

Highlights of the UPS CSI Tentative Agreement

As a part of the National Master UPS Agreement, CSI employees will receive \$4.15 in increased wages by August 1, 2022. The pension and health & welfare contributions were increased by \$5.00 as of August 1, 2022, for a total monetary increase of \$9.15. The UPS/IBT Pension and the UPS Pension plan for part-timers outlined in Article 34 of the NMUPSA were improved.

The 2018 -2023 UPS CSI negotiations focused primarily on addressing the various Local Addenda that were incorporated in the National CSI Supplement in 2005.

The changes to the National CSI Supplement are highlighted below. Please refer to the attached Tentative Agreement for the detailed language changes.

Full-time Jobs—National CSI Supplement Article 11

When UPS purchased Menlo in 2005, most short-haul work was done by subcontractors. In 2008, the Union negotiated a provision creating a semi-annual review of these runs with an eye to converting these into union jobs.

It was a top priority for the CSI Union committee to protect short-haul runs--that had been converted from sub-contracted work to Union work—from further review and possible loss. The committee made substantial gains on this issue. We have negotiated a provision in the new agreement that protects twenty-nine (29) such jobs around the country from review for the term of the new agreement. Those jobs and locations are listed in Article 11.

New National CSI Supplement Article 18--Part-time non-CDL Dockworker

From the start of negotiations, UPS CSI made it clear to the Union committee that a new classification of part-time dockworker was its top proposal. The Union committee made it clear to UPS CSI that protecting the ERB runs created under Article 11 was our top need. The CSI national negotiating committee worked hard to put the strongest possible protections and restrictions into the National CSI Supplement on part-time non-CDL dockworkers. We have accomplished that goal. In areas that already allow part-time non-CDL dockworkers, you keep the language that pertains to that classification; however, several provisions of the new tentative agreement (TA) are superior to some of that existing language and the superior language will prevail. Please note that the Article 11 short-haul run protection and this part-time provision are tied together; they came out of the final hours of negotiations as a package.

The tentative agreement allows for a very limited number of a new classification of non-CDL part-time dockworkers, paid under Article 22.8 of the National Master Agreement.

- The TA restricts the usage to 10% of the total workforce in each facility, with a maximum of five (5) in any facility. The number of current jobs in existence at ratification will be protected and guaranteed in locations that utilize the new classification.
- No employee can be laid off, displaced or reduced to part-time status while any new non-CDL part-time dockworker is working in the building.
- In those Addenda that currently have full-time or part-time non-CDL dockworkers that pays a

lesser start rate than that found in the new NMA Article 22.8 wage schedule, those start rates will be increased to equal 22.8

- In Addenda that currently have “on-call” non-CDL dockworkers or Freight Handlers, those “on-call” employees must be worked prior to any new non-CDL part-time dockworker. Essentially this will do away with the on-call nature of those jobs if the company utilizes the new classification.
- The new classification will have a 4-hour daily guarantee with a five (5) consecutive day work-week in accordance with the local Addenda. In addition, in any Addenda that has a lesser guarantee for current part-time dockworkers, that guarantee would be increased to 4 hours.
- The new non-CDL dockworker can only perform freight-related duties on the dock, no driving work is allowed.
- The new non-CDL dockworker will enjoy all the benefits as contained in the Addenda, including pension, health & welfare, vacations and paid time off, etc.