

READ THE FACTS ABOUT THE COMBINATION DRIVERS

When UPS members were asked to provide the National Negotiating Committee with their requests for a new contract, the following items were most frequently raised from every Local Union:

- Reduce the number of hours package car drivers are required to work
- Prevent the Company from forcing package car drivers to work weekends
- Ensure that package car drivers can take more time off
- Protect our medical and pension plans

The language negotiated to create new combination drivers addresses each of these issues. The Company can only use the new combination drivers at buildings where the Company delivers on Saturday or Sunday. Here is the actual contract language that you will find in Article 22, Section 4 (*in italics*) and the issues you told the Committee needed to be addressed.

Current Regular Package Car Drivers (RPCDs) will not be regularly required to work Saturday or Sunday

The Union and Company commit to protect existing RPCDs from being scheduled or forced to perform weekend delivery work and increasing the number of full-time opportunities for part-time employees... It is the commitment of the parties that RPCDs work a Monday through Friday schedule.

All Current Regular Package Car Driver (RPCD) jobs in each building will be protected

The number of RPCDs working a Monday through Friday schedule in each building shall be verified and agreed to by each Local Union and the Company Labor Representative, as of August 1, 2018 and shall be protected jobs... The number of protected RPCD jobs in each building...shall be guaranteed from replacement by 22.4 combination drivers or from any part-time driver as allowed by any Supplement, Rider or Addendum...No RPCD shall be laid off or displaced from the classification while 22.4 combination drivers are working in the building.

The wage rates of current RPCDs working Tuesday through Saturday will be protected

Those RPCDs currently working Tuesday through Saturday shall be red circled by name and shall continue to be covered under Article 41, Section 2 [Full-time wage rates].

Note: Current Tuesday through Saturday RPCDs will be transitioned to a Monday through Friday schedule within eighteen (18) to twenty-four (24) months of ratification. They will receive all contractual wage increases.

The wages and minimum weekly hours of current RPCDs will be protected

RPCDs working a Monday through Friday schedule shall be guaranteed five (5) consecutive days of eight (8) consecutive hours per report and forty (40) straight time hours of straight time pay each week, if reporting each day as scheduled, as long as work is available.

The number of Combination Drivers will be capped and the Company will be required to create additional full-time jobs as the volume expands

The number of 22.4 combination drivers shall not exceed twenty-five (25%) of the total number of RPCDs in the building.

Note: In order to increase the number of combination drivers in a building above 25%, the Company will have to create three new full-time RPCDs for every new combination driver.

New full-time driver positions will be created that will be filled by part-time employees

In the event a protected RPCD position becomes available, it shall be filled in accordance with the Supplement, Rider or Addendum, provided, however that no RPCD position shall be filled by outside hire unless the job remains unfilled after exhaustion of the applicable bidding procedure.

Note: Part-time employees who fill newly created full-time combination driver jobs have a path to become RPCDs; the Company cannot hire off the street to fill a protected job unless no current employee wants the position

The start rate for 22.4 Combination Drivers will be \$20.50 and reach a top rate of \$34.79 by August 1, 2022

22.4 combination drivers shall be paid in accordance with Article 41.4

Note: The top rate on August 1, 2018 will be \$31.34 and will increase each year in accordance with the General Wage Increases

Combination drivers shall be full-time and be guaranteed 8 hours pay/ 40 hours each week

All 22.4 combination drivers shall be guaranteed eight (8) consecutive hours of straight time per day, if reporting as scheduled. All 22.4 combination drivers shall work a five (5) consecutive day schedule...

The combination drivers will protect our Health and Pension Funds

As full-time employees, the combination drivers will receive full-time benefit coverage as provided under Article 34. Most of the work the combination drivers will perform is currently being done by part-time employees getting part-time benefits at a reduced wage rate. The creation of combination drivers will increase the number of participants in our health and pension plans and increase the amount of contributions the Company will be required to make. This new money will help solidify those plans that are doing well and help those that are struggling.

Additional full-time drivers will relieve the burden on RPCDs now forced to work excessive hours each day and week

Combination drivers will increase the staffing levels during the week. The Company has pledged to use these additional full-time drivers to even the dispatch so RPCDs will be able to get time off and reduce forced overtime.