

**NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT  
and  
UPS Cartage Services, Inc.  
Freight Pickup & Delivery  
Supplemental Agreement**



**For The Period:  
August 1, 2023  
through July 31, 2028**

**UPS Cartage  
Services, Inc.**

**Freight Pickup & Delivery  
Supplemental Agreement  
to the  
NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT**

**For The Period  
August 1, 2023  
through July 31, 2028**





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**UPS CARTAGE SERVICES, INC.  
FREIGHT PICKUP & DELIVERY  
Supplemental Agreement**

**For the Period:  
August 1, 2023  
through July 31, 2028**

**Preamble**

The Teamsters United Parcel Service National Negotiating Committee on behalf of the following affiliated Locals: 17, 25, 70, 71, 100, 107, 135, 162, 174, 222, 243, 294, 295, 317, 344, 385, 391, 406, 407, 413, 480, 500, 509, 516, 519, 542, 560, 592, 600, 633, 638, 657, 667, 671, 688, 710, 728, 745, 769, 776, 901, 986 and 988 (hereinafter collectively referred to as the “Union”) and United Parcel Service, Inc. (an Ohio Corporation) and its subsidiary UPS Cartage Services, Inc. (“CSI”) (hereinafter collectively referred to, in this Supplement, as the “Employer”) agree that the following provisions shall constitute the UPS Cartage Services, Inc., Supplement (hereinafter “CSI Supplement”) to the National Master United Parcel Service Agreement (hereinafter “NMA”).

**Section 1**

Any lesser conditions contained in any Rider or Addendum shall be superseded by the conditions contained in this Agreement. However, except where specifically stated otherwise in this Agreement, nothing in this Agreement shall deprive any employee of any superior benefit contained in his/her Rider or Addendum.

## **Section 2**

It is the parties' intent that this Agreement shall not be a basis for the Union to expand its work by claiming that the work performed by affiliates of the Employer is covered by this Agreement. Likewise, the Employer agrees that it will not use this Agreement to diminish the work performed by bargaining unit employees under the existing Addendum.

## **Section 3**

For the purpose of preserving work for the employees covered by this CSI Supplement, the Employer agrees that it will continue to provide the guaranteed work hours set forth in the applicable Addenda. The work to be performed by these employees shall be any combination of dock work, driving or other freight-related duties, as described in the Addenda. However, no employee covered by this Supplement shall pick-up, deliver or otherwise progress parcels or packages, or perform any other work described in Article 1, Section 1 of the NMA. In the event a grievance is brought alleging that Article 1, Section 1 work is being, or has been, performed by employees covered by this Supplement, the grievance shall immediately be referred to the next scheduled meeting of the National Grievance Committee. In the event the grievance is dead locked, either party shall have the right to request the grievance be scheduled for expedited arbitration. The grievance shall be scheduled for arbitration within thirty (30) days. The parties shall jointly contact the arbitrators on the National Panel in alphabetical order until they find an arbitrator who can offer a date within the thirty (30) day period. If no arbitrator is available from the National Panel, the parties shall jointly request the American Arbitration Association to appoint an arbitrator to hear the case within the thirty (30) day period.

## **Article 1: Recognition**

The Employer will continue to recognize the Union as the sole and exclusive bargaining agent for all its Driver/Dockworkers, Freight handlers, and Dockworkers employed at its North American facilities, and will also continue to recognize employees it may have in

other job classifications, to the extent such employees are already represented by the Union.

## **Article 2: Applicable NMA Articles**

The parties agree that the elections each Local Union made pursuant to Article 2 of the 2008-2013 CSI Supplement shall remain in effect for the duration of this NMA.

With respect to its prior elections, a Local cannot elect to apply one or more Sections from an Article in its Addenda and also select portions of the NMA Article covering the same subject. Article 17 shall apply to all Locals regardless of prior elections. Further the parties agree that the following Articles within the NMA shall continue to not be applicable to operations covered by this CSI Supplement: Article 1 Section 4; 2; 3 Section 7; 6 Section 5; 10; 18; 26; 32; 37 Section 1(b) and (c); 39; 40; 43; and 44. Articles 22, 34 and 41 of the NMA will apply only to the extent they contain provisions specifically addressing CSI employees.

## **Article 3: Health & Welfare and Pension**

- a. In those Addenda which provide Teamster Health & Welfare and/or Pension Funds, the negotiated monetary increases set forth in Article 34, Section 1(a) of the NMA shall be applicable. In addition, the terms of Article 34, Section 1(a) and (f) of the NMA shall be applicable to determine any necessary allocations.
- b. Employees covered by Addenda which have Employer sponsored plans for pension shall continue to be covered by the existing UPS sponsored plans.

For those full-time or part-time employees who have received health and welfare benefits from the Company Health & Welfare Plan, benefits on and after January 1, 2014 will be provided by t TeamCare, 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.

- c. Part-time and full-time employees covered by a Teamster Health and Welfare Fund will continue to be covered by those funds.
- d. Any eligible employee covered by this Section who retires effective January 1, 2014 or thereafter shall be provided retiree medical benefits through TeamCare.
- e. Current retirees who are receiving benefits through a UPS sponsored plan shall receive coverage on and after January 1, 2014 under the terms of the Memorandum Concerning UPS Sponsored Plans, attached to the National Master Agreement
- f. Contributions to pension funds will be made in accordance with Article 34 of the National Master Agreement.
- g. Full-Time employees of UPS Cartage Services Inc. (CSI) who were participants in the Central States Southeast and Southwest Areas Pension Fund (CS Plan) as of December 26, 2007, and all future full-time employees who would have been covered by the CS Plan absent this agreement, shall be covered by the UPS/IBT Full-Time Pension Fund as set forth in Article 34, Section 1(l) of the National Master Agreement (effective upon ratification) and the related Plan Documents and Trust Agreement. Any provision in any Addenda to the CSI Supplement specifying participation in the CS Plan shall be null and void.

## **Article 4: Joint National UPS CSI/Teamsters Committee**

The Joint National UPS CSI/Teamsters Committee shall continue to meet as necessary to oversee the integration of the local contracts into the NMA and resolve any unforeseen problems that may arise.

## **Article 5: Rates of Pay**

### **Section 1**

Full-time CSI employees shall be eligible to receive the GWI as set forth in Article 41 Section 1 of the NMA.

All Addenda shall modify their top wage rates to incorporate the GWI as well as the effective dates of wage increases, in accordance with Article 41 Section 1 of the NMA.

## **Section 2**

The progression in NMA Article 41 Section 2(c) shall apply to full-time employees at UPS CSI, hired after July 31, 2013. The Local Addenda progression shall remain in effect for all employees in that progression as of July 31, 2013.

The top rate referenced in Article 41 Section 2(c) shall be the rate in effect on July 31, 2018 for those employees who have completed the progression, plus all subsequent General Wage Increases, including COLA, if applicable. This shall not affect any Addenda that have a higher “Top Rate”.

## **Section 3**

Part-time CSI employees entitled to a General Wage Increase (“GWI”) under the terms of their Addenda shall be eligible to receive the GWI as set forth in Article 22 of the NMA on the dates specified.

## **Article 6: Grievance Procedure**

The provisions of this Article shall be substituted for the grievance procedure set forth in any Addenda.

Should any dispute arise between the Employer and the employees, or the Employer and the Union concerning the application or interpretation of any provision of this Agreement, or concerning any term or condition of employment set forth in this Agreement, it shall be handled in the following manner:

**Step 1**—The complaint shall be discussed with the aggrieved employee, the immediate supervisor, and the Shop Steward, within five (5) working days of the known occurrence giving rise to the complaint.

**Step 2**—If the complaint is not resolved in Step one (1), then the employee, Shop Steward or Local Union representative shall submit a grievance in writing to the designated Company representative on the designated grievance form within ten (10) working days after the known occurrence giving rise to the grievance.

**Step 3**—If an agreement cannot be reached in the second step, the matter shall then be referred to the Local Union Business Agent within ten (10) working days after receipt of the response of the Company Representative. The Company Representative shall meet promptly with the Local Union Business Agent, the Shop Steward and the grievant within ten (10) working days in order to reach an adjustment to the grievance. The Company Representative shall respond in writing to this third step meeting within three (3) working days of the meeting.

**Step 4**—Any grievance not resolved in Step three (3) shall proceed to the established local area Cartage Services or regional Cartage Services Grievance Panel. Cases deadlocked will be forwarded as follows: UPS National Master Agreement (NMA) language will be docketed to the next National Grievance Committee; Cartage Services Supplemental language will be docketed to the next Joint National Cartage Services Grievance Committee; Discipline and Addenda/Rider language will be submitted to arbitration.

**Step 5**—If the parties fail to reach a decision or agree upon a settlement of any grievance in Step four (4), the grievance may be submitted to arbitration. If the parties cannot agree upon an impartial arbitrator within ten (10) working days from the date arbitration is invoked, then the parties shall jointly request the AAA or FMCS, in accordance with area practices, to supply both parties with a list of seven (7) impartial arbitrators. Each party shall alternately strike one (1) name from the list and the name of the person last remaining on the list shall be designated as the arbitrator and his appointment shall be binding on both parties. The arbitrator shall deal only with the matter which occasioned his appointment and his decision shall be final and binding upon both parties. In no case, however, may the arbitrator make a decision which will in any way add to, subtract from, or alter the terms of this Agreement. The fee of the

arbitrator will be shared equally by the Company and the Union. Notwithstanding the above, any grievance involving language in the NMA will be resolved in accordance with Article 8 of the NMA.

## **Article 7: Maintenance of Standards**

The Employer agrees that all the conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at no less than the highest standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be changed whenever specific provisions for change are made elsewhere in the Agreement. It is agreed that the provision of this section shall not apply to inadvertent or bona fide errors made by the Employer or the Union in applying the terms and conditions of this Agreement. Such bona fide errors may be corrected at any time.

Any disagreement between the Local Union and the Employer with respect to this matter shall be subject to the Grievance Procedure. This provision does not give the Employer the right to impose or continue wages, hours, and working conditions less than those contained in this Agreement.

## **Article 8: Safety and Health, Equipment, Accidents and Reports**

### **Preamble**

The Employer and the Union agree that the safety of the employees and the general public is of utmost importance. This Article is being negotiated and included in this Supplement with the intent that it is a substitute for Article 18 of the National Master Agreement and that the latter Article will have no applicability to the employees or vehicles in CSI's operations.

The Employer and the Union have developed the following Sections and Subsections of this Agreement to respond to that mutual concern for safety. The contract language responds to a variety of areas related to safety, health, ergonomics, and climatic conditions

as well as federal, state and local laws dedicated to providing a safe and healthy workplace.

To address safety and health issues, the Employer and the Union have developed local area joint labor/management committees comprised of bargaining unit members and management, to address job related safety and health concerns through the Comprehensive Health and Safety Process (CHSP).

Notwithstanding the employee's right to contact federal, state or local agencies, it is the recommendation of the committees that issues and concerns, regarding this Agreement, should first be brought before the National Safety and Health Committee.

## **Section 1—Employees' Rights—Equipment, Vehicles and Conditions**

The Employer shall not require employees to take out on the streets or highways any vehicle, or use any type of equipment, that is not in a safe operating condition or equipped with the safety appliances prescribed by law. First line trailers will be swept on a daily basis. All CSI tractors and delivery vehicles will be maintained in a clean and sanitary condition including mirrors and windows.

Under no circumstances will an employee be required or assigned to engage in any activity involving dangerous conditions of work or danger to a person or property or in violation of a government regulation relating to safety of person or equipment. The term "dangerous conditions of work" does not relate to the type of cargo which is to be hauled or handled.

It shall not be a violation of this Agreement, or cause for disciplinary action, where employees refuse to operate equipment or a vehicle when such operation constitutes a violation of any state or federal rules, regulations, standards or orders applicable to commercial motor vehicle safety or health, or because of the employee's reasonable apprehension of serious injury to himself/herself or the public due to the unsafe conditions as set out in any state or federal rules, regulations, standards or orders applicable to com-

mercial motor vehicle safety or health to include Part 392.14 of the Federal Motor Carrier Regulations.

## **Section 2—Out of Service Equipment and Vehicle Reports**

All equipment which is refused, or has been written up for repair, because not mechanically sound or properly equipped, shall be appropriately tagged, and placed out of service, so that it cannot be used by other drivers, or employees until the Automotive/Maintenance Department has adjusted the complaint. Employees shall immediately, or at the end of their shifts, report all known defects of equipment on a suitable form furnished by the Employer. The Employer shall not ask or require any employee to utilize equipment that has been reported by any other employee as being in an unsafe condition. Such equipment will be red tagged, as necessary, by automotive/maintenance personnel. The tag must not be removed until the Automotive/Maintenance Department has determined that the vehicle/equipment is in a safe operating condition or, where no Automotive/Maintenance Department exists, qualified management will make the deciding determination. Management not qualified to make such a determination, will consult with qualified automotive/maintenance personnel before removing a red tag. The person making the decision will sign off the car condition report or other form required by law. Any automotive/maintenance person consulted will be noted on this report.

When the occasion arises where an employee gives a written report on forms in use by the Employer of a vehicle/equipment being in unsafe working or operating condition and receives no consideration from the Employer, the employee shall take the matter up with an officer of the Union, who will take the matter up with the Employer. But in no event shall an employee be required to operate a vehicle/equipment that is unsafe or in violation of any federal, state or local, rules, regulations, standards or orders applicable to equipment or commercial motor vehicles.

Copies of the car-condition reports or Driver Vehicle Inspection Reports (DVIR) will be available in centers for review by drivers. Upon notification, drivers may make copies of said reports in facil-

ties that have copy equipment. In facilities with no copy equipment, the employee will be provided a copy as soon as practical, when requested. In no case will the copy of the DVIR remain valid after the DOT retention requirement (ninety (90) days) or the original DVIR expires. The current DVIR will be maintained in each vehicle between completion of Preventative Maintenance Inspections (PMI). Other copies will be made available for review by drivers as required by the Federal Motor Carrier Safety Act (FMCS), 48 CFR 396, as applicable to the Employer.

## **Section 3—Accidents and Reports**

Any employee involved in any accident shall immediately notify the Employer. When required by the Employer, the employee, before the end of the employee's shift, shall complete a report of the accident including all available names and addresses of witnesses to the accident. The reference number will be given to the employee, and when requested, a copy of the accident report will be furnished to the employee within two (2) working days of such request. A copy of the accident report will also be furnished to the Local Union if requested by a Local Union official. In cases of equipment accidents where a Driver's Report of Accident form is completed, the employee will be given a copy of the form the same day, when requested. In facilities with no copy equipment the employee will be provided a copy as soon as practicable.

In the event of a vehicle accident, the Employer shall have twenty (20) days to complete its investigation, if warranted, and ten (10) days to take disciplinary action, if any, unless otherwise mutually agreed. Except for serious accidents, where the driver may be presumed to be at fault, a driver will not be removed from the payroll during an investigation of the accident.

A serious accident is defined as one in which:

1. There is a fatality, or;
2. A citation is issued and there is bodily injury to a person who, as a result of the injury, receives immediate medical treatment away from the scene of the accident, or;

3. A citation is issued and one or more motor vehicles incur disabling damage as a result of the accident requiring a vehicle to be transported away from the scene by a tow truck or other vehicle, or;
4. Any vehicular contact with an aircraft which results in damage that grounds such aircraft, or;
5. There is an accident involving a motor vehicle on Company property, outside of any building, that results in a fatality or bodily injury to a person, who as a result of the injury receives medical treatment away from the scene of the accident.

The driver will be entitled to non-driving work where available during this period at his/her normal rate of pay.

The Employer and the Union mutually agree that the employee's rights to Union representation will be protected pursuant to Article 4 of the National Master UPS Agreement.

## **Section 4—Seats**

The Employer will provide air-ride seats in all new CSI tractors and straight trucks. In addition, where such seats exist, they shall be maintained in a proper and reasonable condition.

## **Section 5—Sun Visors**

Employer agrees to maintain sun visors in proper and reasonable condition on all CSI equipment.

## **Section 6—Tires**

Only first-line tires will be used on the steering axle of CSI tractor trailer and straight truck equipment. In case of breakdown, a temporary replacement, other than a first line tire may be used to return to the home terminal. The Employer agrees to not mix radial and bias ply tires on the same unit.

## **Section 7—Shocks**

Where the manufacturer recommends and provides shock absorbers as standard equipment, properly maintained shocks on such

equipment shall be considered as a necessary and integral part of that assembly.

## **Section 8—Mirrors**

All vehicles purchased after the ratification of this Agreement shall be equipped with regular mirrors and a convex mirror.

New tractor trailer and straight truck equipment shall be equipped with heated mirrors. Any tractor trailer and straight truck equipment with a model year 1994 or later shall be equipped with heated mirrors when the mirrors require replacement.

## **Section 9—Heaters and Defrosters**

The Employer shall install and maintain heaters and defrosters on all trucks and all safety equipment required by law. Complaints regarding heaters or defrosters not being in proper working order shall be addressed pursuant to the red-tagging procedures under Section 2 of this Article.

## **Section 10—Noise Abatement**

All new CSI delivery fleet, will be ordered to comply with Federal Motor Carrier Safety Regulations (FMCSR), regarding in cab noise levels.

## **Section 11—Vehicle Integrity**

The Employer agrees to maintain all door and engine compartment seals in order to eliminate, as much as possible, fumes, dust and moisture in the delivery vehicle.

## **Section 12—Qualification on Equipment**

If the Employer or a government agency requests a regular employee to qualify on equipment requiring a classified or special license, or in the event an employee is required to qualify (recognizing seniority) on such equipment in order to obtain a better job opportunity with his/her Employer, the Employer shall allow such regular employee the use of the equipment so required in order to take the examination.

## **Section 13—Safety and Health Committees**

There shall be Safety and Health Committees to cover all full-time and part-time employees. There shall be one (1) committee per operating facility unless the number of employees and/or job classifications within a facility dictates the establishment of more than one (1) committee. The respective committees will be comprised of a mutually agreed to number of bargaining unit representatives and up to an equal number of management representatives.

Bargaining unit members who seek to serve on the Safety and Health Committee may volunteer to do so, with approval of the Local Union. The Union co-chair of the committee(s) shall be selected by the bargaining unit members of the committee.

Each committee shall meet at least once a month at a mutually agreeable time and place. The Employer shall provide committee members with adequate time to perform committee functions, as described in paragraphs 1 through 7 below.

Each committee shall perform functions including, but not limited to:

1. Creating sub-committees, on an as needed basis, to investigate specific issues of safety and health concern. These committees shall report to the full committee.
2. Developing and maintaining minutes for all meetings, with copies to all committee members and posted on designated safety bulletin boards.
3. Conducting periodic inspections of the facility to ensure that there is a safe, healthful and sanitary working environment in each center.
4. Accompanying governmental, union, and/or Company health and safety professionals on facility inspection tours. The Employer may limit the number of bargaining unit members of the committee accompanying such an inspection tour.

5. Receiving information pertaining to lost workday injury/ accident causes and review results of the investigation of such injuries/ accidents.
6. Receiving copies of the center's OSHA Illness and Injury logs and the facility's man-hours.
7. Receiving the Company sponsored training to enable committee members to effectively perform their respective functions as safety and health committee members.

Any information provided to a CHSP committee will not be shared outside the committee without Employer's consent.

If the committee is unable to resolve a safety and health concern and all steps of the Comprehensive Health and Safety Process (CHSP) have been exhausted, the issue will be subject to the grievance procedure.

## **Section 14—Hazardous Materials Handling Program**

The Employer will maintain its Hazardous Material Handling Program.

## **Section 15—Union Liability**

Nothing in the Agreement or its Supplements relating to health, safety or training rules or regulations shall create or be construed to create any liability or responsibility on behalf of the Union for any injury or accident to any employee or any other person; nor does the Union assume any such liability or responsibility.

The Employer will not commence legal action against the Union, on a subrogation theory, contribution theory or otherwise, as a result of the Union's negotiation of safety standards contained in this Agreement or failure to properly investigate or follow up Employer compliance with those safety standards.

## **Section 16—Compensation Claims**

Notwithstanding Article 2 of the Supplement, the parties agree that Article 14.2 of the National Master Agreement shall supersede any provision on compensation claims in any Addendum. The Company may continue to maintain a modified work program at all Locals on a non-discriminatory basis. This program is designed to provide temporary work opportunities to those employees who are unable to perform their normal work assignments due to an on-the-job injury.

Notwithstanding any provision in any Addenda, the Company shall pay employees on TAW 100% of their regular rate of pay. To be assigned, temporary work must be available and within the employee's medical restrictions.

## **Article 9: Supervisors Working**

This Article is being negotiated and included in this Supplement with the intent that it is a substitute for Article 3 Section 7 of the National Master Agreement and that the latter Article will have no applicability to the employees in CSI's operations. Furthermore, it is understood that existing supervisors working language in any Addenda or Rider shall be applicable and any lesser conditions contained in any Rider or Addendum shall be superseded by the conditions contained in this Article.

The Employer agrees that the function of supervisors is the supervision of employees and not the performance of work of the employees they supervise. Accordingly, the Employer agrees that supervisors or other employees of the Employer who are not members of the bargaining unit shall not perform any bargaining unit work, except while training, in instances of Acts of God, or to meet immediate customer requirements in a timely manner when employees in the unit are not available. In performing such work, supervisory personnel will not cause bargaining unit employees to be laid off. In addition, the Employer shall make every reasonable effort to maintain a sufficient workforce to staff its operations with bargaining unit employees and to have the work performed by bargaining unit employees in accordance with current accepted local practices.

If it is determined at any step of the grievance and/or arbitration procedure that this Section, or a “supervisor working” provision in an Addendum or Rider has been violated, the aggrieved employee will be paid for the actual hours worked by the supervisor, at the appropriate rate of pay. If no aggrieved employee can be identified, the payment will be made to the grievant.

## **Article 10: Subcontracting**

### **Section 1**

The Employer may contract first flight; other unscheduled or emergency pick-up or deliveries and excess volume that cannot be handled by the normal pick-up and delivery pattern or equipment. However, the Employer will make every reasonable effort to utilize bargaining unit employees before contracting out such work and may not subcontract work in any classification for the purpose of avoiding overtime.

### **Section 2**

Notwithstanding any language to the contrary in any Rider or Addenda, the following provisions shall apply:

- a) The Employer may utilize subcontractors at its discretion for out-lying geographic areas when shipments and revenues are not sufficient to justify the cost of operating the Employer’s vehicles. Upon ratification of this agreement and, at least once every six (6) months thereafter the Employer shall meet with the Union to review cost and volume data related to existing subcontracts. The work will be assigned to the bargaining unit if it can be performed at equal or lesser cost by the bargaining unit. The Employer shall have the right to remove any work assigned to the bargaining unit as a result of the subcontracting review meeting. Nothing within this section shall allow the Employer to remove work assigned to the bargaining unit prior to the next scheduled review meeting. Furthermore nothing within this Section shall allow the Employer to remove work being performed by the bargaining unit as of December 19, 2007.
- b) The Employer shall notify the Union of any subcontracting.

## **Article 11: Short Haul**

### **Section 1**

Notwithstanding any language to the contrary in any Rider or Addenda, the following provision shall apply:

Bargaining unit members shall have the right to perform short haul work (i.e., runs to and from CSI facilities and/or hubs) which can be completed within a shift if it can be performed at an equal or lesser cost than the available vendors. The Employer shall have the right to remove any work assigned pursuant to this paragraph from the bargaining unit if it becomes more expensive to use bargaining unit members than available vendors. However, the work will not be removed within one year from the implementation of the run and unless costs exceed the vendor by more than eight percent (8%).

The Employer shall continue to meet with the Union every six (6) months, to review the economic competitiveness of short haul work assigned to the bargaining unit pursuant to this paragraph. Nothing within this Section shall allow the Employer to remove short haul work from the bargaining unit prior to one (1) year from the implementation of the run. Furthermore, nothing within this Section shall allow the Employer to remove short haul work being performed as of July 31, 2023, that has not been subject to the ERB. In addition, short haul work shall not be performed by part-time employees, unless already permitted under the terms of the existing Addenda.

### **Section 2**

The following runs will not be subject to the six (6) month review by the Economic Review Board (ERB) for the length of the 2023-2028 Agreement:

ORIGIN	LINEHAUL
1. Charlotte	HLC—GSO—HCL (Sunday Only)
2. Charlotte	HCL—GSP—HCL (Sunday Only—1)
3. Charlotte	HCL—RDU—HCL (Sunday Only)
4. Charlotte	HCL—HCA—HCL

5. Greensboro	GSO (AM/Shuttle)
6. Greensboro	GSO—HCL—GSO
7. Greensboro	GSO (PM Shuttle)
8. Greensboro	GSO—RDU (Friday Only)
9. Greenville	GSP (Augusta P&D)
10. Greenville	GSP—HCL—GSP
11. Louisville	SDF—MP—ORD
12. Orlando	HMC—JAX—MCO
13. Dallas	HTX—OKC—HTX
14. Middletown	HWR—MDT (Sunday Only)
15. Middletown	MDT—HPH—MDT
16. Middletown	MDT (Williamsport P&D)
17. Montgomery	POU—HWR—POU
18. Montgomery	POU—HWR—POU (Sunday Only)
19. Newark	EWR—PHL (Sunday Only)
20. Newark	EWR—PHL—EWR (AM)
21. Newark	HWR—HPH—PHL HWR (PM)
22. Philadelphia	PHL—HWR (Friday Only)
23. Springfield Gardens	JFG—HWR (1)
24. Springfield Gardens	JFG—HWR (2)
25. Springfield Gardens	JFK—HWR—JFK
26. Windsor Locks	BDL—HWR
27. Chicago	ORD—MP—DTW
28. Chicago	ORD—MP—MSP
29. Chicago	ORD—MP—SDF
30. Chicago	ORD—RFD—ORD
31. Detroit	DTW—MP—ORD
32. Grand Rapids	GRR—LAN
33. Milwaukee	MKE—HCI
34. Milwaukee	MKE—HCI—MKE
35. Milwaukee	MKE—HRF—MKE
36. Minneapolis	MSP—MP—ORD
37. Peoria	PIA—HCI—PIA (Sunday Only)
38. Peoria	PIA—HCI—PIA
39. LAX	LAX—HON—LAX (1)
40. LAX	LAX—HON—LAX (2)
41. LAX	HLX—ONT (Monday Only—1)
42. LAX	HLX—ONT (Monday Only—2)
43. Ontario	ONT—HLX—ONT (1)

44. Ontario	ONT—HLX—ONT (2)
45. San Diego	SAN—HON—SAN

## **Article 12: Loss or Damage**

Employees shall not be disciplined for loss or damage, unless the Company so demonstrates by a preponderance of the evidence that the employee was negligent, reckless, or committed intentional acts resulting in loss, damage, or theft of freight or property.

## **Article 13: Employee Training**

The Employer will provide employees who wish to become trained drivers reasonable access to equipment so as to become familiar with the equipment, while being trained by experienced Union members. Employees shall have reasonable opportunity to utilize such equipment in the areas designated by the Employer to practice operation of the vehicles. In addition, the Employer shall provide the equipment and permit a bargaining unit employee to transport the employee to the site where the employee will take the driving portion of the license test. All training, practice and testing will be conducted on the volunteer and employees' own time, unless otherwise provided in the applicable Rider, Addendum, or established local practice.

1. It is agreed that Teamster represented employees, on a voluntary basis and qualified by the Company, may train other drivers.
2. Clerical trainers may be used subject to the following:
  - a)~The training is for newly hired clerical employees.
  - b)~Paid training will last for no more than five (5) days as scheduled by the employer.
  - c)~The trainer will be paid the premium only for the time spent training.

- d)~The training premium will not be paid for any work assistance outside of the above.
- 3.~Trainers shall be paid one dollar (\$1.00) per hour training premium for each hour of time spent training. UPS reserves the right to choose to use or not to use Teamster-represented trainers to fulfill its training needs.

## **Article 14: Uniforms**

### **Section 1**

- a) The Employer agrees that when employees are required to wear any kind of uniform as a condition of employment, they shall furnish, repair and replace the uniforms free of charge. The Employer will furnish a minimum of six (6) uniforms (shirts, pants, shorts). In addition, the Employer will furnish a hat, jacket or coat, rain/cold weather gear, and a belt.
- b) Employer-issued uniforms must be worn while engaged in the work of the Employer and may be worn in travel to and from work, and between split shifts, but not otherwise. Employer-issued uniforms shall not be worn for any purpose other than in the performance of the employee's normal job functions. The responsibility for cleaning of the Employer-issued uniforms will be determined by current area practice.

The Employer has the right to establish and maintain reasonable appearance standards for all employees. The appearance standards will be posted in each center.

### **Section 2**

Each employee is required to be in full dress uniform prior to and through the duration of his/her route. Only Employer-provided clothing on route will be acceptable. Employees performing sort functions or any other required dock work will be allowed to wear tee shirts.

## **Article 15: Company Rules**

The Company may establish and post such rules as deemed necessary and reasonable, provided such rules are not in conflict with the terms and provisions of this Agreement. All new rules posted shall be provided to the job stewards and be sent to the Union by certified mail five (5) days prior to posting. All such rules shall be posted for a period of ten (10) working days. If no protest in the form of a written grievance is filed during the ten (10) working days period, the rules thereafter shall not be subject to a grievance. General correspondence, inclusive of discipline letters, may be emailed to the Local Union with an email confirmation kept on file as proof of delivery. Within thirty (30) days after ratification of this agreement, Local Unions preferring certified mail may, with written notice, opt out of this email correspondence. All warning notices are deemed to be automatically protested and will only be heard at the time of suspension or discharge unless the Local Union has opted out of the email correspondence. The provisions of this Article shall be substituted for any provision in any Addenda covering the same subject.

## **Article 16: Military Leave**

Notwithstanding Article 2 of this Supplement, the parties agree that Article 15 of the National Master United Parcel Service Agreement shall apply to any employees covered by this Supplement and supersede any provision on military leave in any Addendum.

## **Article 17: 4x10 Workweek**

For Driver/Dockworker positions where existing language allowing four (4) day / ten (10) hour shifts is not already in place, the Company may establish a workweek that consists of four (4) day / ten (10) hour shifts, Monday through Friday.

For any other classification, the Company and the Local Union must mutually agree to establish four (4) day / ten (10) hour shifts.

The parties agree that Article 17 of this Agreement shall supersede four (4) day / ten (10) hour workweek language in a Supplement, Rider, or Addendum only regarding limits on the number of four (4) / ten (10) hour workweeks.

## **Article 18: Part-Time Dockworkers**

- 1) All newly hired CSI part-time non-CDL dockworkers wages and benefits will be in accordance with NMA Articles 22 and 34, and Article 3 of the National CSI Supplement.
- 2) This article shall only apply to Addenda that do not have language on part-time non-CDL dockworkers. All other Addenda language on the classification shall remain in effect unless specifically addressed in the Article.
- 3) The employees may not drive a vehicle to make deliveries, pick-ups, drop-offs, recovery of freight, perform sweeps at the airport or perform anything but freight related duties on the dock at the facility.
- 4) All paid time off shall be governed by the local CSI Addenda.
- 5) All part-time non-CDL dockworkers governed by this Article shall be provided a minimum daily four (4) hour guarantee. In the event that there are existing part-time dockworkers with less than a four (4) hour daily guarantee, they shall receive a four (4) hour daily guarantee as of August 1, 2018.
- 6) The new non-CDL part-time dockworker will work a five consecutive day work-week in accordance with the local Addenda. If a local Addenda has dockworkers working on an on-call basis, those on-call employees shall be called to work prior to working a new non-CDL part-time dockworker.
- 7) In the event of lay-off, all part-time non-CDL dockworkers hired under this Agreement shall be laid off before any full-time or part-time driver/dockworker or dockworker employed

as of the date of ratification can be laid off, displaced or, in the case of full-time employees, reduced to part-time status.

- 8) All employees hired under the non-CDL part-time dockworker classification will be maintained on a separate seniority list; however, all dockworker overtime shall be offered off of one combined list of all employees who are available. This also applies to any extra days or bid 6th or 7th days of dock work. The separate dockworker seniority list will be used to determine the dockworker's vacation schedule and optional holidays.
- 9) The number of non-CDL dockworker shall be limited to ten percent (10%) of the total workforce in the facility, maximum 5.
- 10) The implementation of this classification shall not cause a current full-time or part-time driver/dockworker's start time to change more than one (1) hour.
- 11) Any conditions and benefits not addressed in this Article shall be governed by the current local CSI Addenda.
- 12) The number of jobs existing as of ratification shall be guaranteed in locations that utilize the new part-time non-CDL dockworkers. If an existing job is vacated it will be filled under the conditions in existence as of ratification.
- 13) If a new part-time non-CDL dockworkers' wages under NMUPSA Article 22.8 exceed any existing CSI wage rate, that wage rate will be raised in accordance with 22.8.

## **Article 19: Duration**

This Supplemental Agreement and all attached Addenda shall be in effect in accordance with Article 45 of the NMA.

The following provision shall be deemed to be included in each Addendum to the UPS/CSI Supplement:

Increases in applicable Taft-Hartley Health & Welfare and Pension Funds shall be in accordance with Article 34, Section 1 of the 2023-2028 National Master Agreement.

**The information contained in the table herein pertains to amendments made to the relevant Local Rider Addendums to the National CSI Supplement that are in effect during the term of the 2023 to 2028 agreement.**

Local 025	Article 7 Drivers	Annual bid 2nd Monday in January; driver start times, general area of the routes, and job schedule to be included. Number of jobs bid, including cover positions to be reviewed with the Business Agent. Permanent job openings between the posting of the schedule shall be posted. Job selection procedures shall be limited to three (3). Temporary vacancies will be bid on the thirty first (31st) day. The number of injury bid moves will be limited to one (1).
Local 025	Article 14 Drivers	Addition of Martin Luther King Day. Full-time employees hired prior to August 1, 2023 - Personal Day.
Local 025	Article 15 Drivers	Employees with five (5) years or more service shall be entitled to three (3) weeks' vacation with pay each year. Employees who have earned at least three (3) weeks' vacation will have the option of declaring that they want to split one (1) of the available weeks of vacation into five (5) single days.
Local 025	Article 18 Clerical	Employees who have earned at least three (3) weeks' vacation will have the option of declaring that they want to split one (1) of the available weeks of vacation into five (5) single days.
Local 100	LOU	Sub-contracting language from 407
Local 100	Agreement	Address updates for CSI and Local 100
Local 100	Article 5 Section B	Added rough geographical area to bid
Local 162	Cover page	Change dates of the contract

Local 162	Article 2 Section 2	Work will be assigned to the bargaining unit if it can be performed at equal or lesser cost by the bargaining unit.
Local 162	Article 5 Section 2	Two rest periods of 10 minutes each.
Local 162	Article 11 Section 1	Change 15 to Full time drivers,
Local 162	Article 18 Section 7	New language to match JC 37 HRA language
Local 162	Article 21 Section 6	Remove employees who are serving 45-day eligibility period are not entitled to holiday pay for holidays falling within a probationary period.
Local 162	Article 21 Section 7	Adding an employee who chooses to take time off as an optional personal holiday shall give 30 days' notice to the employer. Employer shall maintain a calendar in an area easily accessible to the employees for personal review of the personal holidays.
Local 174	Preamble	Change dates of contractual agreement
Local 174	Article 3 Section 3.01 e	Work will be assigned to the bargaining unit if it can be performed at equal or lesser cost by the bargaining unit.
Local 174	Article 4.10	Add route number, start time, general geographical area, classification, and days to be worked.
Local 174	Article 11	Sick leave to match JC 28 language.
Local 174	Article 19	Change male and female to all employees
Local 243-Detroit	Article 4 Section B	Bids shall include start time, required classification, general route description
Local 243-Detroit	Article 8 b	If a holiday occurs on an employee's scheduled day off, the employee has 30 calendar days to schedule an alternate day off.
Local 243-Detroit	Article 9 H	Employees with 4 weeks or more vacation may split 2 weeks to individual days - requested 7 days in advance.
Local 243-Detroit	Article 14 F	Update # of FT drivers from 18 to 22

Local 243-Detroit	Article 18	The employer agrees to meet and discuss options of deducting cost of supplemental health care benefits sponsored by the union if they become available.
Local 413	Discipline LOU	Add Local 413 to discipline language
Local 600-Central	Article 25 Section 2 B	Added rough geographical area to bid
Local 600-Central	Article 27 Section 1	Changed language to Company shall not discharge or suspend without just cause. Changed from 15 days to 10 days for letters and 12 to 9 months for discipline to remain in effect.
Local 600-Central	Article 32	Vacations - maximum of 15% June-Aug. 10%.
Local 638-Minneapolis	Agreement	Updated the addresses for CSI and Union
Local 638-Minneapolis	Article 8 Section 1	change seniority from 60 to 30
Local 638-Minneapolis	Article 12 Section 3	Change laid off from 12 to 24 before loss of seniority
Local 638-Minneapolis	Article 19	Change language of warning letter from 10-9months
Local 986	Article 3 Section 6	The company will respond to employee request for floating holiday within two days of request.
Local 986	Article 4 Section 1	Driver and Freight handler vacation year shall be from Jan 1 to Dec 31.
Local 986	Article 4 Section 8	Vacations - maximum of 12% Sept-Oct, 12% Nov-Dec, 15% Christmas week.
Local 986	Article 4 Section 9	Employees with 5 weeks or more vacation may split 2 weeks to individual days - requested 5 days in advance.
Local 986	Article 5 Section 9	Company will be in compliance with laws/regulations regarding discipline for use of earned sick leave credits from previous years.
Local 986	Article 7 Section 1	Probation period will be 30 days for part-time employees.
Local 986	Article 8 Section 1	An annual basin-wide bid for Driver/Dockworkers and Office/Clerical employees will be conducted once each year.

MSRA	Cover page	Update the dates from 2018 and 2023 to 2023 and 2028
MSRA	Article 7 Section 7	Union wants to add route number, coverage area, cover drivers to route bid posting. Add permanent start time changes of 1 or more hours will be subject to be bid by all employees. If no driver elects to fill the new start time, then the least senior driver must fill the opening.
MSRA	Article 9 Section 4	Change correspondence of warning letters from fax to E-mail.
MSRA	Article 10 Section 1C	Warning notices add given in the presence of a Steward. Take out fax and add sending by certified mail.
MSRA	Article 25 Section 2	Update the underlined "2"
MSRA	Article 26	Take out Freight and replace with United Parcel Service agreement.
MSRA	Article 35	Take out Freight and replace with United Parcel Service agreement. Want to use the Article 35 language in NMA but keep No employee shall be subjected to random drug/alcohol testing unless required by law.
MSRA	Article 37 Section 5	Change maximum allowed off for vacation from 10% to 15%
MSRA	Article 43 Section 6	Number of accident points will be sent by E-mail instead of by fax

## **Letter of Agreement**

Notwithstanding Article 2 of the UPS CSI Supplement, UPS CSI and the Teamsters UPS National Negotiating Committee agree that Teamsters Local 901 may select National Master Agreement (NMA) Articles to supersede provisions in its Addendum. Teamsters Local 901 is being given this opportunity because it did not participate in this process in the last contract. Effective August 1, 2013, Teamsters Local 901 selects the following NMA Articles to apply in its Addendum:

- (a) Article 3, Sections 1 through 5;
- (b) Article 16, Section 1;
- (c) Article 7;
- (d) Article 8; and
- (e) Article 17.

## **Memorandum of Understanding**

UPS CSI and the Teamsters UPS National Negotiating Committee agree that the Addenda for Local 107, 407, 667, 745 and the New England Addendum shall be modified by inserting the following provision in each of the specified Addenda:

“Employees covered by the Local 107, 407, 667, 745 and the New England Addenda shall be issued discipline by the Employer within ten (10) working days of knowledge of the complaint(s).”

## **Memorandum of Understanding**

UPS CSI and the Teamsters UPS National Negotiating Committee agree that the Addenda for Local 243, 332, 406 and 407 shall be modified by inserting the following provision in each of the specified Addenda:

Add:

### **Discipline and Suspensions**

The Employer shall not discharge nor suspend any employee without just cause. No employee shall be suspended or discharged with-

out first being given one (1) warning letter of complaint. The warning letter, as herein provided, shall be given to the employee with a copy of said letter to the Union within ten (10) days of knowledge of said complaint and shall not remain in effect for a period of more than nine (9) months from date of said warning. Employees shall have the right to protest any discharge or suspension pursuant to the grievance procedure. No employee who is discharged or suspended shall suffer any loss of pay or benefits until the grievance procedure has been fully completed. The Employer liability will stop if the discharge is sustained by the UPS Joint Area Committee. Discharge or suspension must be by proper written notice to the employee and the Union. The Employer agrees that when conducting an interview with an employee for the purpose of discipline, it will be done in the presence of a steward.

## **Memorandum of Understanding**

UPS CSI and the Teamsters UPS National Negotiating Committee agree that the Addenda for Local 243 shall be modified by inserting the following provision in each of the specified Addenda:

### **Article 6, Section B1 and B2**

Section B. 1) Full-time employees on the seniority list at the time of ratification of this Agreement will be guaranteed forty (40) hours per week as long as part-time employees are working. This number of full-time drivers will not fall below twenty (20) during the life of this Agreement as long as part-time employees are working.

Example: if the twenty (20) full-time drivers are working as outlined in Section (6,B,1) and the four (4) part-time drivers are working as outlined in Section (6,B,2) the Employer will employ one (1) more full-time driver prior to hiring two (2) additional part-time drivers.

## **Memorandum of Understanding**

UPS CSI and the Teamsters UPS National Negotiating Committee agree that the Addenda for Local 688 shall be modified by inserting the following provision in each of the specified Addenda:

## **Article 12—Discharge and Discipline**

### **Section 2—“Cardinal Sins”**

C. . . . The parties agree to follow the procedures as outlined in Article 35 of the National Master UPS Agreement.

## **Local Addenda to the National CSI Supplement**

### **Local 162 Addenda**

#### **Article 2 Section 2**

Add: Albany, Lebanon, McMinnville, Newberg, La Center, Washougal, Longview, Kelso to covered areas.

### **Local 162 Addenda**

#### **Article 28 Section 3**

Sick leave will be paid to eligible employees beginning on the first working day of absence due to sickness or accident after ninety (90) days of employment. An employee who becomes eligible for sick leave under Section 6 of this Article prior to the ninetieth (90th) day will be paid beginning on the second working day of absence due to sickness or accident.

### **Local 243 Addenda**

#### **Article 5 Vacancies and Annual Bid**

##### **A. Vacancies #1**

Add: If there are no full-time employees eligible for the open position, a qualified part-time employee may bid on the open position and will be considered to fill the vacancy prior to hiring an employee off the street.

### **Local 243 Addenda**

#### **Article 6 Hours of Work and Overtime**

##### **C. Work Week**

Add: Employees interested in sixth (6th) or seventh (7th) day work will sign the overtime list, which will be posted on Monday for the sixth (6th) and seventh (7th) day overtime work for the week. The work will be awarded based on seniority from the sign-up sheet.

## **Local 295 addenda**

Add: The parties agree to allow all employees to participate in optional disability plans offered by Local 295. In order to participate in these plans, the employee will need to sign up with the Union, and authorize the Company to make the necessary payroll deductions. The Union will provide the Company with the relevant employee information to make these deductions.

## **Local 295 addenda**

### **Section 7 Vacations**

(C) The employer shall post the vacation schedule no later than December 1 to be effective January 1 of each year, and shall give preference to the senior employees. The Employer shall have the right to schedule the number of employees who shall receive vacations at a particular time. Vacations shall be scheduled on a year round basis according to seniority and classifications, by location.

## **Local 407 addenda (Locals 243, 413, 406, 710)**

### **Article 3 Probationary Employees**

A. Probation Period - A new employee shall work under the provisions of this Agreement, but shall be employed on a forty-five (45) working day trial basis, during which period he or she may be discharged without recourse to the grievance mechanism provided herein. After forty-five (45) working days, the employee shall be placed on the regular seniority list with his or her hire date as his or her seniority date. Upon written notice to the Local Union, the Employer and the Union may mutually agree to extend the probationary period for an additional thirty (30) working day period. The probationary employee shall sign a statement acknowledging that the probationary period has been extended.

## **Local 667 addenda**

### **Hours of Work & Overtime Section 5 Split shifts**

A split shift will be considered any scheduled shift with a break of a minimum of two (2) hour and a maximum of three (3) hours. There shall be no more than thirty-five percent (35%) of full-time employees eligible for split shifts.

## **Local 728 addenda**

### **Hours of work & overtime**

A split shift is defined as any position with split in excess of one and one half (1.5) hours unpaid time to a maximum of three (3) hours unpaid time to be scheduled with a minimum shift time of three hours.

## **Local 776 Addenda**

### **Article 25 Section 1**

Add: In the event a bid time start time is changed by one (1) hour or more permanently for thirty (30) consecutive calendar days, the job shall be re-bid.

## **Local 776 Addenda**

### **Article 2 Section 2 Overtime**

Add: The Company shall give a minimum of two (2) hours' notice of mandatory overtime, when possible.

## **Master Southern Region Addenda**

### **Hours of Work and Overtime, Section 4—Split Shifts**

Split shifts may be performed by no more than thirty-five percent (35%) of full-time employees. A split shift will be considered any scheduled shift with a break of a minimum of one (1) hour and a maximum of three (3) hours.

To: Members of Local Unions: 17 and 222 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agree-

ment, the following provisions of the National Master UPS Agreement shall apply:

Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 12	Polygraph/Timeclocks
Article 14.3	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 24	Inspection Privileges
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 38	Change of Operations

To: Members of Local Union 25 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 7	Local and Area Grievance Machinery
Article 8	National grievance Procedure
Article 9	Protection of Rights
Article 13	Passengers
Article 14.2	Temporary Alternate Work
Article 14.3	Permanently Disabled Employees
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty

Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35.1	Employee's Bail, License, Substance and Alcohol Testing
Article 35.2	
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations Article 37.2
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 41 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change

Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations (Section 2 and 3 involves excessive OJS rides)
Article 37	
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 70 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the Local Addenda shall apply: Local 70 elects to keep all articles of the Local Addenda except for the following:

### **Article 53—Jury Duty**

Instead, we elect to use the language from Article 29, Section 1—Jury Duty of the National Master Agreement.

To: Members of Local Union 174 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards

Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 13	Passengers
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Union 162 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI. Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3 exc Section 6	Recognition, Union Shop & Checkoff (Section 6 involves EFT, "direct deposit" of pay)
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening

Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 295 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 3 excl Section 6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change

Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	

To: Members of Local Union 344 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI. Upon ratification, the following provision shall apply:

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3 exc Section 6	(Section 6 involves EFT, "direct deposit" of pay)
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges

Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Unions: 407, 406, 413 and 100 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards

Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Union 107 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment

Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 500 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the Local Addenda shall apply:

Article 1	Recognition
Article 2	Union Shop
Article 3	Wages

Article 4	Company Seniority
Article 6	Vacations
Article 7	Absence
Article 8	Seniority
Article 9	Maintenance of Standards
Article 10	Grievance Procedure
Article 11	Discharge or Suspension
Article 12	Mergers, Consolidations, Absorptions
Article 13	No Strike, No Lock Out
Article 17	Holidays
Article 18	Shifts
Article 19	Union Cooperation
Article 20	Union Activities
Article 21	Separation of Employment
Article 23	Death in Family
Article 24	Work Day, Work Week
Article 26	Pension
Article 28	Rescheduling
Article 29	Equipment
Article 30	Non-Discrimination
Article 31	Lie Detector Test
Article 32	Replacement Employees
Article 33	Severance Trust Fund
Article 34	Duration Schedule "A"

Appendix "A"

Letter of Understanding, Pension

Memorandum of Understanding, Freight at Dock Door Letter of Understanding, Part-Time Vacation

Letter of Understanding, Forcing Keyser-Templeton Letter

To: Members of Local Union 542 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3 excl Section 6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 13	Passengers
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges

Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 560 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3 excl Section 6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure

Article 14.2 and 14.3	Compensation Claims
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Unions: 600 89 and 135 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 12	Polygraph/Timeclocks
Article 15	Military Clause
Article 16.3	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action

Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 638 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change

Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 667 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 and 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment

Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 688 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 15	Military Clause
Article 16.4, 16.5, 16.6	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening

Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 38	Change of Operations

To: Members of Local Union 710 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure

Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Union 728 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges

Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Union 745 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards

Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 14.3	Compensation Claims
Article 15	Military Clause
Article 16.3 thru 16.6	Leave of Absence
Article 19	Posting
Article 20	Examination and Identification Fees
Article 27	Emergency Reopening
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Union 776 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16.2 thru 16.5	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 24	Inspection Privileges
Article 25	Separability and Savings

Article 27	Emergency Reopening
Article 29.1	Jury Duty
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 42	Uniforms

To: Members of Local Union 851 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3 excl Section 6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change

Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

## A: Los Miembros de la Unión Local 901

Cuando haya dos cláusulas sobre el mismo tema, una en el convenio local y otra en el Contrato Maestro Nacional con UPS, las siguientes cláusulas del convenio local se aplicarán:

I–	Reconocimiento
II–	Seguridad y Cuotas de la Unión
III–	Empleados a Prueba
IV–	Derechos de la Gerencia
VI–	Transferencia del Título o Interés de la Compañía
VII–	Delegados
VIII–	Permisos de Ausencia
IXI–	Procedimiento de Resolución de Reclamos
X–	Paros no Autorizados
XI–	Protección de Derechos
XIII–	Horas y Tiempo Extra
XIV–	Antigüedad
XV–	Medidas Disciplinarias
XVI–	Cooperación
XVII–	Pérdidas o Daños
XVIII–	Privilegios de Inspección
XIX–	Bonificaciones
XX–	Uniformes
XXI–	Pasajeros
XXII–	Equipo Nuevo
XXIII–	Servicio Militar
XXIV–	Equipos, Accidentes, Informes
XXV–	Días Feriados
XXVI–	Vacaciones
XXVII–	Permiso por Enfermedad
XXIX–	Pensiones
XXX–	Seguro de Vida

XXXI—	Anuncios
XXXIII—	Acuerdos Individuales
XXXIV—	Servicio de Jurado
XXXV—	Paga por Ausencia por Funerales
XXXVI—	Igualdad de Oportunidades
XXXVII—	Separabilidad
XXXIX—	Duración
XL—	Bonificación de Navidad
XLI—	Disposiciones Generales
XLII—	Expiración y Renovación

To: Members of Local Union 986 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks

Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 19	Posting
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.2	Funeral Leave
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.2	Management Employee Relations
Article 37.3	(Section 2 and 3 involves excessive OJS rides)
Article 38	Change of Operations

To: Members of Local Union 988 Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 4	Stewards
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 15	Military Clause
Article 16	Leave of Absence
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges

Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35.1 and 35.2	Employee's Bail, License, Substance and Alcohol Testing
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations
Article 42	Uniforms

To: Members of Local Unions: 71, 385, 391, 480, 509, 519, 657, 769, 592

#### Master Southern Region Agreement

Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 3.1 thru 3.6	Recognition, Union Shop & Checkoff
Article 5	Sanitary Conditions

Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 14	Compensation Claims
Article 16.1, 16.2,	Leave of Absence
Article 16.4, 16.6	
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment
Article 24	Inspection Privileges
Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 33	Cost-Of-Living (COLA)
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

To: Members of Local Unions: 294, 317, 671

New England and New York Area-Wide Regional Master Agreement

Dear Brothers and Sisters:

As you know, we have a tentative agreement for the UPS Cartage Services, Inc. Supplemental Agreement. Article 2 of the re-negotiated CSI Supplement outlines the National Master UPS Agreement (NMA) Articles that may be applied to your Addendum. You will note that several NMA articles are not applicable. These are subjects that are either addressed in the CSI Supplement or are not operationally applicable to CSI.

Where there are two provisions covering the same subject, one in the Local Addendum and one in the National Master UPS Agreement, the following provisions of the National Master UPS Agreement shall apply:

Article 1.1 thru 1.3	Parties to the Agreement
Article 5	Sanitary Conditions
Article 6.1 thru 6.4	Extra Contract Agreements/Workweek Reduction/New Equipment/Technological Change
Article 7	Local and Area Grievance Machinery
Article 8	National Grievance Procedure
Article 9	Protection of Rights
Article 12	Polygraph/Timeclocks
Article 13	Passengers
Article 14	Compensation Claims
Article 16.1	Leave of Absence
Article 16.3 thru 16.5	
Article 17	Paid For Time
Article 19	Posting
Article 20	Examination and Identification Fees
Article 21	Union Activity
Article 23	Separation of Employment

Article 25	Separability and Savings
Article 27	Emergency Reopening
Article 28	Sympathetic Action
Article 29.1	Jury Duty
Article 29.3	Tax Deferred Savings Plan 401(k)
Article 30	Jurisdictional Disputes
Article 31	Garnishments
Article 33	Cost-Of-Living (COLA)
Article 35.1 and 35.2	Employee's Bail, License, Substance and Alcohol Testing
Article 36	Nondiscrimination
Article 37.1(a)	Management Employee Relations
Article 37.2	(Section 2 and 3 involves excessive OJS rides)
Article 37.3	
Article 38	Change of Operations

## **Negotiating Committee**

### **For the Employees:**

Ron Seamans, Jr., Chair

Joe Foti, Co-Chair

Lannis Shepherd, Co-Chair

Dwayne Garrett, Co-Chair

Tim Meadows, Co-Chair

Michael DeVega, Co-Chair

Gregory Moore, Bargaining Unit Member

### **For the Employer:**

Mike Clayton, Chair

Mike Caulfield, Co-Chair

Steve Helmke

Bruce Crumb

Rodney Shreve

Anna Morgenstern

Jovone Matthews