



TEAMSTERS LOCAL 710 710 UPS 2023-2028 CONTRACT HIGHLIGHTS

These items reflect only some of the improvements secured throughout your new contract. Please refer to your redline booklet to review all changes that you will be voting on.

ALL CLASSIFICATIONS

- ✓ Biggest hourly increases for all classifications in history – **At least \$7.50 over the life of the contract** (after completion of progression)

8/1/2023	8/1/2024	8/1/2025	8/1/2026	8/1/2027
\$2.75	\$0.75	\$0.75	\$1.00	\$2.25

- ✓ Newly added **Discretionary/Sick Day** that can be taken at any time (except peak) - and you don't lose any of the time off you already have
- ✓ Optional & split week vacations days **cannot be denied by the Company** (as long as seniority is honored) - AND the amount of people off on those days **increased** to a minimum of 5% (was 3%)
- ✓ Improved arbitration procedure that will ensure **shorter wait times for a decision**, including a **standing arbitrator at panel** for discipline cases
- ✓ **Removal of hybrid drivers (25.13's)** – They will be reclassified as RPCDs and paid accordingly, ending the two-tier pay scale
- ✓ **Martin Luther King Jr. Day** added as a paid holiday
- ✓ Trainer pay **increased to \$1.00** per hour (was \$0.50)
- ✓ Stewards will be paid for **all time spent** in orientation with new hires
- ✓ The Company **must inform the members** when a bid is open and when the seniority list is posted
- ✓ Members will get to **choose the Steward they want** to represent them (if they're available)
- ✓ Grievances for Supervisors working more than 3 times will be paid at **quadruple time** (was triple time) – and all management will all be identifiable with a badge or nametag

- ✔ **Surepost reduction:** The amount of Surepost packages being diverted back to RPCDs will be increased by 50% by the end of the contract
- ✔ **FMLA protections:** The Company can't take at least 2 of your earned vacation for FMLA time
- ✔ **Starting rate increased to \$21.00** (and \$23.00 by the end of the contract) to attract new employees and improve staffing

PACKAGE CAR DRIVERS

- ✔ **No RPCD will be forced in to work** on their days off in 6 or 7 day operations
- ✔ The Company must get **approval from the Union** first before increasing DOT hours of service for Package Car Drivers to 70 hours (even peak)
- ✔ **No inward-facing video cameras & no in-cab audio recording**
- ✔ During peak, Drivers will be able to **declare the area** on their route
- ✔ When not filing 9.5s, Drivers will be able to **keep their overtime before a PVD**
- ✔ Contractual language for air conditioning for Package Cars (Local 710 is in "Zone 3") - **fans will be installed** in P-500s and larger until Zone 3 is up for A/C
- ✔ Drivers who have completed their 30-day probationary period or Integrad training will **NOT be subject to any coaching due to data captured by any driver-facing sensors** (and those sensors cannot be used for discipline at any time - they will only be used to give Drivers an alert)

FEEDER DRIVERS

- ✔ When a run transfers, all Feeder drivers will be able to **follow the run** from that facility in seniority order
- ✔ Sleepers will receive **double time** for all hours performed on the holiday itself
- ✔ All **weather delays** and hotel stays due to weather delay have been addressed and are being paid in accordance with Article 47 (instead of Article 35)
- ✔ On-Call Drivers may **delay their availability by up to 2 hours** once a week
- ✔ Bumps in Feeders will be **implemented every week** until bump is complete
- ✔ **Stronger** subcontracting language
- ✔ **No inward-facing video cameras & no in-cab audio recording**

- ☑ **Lodging increase** from \$50 to \$100
- ☑ **Subsistence allowance increase** from \$35 to \$45
- ☑ **Huge mileage rate increases:** By the end of the contract, rates per mile will be \$1.1237 (single) / \$1.1474 (double) / \$1.1714 (triple)
- ☑ All runs must be **approved by the Union**
- ☑ **No less than 550 miles** loaded on the 1st leg of a run
- ☑ When an A Driver vacates a run, **it will be rebid**
- ☑ Work Rules will be **included** in the contract book

PART-TIMERS / 25.11'S

- ☑ **Increased Seasonal rate** to \$24.84 per hour
- ☑ Our members have the **right to become seasonal drivers first** before outside hires and at least 50% of the seasonal spots will be filled by inside Union members
- ☑ **Part-Time Longevity Increase:** One-time bump at ratification for existing part-timers based on years of service (YOS) (on top of GWI):

Part-timer with 5-10 YOS as of 8/1/23	Part-timer with 10-15 YOS as of 8/1/23	Part-timer with 15+ YOS as of 8/1/23
\$0.50/hr	\$1.00/hr	\$1.50/hr

- ☑ **Increased helper wages** to \$20.00 (was \$17.25)
- ☑ PVDs will be offered to **Union members first** from the inside
- ☑ **Easier to achieve vacations** in the Rockford and Gary Air Hubs
- ☑ **Additional 10 minute-paid break** when working over 7 hours
- ☑ **Part-time pension increase**
- ☑ **Improved** transfer language
- ☑ Have the ability to **take days off in seniority order** when overstaffed
- ☑ **25.11s may bid on preferred jobs** on your shift
- ☑ **Huge hourly increases for all Air Drivers** - By the end of the contract, Part-Time Air Drivers will be at \$41.44 (Full-Time at \$43.44)

MECHANICS

- ☑ Mechanics with 15 years or more seniority can **bid into feeders**
- ☑ **Additional \$0.15 per hour** in the 1st and 3rd years of the contract
- ☑ **Unlimited bidding**

SPECIAL THANKS TO YOUR 710 NEGOTIATING COMMITTEE

Delmar R. Schaefer
*BARGAINING CHAIRMAN
PRESIDENT & BUSINESS AGENT*

Simon McNamara
BUSINESS AGENT

Jerry Pauli
BUSINESS AGENT

Dave Bowman
FORT WAYNE, FEEDER DRIVER

Travis Breeden
CACH, FEEDER DRIVER

Donny Carpenter
BELLEVILLE, RPCD

Brenda Davis
DAVENPORT, 25.11

Jeff Dawson
WATERLOO, FEEDER DRIVER

Kye Dickerson
ROCKFORD, FEEDER DRIVER

Tom Doyle
LAFAYETTE, RPCD

Michael J. Cales
*SECRETARY-TREASURER
& PRINCIPAL OFFICER*

Craig Friedrich
BUSINESS AGENT

Anthony Lamy
BUSINESS AGENT

Bob Downey
CENTRALIA, FEEDER DRIVER

Marjock Fenner
ALTON, RPCD

Ryan Fuller
PEORIA, RPCD

Ricky Hawley
SPRINGFIELD, RPCD

Dan Jedlicka
DECATUR, FEEDER DRIVER

Davin Johnson
GALESBURG, RPCD

John Maubach
BLOOMINGTON, RPCD

Felicia McCool
SPRINGFIELD, PART-TIME

Neil J. McKinney
*VICE PRESIDENT
& BUSINESS AGENT*

Matt Hamilton
BUSINESS AGENT

Keith Kazluski
BUSINESS AGENT

Rory Mulcahy
KANKAKEE, RPCD

Rhonda Myers
ROCKFORD, 25.11

Darren Scroggin
LAFAYETTE, MECHANIC

Zach Spain
ROCKFORD, PART TIME

Jocelyn Turner
DANVILLE, RPCD

Steve Utley
MARION, RPCD

Alicia Welch
DEKALB, 25.11

