

TEAMSTERS JOINT COUNCIL 10 NEW ENGLAND

UPS's 12 Days of Christmas Wish List for the New England Supplement 2018- 2023



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As many of you are aware, Teamster Leaders have had several negotiation sessions with UPS for the upcoming New England Supplement (NES). The negotiations are about making changes to the NES that covers approximately 10,000 Teamsters throughout New England. As part of the negotiations, the Union submitted approximately 80 proposals on behalf of our Members. These proposals came from the direct input of UPS Members and the proposal meetings held by Local Unions around New England. On behalf of UPS, management negotiators submitted 24 proposals.

In the spirit of Ebenezer Scrooge, in the face of record revenues and profits, UPS's proposals are all concessionary. The following 12 examples give you an idea of what the company is seeking:

1. Limit guarantees for emergencies or catastrophes as defined.
2. Utilize Casual Driver's year-round (no ability to trigger seniority).
3. Utilize TCD drivers for seven (7) consecutive months.
4. Pay TCD drivers 4 hours for sick and personal days (currently paid at 8 hours).
5. Require new employees to work 18 months prior to receiving holiday and sick leave pay.
6. Utilize Part-timers to move all vehicles within the company premises.
7. Loss of Seniority if duration of non-work-related injuries after 2 years.
8. Loss of Seniority if duration of work related injuries after 3 years.
9. Extend Warning Letters to be in effect for 12 months.
10. Eliminate the day after Thanksgiving as a holiday.
11. Workweek of any 5 out of 7 days with a 48-hour notice in schedule change.
12. Extend the utilization of Helpers.

This list is not all inclusive of the absurd proposals put forth by UPS, but it is an example of the concessions this company is seeking throughout New England.

UPS Teamsters employed throughout New England enjoy one of the best contract supplements in the nation. We intend to IMPROVE the contract not diminish the conditions we have fought for. We know UPS will play Scrooge in negotiations, but we can win by standing together and showing the company, the "Spirit of UPS Teamsters" in New England is stronger than ever.

Fraternally,



Sean M. O'Brien
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