Employees with seniority shall accumulate twenty (20) hours of sick leave benefits a year, one and two-thirds (1.66) hours per month. Employees with the minimum accrued hours, at least four (4), will receive sick pay from the first day off of a bona fide illness or injury. Sick leave is not to be paid when employee is receiving normal hourly compensation or is on a holiday or is actually on vacation. With prior notification before returning to work, a note from a Doctor may be required for absences of five (5) or more days.

B. Unused sick leave shall accumulate up to four hundred twenty (420) hours in a bank. Bank shall be available for future use. Sick leave shall be deducted from the bank on an hourly basis. Benefits for full days off must be for four (4) hours and must be scheduled workdays.

Employees who have accrued four hundred twenty (420) hours into their sick leave bank shall continue to accrue hours into their sick leave bank on an annual basis and may receive the accrued hours over four hundred twenty (420) hours as pay or defer this as a pretax deduction into the "Teamster/UPS 401K Plan". Eligible employees who want to defer the unused sick leave into the Plan will be responsible to contact the administrator of the Plan prior to July 15th of each year. If no request to defer to the Plan is made, the money shall be received as pay on the fourth pay period following August 1, of each contract year.

Employees who have accrued at least one hundred sixty (160) hours into their sick leave bank: may continue to accrue hours into their sick leave bank on an annual basis up to four hundred twenty (420) hours; or may receive the accrued hours over one hundred sixty (160) hours as pay on the fourth pay period following August 1, of each contract year; or may defer this as a pretax deduction into the "Teamster/UPS 401K Plan". Eligible employees who want to defer the unused sick leave into the Plan will be responsible to contact the administrator of the Plan prior to July 15th of each year. If no request is made to defer to the Plan or for payoff, the hours shall continue to accrue into the sick bank up to four hundred twenty (420) hours.

C. Employees who retire from the company shall receive one hundred percent (100%) payoff for their bank hours as pay upon separation. Employees separated from employment shall receive seventy five (75%) of their bank hours as pay upon separation. If deceased, the value shall go to their estate.

D. Employees discharged under Article 28, section 2A of the Western Region Supplemental Agreement, will not be entitled to provisions of sub-section C.

E. Part-time employees that accept a full-time position may request their unused sick pay to carry over to their new position at their part-time pay rate at the time of transfer. The part-time sick pay will be used first during their first year of full-time employment. Any part-time sick pay hours remaining at the first year anniversary of full-time employment will be paid off at the part-time rate to the employee automatically.

F. Employees hired on or after August 1, 1993, shall begin to accumulate sick leave hours after they have seniority plus one (1) year of employment.

G. Employees shall be entitled to cash in accumulated sick hours for purposes of donating the proceeds to any UPS employee who has been off work one (1) year or less.

The request must be made in writing and must identify the employee who shall receive the donated funds.

## **Section 2. WORKERS' COMPENSATION**

A. Employees collecting Worker's Compensation temporary disability benefits may not receive sick leave as herein provided; however, if Worker's Compensation benefits on a daily basis are less than the amount of sick leave otherwise available, employees shall, in addition to Worker's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been received by deducting from the bank the hours required to make up the difference. Sick leave benefits are to be coordinated with health and welfare time loss benefits so as to equal twenty (20) hours pay a week.

B. Sick leave benefits will be paid for the first day off for an "on the job injury" to be coordinated with workers compensation benefits.

## **Section 3. NOTIFICATION TO THE COMPANY**

A. The employee shall notify the Company of their status regarding ability to return to employment after each doctor's visit with a documented change of status and every other week thereafter. On known long-term workers compensation or disability the frequency of notification shall be at the request of the Business Manager. **In the event an employee is sent a 72-hour notice and does not respond within 72-hours but subsequently reports when released from their doctor they shall remain on active status until the resolution of the grievance procedure.**

(T/A – 6/25/18)

B. Employees requesting parental leave of absence must do so in writing.

## **ARTICLE 6. VACATIONS**

### **Section 1.**

As contained in the Rider with the following exception:

- A. All vacations shall be based on twenty (20) hours pay for weeks earned.
- B. All regular part-time employees with two (2) or more years of service may elect to convert one week of their earned vacation into an Optional Week for a total of two (2) Option weeks to be used as provided under Article IX, Section 2 of the JC28 Rider.

## **ARTICLE 7. HOLIDAYS**

### **Section 1.**

As contained in the rider, with the following exception:

- A. Holidays shall be based on four (4) hours pay per holiday.

## **ARTICLE 8. PENSION**

### **Section 1.**

A. Refer to Article 30 of the Western Region Supplement for the Pension contribution rates.

B. The Employer shall pay the amount specified in Section 1A, above, into the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit for every hour for which compensation is paid, not to exceed two thousand and eighty (2080) hours per year.

C. Part-time employees who qualify for worker's compensation, state disability compensation or short term disability under their respective health and welfare plan shall have pension contributions remitted on their behalf for a maximum of three (3) months in a calendar year. Such contributions shall be remitted for a period(s) of absence immediately following contributions for active employment. It is understood that contributions for employees on probation shall be paid at the \$0.10 rate for a period not longer than ninety (90) calendar days from an employee's hire date.

In those cases where the three (3) month maximum carries over into the next calendar year, contributions will continue until the three (3) month maximum is met. Any carry-over shall not count toward the maximum for the current calendar year.

This provision does not permit contributions to exceed two thousand eighty (2080) hours in any calendar year. Contributions during periods of disability absence shall be paid at four (4) hours per work day missed.

**Section 2.**

A. The total amount due each month shall be remitted in a lump sum not later than ten (10) days after the last business day of the month. If the Employer fails to make contributions as required, such shall be deemed a breach and the Union may implement any economic action deemed expedient and such shall not be in violation of this Agreement.

B. Employer agrees to execute all necessary Trust forms and abide by the rules established by the Trustees to facilitate accurate determination of hours, contributions and collections. Upon Union request, the Employer shall furnish a copy of pension transmittals.

**ARTICLE 9. SAVINGS**

A. EFFECTIVE August 1, 2008, on July hours, UPS shall make contributions at the rate of forty cents (\$.40) per compensable hour into the Pacific Coast Benefits Trust (herein "Trust") on behalf of all employees covered by this agreement beginning on the earlier of the employee's achievement of seniority or the employee's completion of six hundred (600) hours of employment (or reemployment) within twelve (12) consecutive calendar months, such contributions to be made retroactively for all compensable hours in the twelve (12) consecutive months immediately preceding achievement of seniority or the completion of six hundred (600) hours of employment (or reemployment) as the case may be. Provided, however, that UPS shall contribute the first two thousand and eighty (2080) hours per year for each covered employee. The total amount due for each calendar month shall be remitted in a lump sum not later than the tenth (10th) day of the following month.

UPS acknowledges that it has received a true copy of the Trust documents and shall be considered a party thereto. It is understood and agreed that UPS accepts the terms and conditions of this Trust and agrees that the Employer Trustees named pursuant to the Trust are its representatives and consents to be bound by the actions and determinations of the Trustees. UPS further agrees to abide by such rules as may be established by the Trustees of said trust to facilitate the audit of hours for which contributions are due, the prompt and orderly collection of contributions, and the accurate recording of such hours.

**ARTICLE 10. LEGAL SERVICES TRUST FUND**

As contained in the rider.

**ARTICLE 11. HEALTH & WELFARE, RETIREES' HEALTH & WELFARE,  
DENTAL & VISION BENEFITS**

**Section 1.**

(a) For those part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits after January 1, 2014 will be provided by the Teamsters Western Region & Local 177 Health Care Plan, under the terms set forth in Article 34 of the National Master Agreement. The Company will continue to provide health & welfare benefit coverage under the existing plan through December 31, 2013.

(b) Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through the Teamsters Western Region & Local 177 Health Care Plan.

(c) [Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement].

**ARTICLE 12. NEW CUSTOMER COUNTER CLERKS AS OF NOV. 19, 1998**

**Refer to Article XVI of the JC 28 Rider**

**ARTICLE 13. CLASSIFICATIONS SCALE OF WAGES**

**Section 1.**

Part-time employees hired prior to July 2, 1982, shall receive the following rate of pay effective:

|                        | <del>8/13</del>        | <del>8/14</del>        | <del>8/15</del>        | <del>8/16</del>        | <del>2/17</del>        | <del>8/17</del>        | <del>2/18</del> |
|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------|
| Preload/Sorter         | <del>\$33.685</del>    | <del>.70</del>         | <del>.70</del>         | <del>.70</del>         | <del>.40</del>         | <del>.40</del>         | <del>.50</del>  |
| Loader/Unloader        | <del>\$32.45</del>     | <del>.70</del>         | <del>.70</del>         | <del>.70</del>         | <del>.40</del>         | <del>.40</del>         | <del>.50</del>  |
|                        | <b><u>Current</u></b>  | <b><u>8/18</u></b>     | <b><u>8/19</u></b>     | <b><u>8/20</u></b>     | <b><u>8/21</u></b>     | <b><u>8/22</u></b>     |                 |
|                        |                        | <b><u>\$0.70</u></b>   | <b><u>\$0.75</u></b>   | <b><u>\$0.80</u></b>   | <b><u>\$0.90</u></b>   | <b><u>\$1.00</u></b>   |                 |
| <b>Preload/Sorter</b>  | <b><u>\$37.585</u></b> | <b><u>\$38.285</u></b> | <b><u>\$39.035</u></b> | <b><u>\$39.835</u></b> | <b><u>\$40.735</u></b> | <b><u>\$41.735</u></b> |                 |
| <b>Loader/Unloader</b> | <b><u>\$36.35</u></b>  | <b><u>\$37.05</u></b>  | <b><u>\$37.80</u></b>  | <b><u>\$38.60</u></b>  | <b><u>\$39.50</u></b>  | <b><u>\$40.50</u></b>  |                 |

(T/A – 7/17/18)

All other Part-Time Employees Wages (Refer to National Master United Parcel Service Agreement, Article 22, Section 5).  
Section 2.

(1) All part-time employees hired prior to July 2, 1982, shall be red circled at their current rate of pay and shall receive contractual wage increases as provided for in Article 22 Section 5 of the NMUPS Agreement.

(2) Part-time clerks working prior to August 1, 1987 shall be red circled at their current rate of pay and shall receive contractual wage increases as provided for in Article 22 Section 5 of the NMUPS Agreement.

(3) Part-time to full-time wage progression schedules are contained in the Rider under Article XVII.

**Section 3.**

MISCELLANEOUS CATEGORIES

A.

|                 |          |      |      |      |      |      |      |      |
|-----------------|----------|------|------|------|------|------|------|------|
| EFFECTIVE       |          | 8/13 | 8/14 | 8/15 | 8/16 | 2/17 | 8/17 | 2/18 |
| SHIFTERS &      | \$25.05  | .70  | .70  | .70  | .40  | .40  | .50  | .50  |
| UTILITY DRIVERS | \$24.605 | .70  | .70  | .70  | .40  | .40  | .50  | .50  |

**A. RATES OF PAY**

| EFFECTIVE                          | CURRENT  | 8/18     | 8/19     | 8/20     | 8/21     | 8/22     |
|------------------------------------|----------|----------|----------|----------|----------|----------|
| SHIFTERS                           | \$28.95  | \$29.65  | \$30.40  | \$31.20  | \$32.10  | \$33.10  |
| UTILITY DRIVERS<br>(T/A – 6/25/18) | \$28.505 | \$29.205 | \$29.955 | \$30.755 | \$31.655 | \$32.655 |

EXCEPTIONS:

Utility drivers and shifters who are receiving more than the wage rates above will continue to receive their present rate while performing those duties.

When a utility driver enters into a full-time driver classification, they will receive their utility rate or the new hire progression, whichever is greater. They will receive increases as provided in the Classifications Scale of Wages in the Rider, Article XVII.

**22.4 combination employees will not be allowed to perform Feeder shifting work unless otherwise mutually agreed to between the Company and Local Union.**

(T/A – 7/17/18)

Part-time employees hired after July 31, 2002, will follow the New Hire Rate for Package Drivers.

## **B. PART-TIME AIR DRIVERS**

Refer to Article 40, Section 6 of the National Master Agreement

## **C. PACKAGE HELPERS**

Part-time Package Helpers hired between November 1 and December 31, may be used as needed. They will be guaranteed three and one-half (3-1/2) hours work and will be paid at the rate of eight dollars and seventy-five cents (\$8.75) per hour. All days worked as a package helper shall be counted towards part-time probation.

|                    |           |
|--------------------|-----------|
|                    | EFFECTIVE |
| <b>PEAK SEASON</b> | 8-1-2002  |
| <b>RATE</b>        | \$8.75    |

## **PACKAGE HELPER**

Regular Part-time employees may also work as package helpers (between November 1 and December 31) at the discretion of management. **A sign-up sheet shall be posted in during the first week of** October for interested employees **to designate their availability to work as a Helper for November 1<sup>st</sup> thru December 31<sup>st</sup> and / or January 1<sup>st</sup> thru January 15<sup>th</sup>.** Company seniority will be considered in assignments. The rate of pay shall be their part-time rate, ~~or eleven dollars (\$11.00) per hour, whichever is greater.~~ Helpers shall be guaranteed a minimum of three and one-half (3-1/2) hours work or pay, and shall be paid at time and one half (1-1/2) after eight hours of straight paid hours worked in a day including the employee's regular part-time shift hours.

**(T/A – 11/2/17) (Housekeeping – 7/11/18)**

From January 1 to January 15, regular part-time employees shall be offered helper work in seniority order at their current rate of pay or sixteen (\$16.00) dollars per hour, whichever is greater. During this period, these regular part-time employees shall be guaranteed three and one-half (3.5) hours work or pay and shall be paid at time and one-half (1.5) after eight (8) hours of straight time paid in any day including the employee's regular shift hours. In the event additional staffing is required, the Company will utilize Part-time package helpers hired between November 1, and December 31 as outlined above.



D. Additional Benefits

The Company may provide additional benefits, higher hourly wage rates or bonuses in order to attract or retain part-time employees. The additional benefits, wages or bonuses may be structured to apply to any specific shift or operation.

Date: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Brian Person  
**Western Region** Labor Relations Manager

\_\_\_\_\_  
Rick Hicks  
President, Joint Council 28