



UPS Teamster Times

Worldwide Services
Synchronizing the world of commerce

Daily Guarantees, Layoff, and Frontloaded Sick Leave

Part-time Employees: 3.5-hour Guarantee

In the Joint Council 28 Sort Addendum to the National Master UPS Agreement, Article 2 Section 1A says this:

“Regular part-time employees reporting to work shall be guaranteed a minimum of three and one-half (3.5) hours pay or work.”

This means that if you are scheduled to work and you show up to work, UPS must either work you for a minimum of 3.5 hours, or pay you for 3.5 hours at the appropriate rate.

UPS is likely to try and find ways to avoid paying part-time workers

If UPS is calling you before your shift, you are NOT obligated to answer your phone!

their full 3.5 hour guarantee. They may call or text you before your shift starts and tell you they don't need you that day. They may wait until you arrive at work, or even let you work for a brief time, before telling you to go home for the day — without pay.

As long as you do not answer your phone, this is a violation of the contract. If you are scheduled to work and you report to work, UPS owes you 3.5 hours.

How to enforce this?

First, if UPS is calling or texting you before your shift, you are not obligated to answer. Report to work per the schedule posted the previous Friday, and if you are not needed to work, UPS has to pay you for 3.5 hours. If that doesn't happen, file a grievance.

What if UPS lays me off instead?

Believe it or not, it is far better to be laid off than to simply be told not to report to work day after day. If you are laid off, you may be eligible to collect unemployment. The company is also unable to hire new employees while Teamsters are on layoff.

Layoff and Recall

Layoffs may be on the horizon as things slow down. There is contract language in the National Master and the JC28 Rider & Sort Addendum governing how layoffs and recalls work. Here's what you need to know:

- Written notice is required before laying you off for more than five working days. **The Friday posting of start times counts as notice.**
- Full-time drivers who are laid off

have the ability to displace part-timers and work inside the building. This process is entirely seniority based: **the driver must have more seniority than whoever they displace**, and the displacements will start with the least senior part-timer and work their way up.

If you are laid off, you may be eligible for Unemployment benefits. Apply for these online.

Filing for Unemployment:

If you are laid off, you may be eligible for Unemployment benefits. Apply for these online. Please note, if the application asks if you are a member of a “full-referral Union,” **the answer is “no.”** Only Teamster construction drivers should answer “yes” to this question due to the Construction Hiring Hall. This does not apply to UPSers.

Frontloaded Sick Leave

One of the many important victories we were able to achieve in the Joint Council 28 Rider & Sort Addendum was getting UPS to agree to frontload your sick leave at the beginning of each calendar year.

Here is the relevant contract language for part-timers:

“Effective January 1, 2024, and each January thereafter, part-time employees shall receive a frontloaded sick leave bank of twenty (20) hours on January 1 each year. Employees hired after January 1 and employees who surpass their frontloaded bank shall earn one (1) hour of sick leave for every forty (40) hours worked (one (1) hour for every thirty (30) hours worked in Seattle) during the calendar year (January 1 – December 31). Any sick leave hours earned in excess of the frontloaded amount during the calendar year shall be added to the frontloaded sick leave bank.”

And here is the relevant contract language regarding the merging of your two banks (contractual leave + PST banks):

“Effective December 31, 2023, a new “safe and sick leave bank” will be established for each employee. The new bank will consist of their existing Paid Sick Leave bank or their contractual bank, whichever is greater. Unused sick leave shall accumulate up to four hundred twenty (420) hours into this new bank and it shall be the only bank going forward. Bank shall be available for future use with all banked hours treated as “protected leave”. Sick leave shall be deducted from the bank in increments consistent with the Employer’s payroll system and practices.”

Check your paystubs after January 1 to make sure two things have happened:

- 1. Your 20 hours of frontloaded sick leave for 2024 have been populated.**
- 2. The total number of hours in the bank is the larger of your contractual bank or PST bank, plus the 20 hours (total shall not exceed 420 hours).**

If anything appears incorrect, talk to a Steward to find out how to report the problem to UPS and get it fixed!

2024 Initiation and General Membership Meeting Schedule

Meeting Day and Date	Initiation	General Membership
Thursday, January 11, 2024	5:00 PM	7:00 PM
Sunday, February 11, 2024	8:00 AM	10:00 AM
Thursday, March 14, 2024	5:00 PM	7:00 PM
Thursday, April 11, 2024	5:00 PM	7:00 PM
Thursday, May 9, 2024	5:00 PM	7:00 PM **
June Schedule Pending	*****	*****
July Schedule Pending	*****	*****
August Schedule Pending	*****	*****
Sunday, September 8, 2024	8:00 AM	10:00 AM
Thursday, October 10, 2024	5:00 PM	7:00 PM
Sunday, November 10, 2024	8:00 AM	10:00 AM
Thursday, December 12, 2024	5:00 PM	7:00 PM