

TEAMSTERS LOCAL 623

MEMBER HANDBOOK

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Teamsters Local 623
4369 Richmond Street
Philadelphia, PA 19137



**“DUES MAKE YOU A MEMBER,
ACTIONS MAKE YOU A TEAMSTER.”**

**— RICHARD HOOKER JR.
SECRETARY TREASURER & PRINCIPAL OFFICER
TEAMSTERS LOCAL 623**

WELCOME

For over 100 years this Local Union has served workers in Philadelphia and the vicinity. We're proud of our history and look forward to building a stronger union with you.

At Local 623 we pride ourselves on uniting all our members to build a democratic and fighting union.

In order for our union to grow stronger every member must be well informed. This handbook is meant to help you understand your rights, responsibilities, and duties as a new member of this Local Union and of the International Brotherhood of the Teamsters.

We hope it helps address questions you might have about your membership and participation in our union.

Welcome to Teamsters Local 623.



1

YOUR UNION

A union is an organization of your co-workers united together to fight for dignity, higher wages, better benefits and improved working conditions. Your Local Union, Teamsters Local 623, represents more than 4,500 UPS drivers, warehouse workers, and Greyhound ticket and baggage agents in Philadelphia and the vicinity. The Local has a storied history within North-America's largest and most powerful union — the **International Brotherhood of Teamsters (IBT)**.


The Union is the organization responsible for negotiating your **contract** or Collective Bargaining Agreement (CBA) which sets the terms, wages, and benefits at your job. And your union representatives — stewards and Business Agents — are responsible for representing you in disputes with management.

Local 623 is a democratic organization that strives to build unity and fellowship among working people and to advance the well-being of workers and their families.

You can learn more about Local 623 and the IBT by reading the Teamsters Constitution and Local 623 Bylaws. Both are available on our website (teamsterslocal623.org).

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YOUR CONTRACT



The **Contract** spells out in black and white all of the terms of your job, from pay rates and benefits, to a grievance procedure, your time off, your workplace rights and more. We cannot stress how important it is that you become familiar with your contract, that's why we have provided digital copies of the **UPS Master Contract**, the **UPS Local 623 Supplemental Agreement**, and the **Local 623 Greyhound Contract** for members to download on our website (teamsterslocal623.org).

If you would like a hardcopy of your contract book you can ask your Business Agent or come down to the Union hall to pick one up.

Read your contract and become familiar with it. The better you know your contract the stronger our Union becomes. Knowing your contract will allow you to defend yourself and your Teamster sisters and brothers against management harassment, protect yourself from excessive discipline, forced overtime, and other violations.

NEGOTIATING THE CONTRACT

You'll notice that the contract has an expiration date, that's because it is a living document that gets negotiated by your union negotiating team every three years for Greyhound and every five years for UPS.

Before your contract expires Local 623 officers and staff will distribute surveys, organize in person meetings, and solicit input to hear from members about what workplace issues need to be addressed.

Once the negotiating team hears from the members it proposes changes or additions to the contract and begins to negotiate the terms of the next agreement. The union and the company have to reach a **tentative agreement** in order for the new contract to be voted on by the membership. Once a tentative agreement is reached, the **bargaining unit** meets to vote on whether they accept the new contract. This is called the **ratification vote**. The contract only goes into effect if a majority of members in the bargaining unit approve the agreement. If workers do not approve the agreement the negotiating team goes back to the table to try to get a better deal.

ENFORCING THE CONTRACT

Once a contract agreement is reached the new contract must be **enforced**. The Company may agree to a number of new protections and workplace rights on paper but if the Union cannot adequately enforce the terms of the contract the members will never see those benefits. This is why it is so important for members to know their contract, it is the only way to ensure you and your Teamster brothers and sisters get all the benefits you fought for.



3

YOUR SHOP-STEWARD & BUSINESS AGENT

Your shop steward is your go-to union representative at the workplace. **Teamster Stewards** are the backbone of the Union and the first line of defense against management abuse. Shop stewards monitor and enforce the Contract. They advocate for their Teamster brothers and sisters by investigating workplace issues and bringing concerns and formal grievances to management's attention. He or she has a number of responsibilities, from assisting in grievance procedures, to keeping members informed and motivated about their union.

You have a right to union representation at ANY meeting with management. You should NEVER agree to meet with management without your steward or designated alternate. Stewards are experienced union representatives and the company recognizes the right of stewards to represent you in disciplinary meetings. For more on stewards rights see **Articles 4 & 47 in the UPS Contract and Article XXV in the Greyhound Contract.**

Find your steward at: teamsterslocal623.org/stewards

623 stewards are leaders. These are elected positions and all members are encouraged to participate in elections and to consider running themselves. Stewards are elected for three year terms by the members in their center.

In addition to stewards , members are also represented by **Business Agents** (or BA's). 623 Business Agents are full-time union representatives who assist in contract enforcement, investigate grievances, and ensure that all deadlines for processing grievances are complied with. Your Business Agents can also assist with a number of other issues. Like stewards, each Business Agent is assigned to a particular work area and/or shift. Business Agents and their assignments are listed on page 9.

***TEAMSTER POWER MEANS BEING
INFORMED, ORGANIZED, & READY TO
FIGHT FOR YOUR FELLOW WORKERS.***



BUSINESS AGENTS

Richard Hooker Jr.

Business Agent for Greyhound

Office: (215) 289-0580 Extension: 303

Cell: (267) 235-1588

Email: richard.hooker@teamsterslocal623.org

Clarence Bagby

Business Agent for UPS Twilight, Preload, Midnight and Air Department at PHL Airport.

Office: (215) 289-0580 Extension: 308

Cell: (267) 339 9296

Email: clarence.bagby@teamsterslocal623.org

Norman Cowlay

Business Agent for UPS Twilight, Midnight, Southwest Center, and Center City Center at Oregon Avenue.

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James A. Romeo

Business Agent for UPS Ramp Operations, Fueling, and Cartage at PHL Airport.

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Cell: (215) 554-7098

Email: james.romeo@teamsterslocal623.org

Ron Camac

Business Agent for UPS Media Center, Bala Center, and Feeder Department at PHL Airport.

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Cell: (610) 513-3804

Email: ron.camac@teamsterslocal623.org

Tom “Tiny” Callan

Business Agent for UPS Preload, Mayfair Center, and Mt. Airy Center at Oregon Avenue

Office: (215) 289-0580 Extension: 307

Cell: (609) 405-0871

Email: t.callan@teamsterslocal623.org

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GRIEVANCES

Grievances are the way we enforce the contract and protect the rights of workers on the job. The **grievance procedure** is the most valuable and commonly used section of the contract, and it is our responsibility to use it as effectively as possible.

Grievances are defined as:

“any controversy, complaint, misunderstanding or dispute arising as to interpretation, application or observance of any of the provisions of this Agreement or Supplements hereto.” — **Article 49**

Most grievances are about **violations of the contract**, such as when supervisors work Teamster jobs or when members are sent home without meeting their daily guarantee. In these cases the company has broken their agreement with the Union and the grievance procedure is there to ensure that the issue is resolved.

Grievance or Gripe?

If you feel any part of the contract, and/or your rights on the job, have been violated talk to your shop steward. Sometimes your steward may be able to settle the issue outside of the formal grievance procedure if it's not clear whether the contract has been violated or if there is not enough evidence to sustain a formal grievance. Other times a grievance is necessary to fix the problem. Either way, as Business Agent Norm Cowlay often says “Closed mouths don't get fed.”

“CLOSED MOUTHS DON’T GET FED.”

— NORM COWLAY

**RECORDING SECRETARY & BUSINESS AGENT
TEAMSTERS LOCAL 623**

Members should speak up if they are having trouble with a supervisor, if they feel they’re pay has been shorted, or even if personal issues are causing problems at work. The more your union representatives know, the better than can defend your rights and protect you on the job.

Will I be retaliated for filing grievances?

It is illegal for the company to retaliate against any member for filing grievances and following the agreed upon grievance procedure. Sadly, the Company does sometimes retaliate. When they do you must report the retaliation and grieve that violation as well. When Teamsters don’t enforce the terms of the contract through the grievance procedure they leave themselves more vulnerable to supervisor harassment and other violations.



There is strength in numbers. If you feel your rights are being violated, chances are you’re not alone. Speak up to enforce the contract and encourage others to do so as well.

SIX W'S OF GRIEVANCE HANDLING

Writing an effective grievance is the first step to winning a good settlement. Whenever writing a grievance you should make sure to include information on the six W's: Who, When, Where, Why, What and Witnesses. Always ask your steward or Business Agent for help with grievances.

1. **Who**

Who is involved? The member's full name, center, shift and seniority date(s) or other information for all involved.

2. **When**

When did it occur? Try to identify the specific date, time or shift an incident took place. Or, you might want to establish a timeline of events.

3. **Where**

Where did it occur? The exact location where the incident occurred, on or off employer premises.

4. **Why**

Why is this a grievance? Contract language, work rules, policies or procedures, or laws that were violated.

5. **What**

What kind of settlement do we want? What does the grievant want? What is needed to restore the worker to the same position if the injustice had not occurred?

6. **Witnesses**

Were there any witnesses? Reach out to the individuals who may have seen or heard what took place.

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SENIORITY

Seniority protection is a Teamster core value. The seniority system ensures fairness and equal treatment to all members. Seniority is pretty simple, the length of time that any member has contributed to the company gives them certain privileges when it comes to new job bids, vacations, and other benefits.

Members attain seniority through continuous employment and maintaining their membership in good standing. After working thirty (30) days within a ninety (90) consecutive day period, a new worker shall be placed on the **seniority list**.

Importantly, time worked from November 1 through December 31 of each year (peak season) does NOT count toward seniority.

Once any member has achieved seniority it can only be broken by a discharge, quitting the job, a layoff of more than three (3) years, or failure to report to work for three (3) consecutive days without notice.

More information on seniority is available in the contract under **Article 46** and **Article 50**

AN INJURY TO ONE IS AN INJURY TO ALL

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GETTING INVOLVED

Your union needs you. Make sure to attend meetings and get involved in Local 623 educational, political and social activities. Every month we have General Membership Meetings, meetings for Local 623 Retirees, regular New Member Meetings, monthly steward meetings and more. We also host a number of social events throughout the year including a yearly Christmas event and summer picnic.

General Membership Meetings are usually held on the third Sunday of the month at the Union hall (4369 Richmond Street, Philadelphia PA 19137) unless otherwise noted.

Attendance at meetings is critical. This where we make decisions, where you can meet other members, where your questions can be answered, and where we get organized.

Local 623 is a democratic union. That means members discuss, debate, and vote to elect shop stewards, ratify contracts, elect union leadership and more.

As a member of Local 623 you will have plenty of opportunities to participate in votes and elections and may even consider running for steward or leadership.

For more on how to get involved visit teamsterslocal623.org.

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DUES & FEES

New members are required to pay an **initiation fee of \$200.00** and an **assessment fee of \$50.00**. These fees will be taken out in weekly installments until they are paid.

You may get your assessment fee refunded by attending and signing into a New Member Seminar.

Dues are the money paid to the Local in exchange for union representation. Your dues are paid **weekly at a monthly rate of 2.5 times your base rate of pay**. On your paycheck each week you will see this amount deducted from your pay.

For example if you make \$15.00 an hour your monthly dues would be \$37.50 or about \$9.37 a week.

You owe dues unless you are on leave, disability, FMLA or otherwise eligible for an “honorable withdrawal.” **If for any reason you may not be working for a period of time you must request a “withdrawal card” in order to freeze your dues liability, otherwise you will owe dues for the period you are out of work.** To get a withdrawal card you can download the request form on our website at: teamsterslocal623.org/forms_and_documents

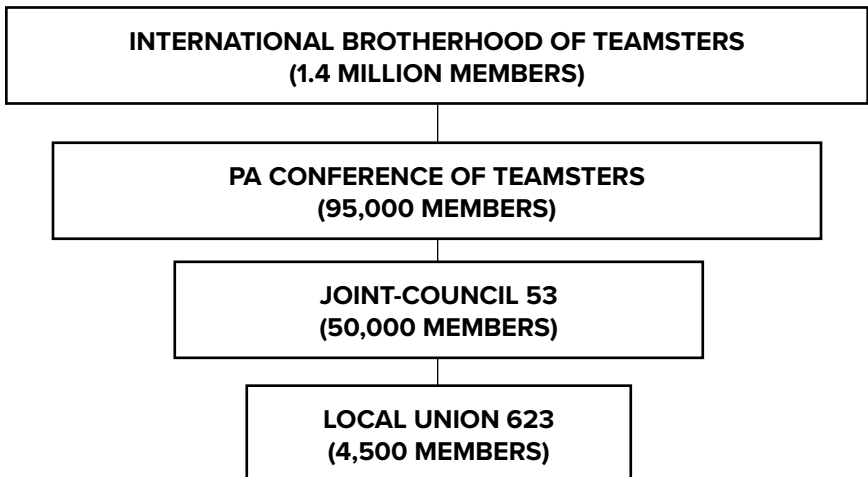
If you have any questions about your liability for dues and fees you can call the Union hall at (215) 289-0580.

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LEADERSHIP & STRUCTURE

There are over **1.4 million** Teamsters in the United States and Canada. The Teamsters union is organized at the **International** level, and is made up of **State Conferences** organized by state; **Trade Divisions** organized by industry or craft; and regional **Joint-Councils** made up of **Local Unions**.

At each level elected Teamster officials govern the organization. Teamsters Local 623 is an affiliate of **Teamsters Joint-Council 53** and the **PA Conference of Teamsters**.



EXECUTIVE BOARD

Our Local Union is governed by an elected **Executive Board**. Elections for Local leadership are conducted every three years. The Executive Board for the term of January 1, 2020 - December 31, 2022 are listed here.

Richard Hooker Jr. Secretary Treasurer & Principal Officer	
Clarence Bagby President	Joseph Esposito Vice-President
Norman Cowlay Recording Secretary	James A. Romeo Trustee
James Hughes Trustee	Ron Camac Trustee

The Executive Board governs the day-to-day affairs of the Local and ensures the legal compliance and financial health of the organization. The officers also preside over monthly General Membership Meetings and Executive Board meetings.

623 leaders and officers are not like managers or supervisors in a corporation. They are NOT “bosses” appointed by company executives. **623 leaders are elected by Teamster members to protect and serve the interests of workers, not the profits of Big Business.**

Your local leadership is always open to you. Should you have concerns about union business or just general comments and questions don’t hesitate to reach out.

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HEALTHCARE

All full-time and part-time employees will receive health coverage through **TeamCare after nine (9) months of active employment**, at which time you will receive a health insurance packet outlining your benefits. Members are entitled to individual, spousal, and dependent coverage through the health plan.

Coverage includes regular exams, preventive screenings, women's healthcare, children's wellness, and most immunizations when you visit an in-network provider.

MRIs, CTs, and PET scans are covered with no deductible or co-insurance. Most outpatient lab testing is also covered at no cost to you.

Under the Family Protection Benefit, your covered spouse and dependents may be eligible for up to five years of continued health coverage without the cost of COBRA. If qualified, your family will receive the same TeamCare benefits you had as a Member.

PRESCRIPTIONS

The TeamCare Prescription Drug Benefit covers eligible drugs prescribed by a physician or dentist, up to a 30-day supply of covered medications, filled at any participating pharmacy. And up to a 90-day supply of covered medications through

Maintenance Choice at a CVS retail pharmacy, or by mail through the CVS caremark™ Mail Service pharmacy.

VISION & DENTAL

TeamCare covers routine eye exams, as well as eligible prescription glasses and/or contacts for you and your covered dependents. Dental benefits are also available.

You can find out more about your specific benefits, covered services, and your co-payment by logging into My Plan and viewing your Plan Benefit Profile at myteamcare.org.



1-800-TEAMCARE
8647 W. Higgins Road
Chicago, IL 60631

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PENSION

All full-time and part-time UPS employees are eligible for a pension plan. Full-time workers will be covered under the **Teamster Health & Welfare Funds of the Philadelphia Vicinity**. Information about your full-time pension can be found at teamsterfunds.com or by calling (800) 523-2846.

Part-time workers are covered under the **UPS Part-Time Pension Plan**. Information about the Part-Time Pension plan is available by calling: 1 (404) 828-6044.

Members seeking to apply for their pensions should plan for the application process to take approximately 90 days.

For more information on your pension benefits you can fill out a benefit request form available at teamsterslocal623.org or call the numbers listed above.

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VACATION & SICK LEAVE

All full-time and part-time UPS employees are eligible for paid personal, vacation, and sick leave.

PERSONAL DAYS

In addition to the designated holidays, members are entitled to up to seven (7) personal days.

SICK DAYS

Members are entitled to up to three (3) sick days. These days are awarded according to the following schedule:

9 Months from seniority date	=	1st Sick Day
12 Months from seniority date	=	2nd Sick Day
18 Months from seniority date	=	3rd Sick Day
24 Months from seniority date	=	All three (3) sick days.

VACATION

Members are entitled to up to six (6) weeks vacation. Weeks are awarded according to the following schedule:

After 1 year	1 week
After 2 years	2 weeks
After 10 years	3 weeks
After 15 years	4 weeks
After 20 years	5 weeks
After 25 years	6 weeks

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DISABILITY, FMLA & WORKERS' COMP.



As a member of the Union, depending on your contract and seniority, you are entitled to paid and unpaid leave of absence benefit options. This means that whenever you need to stop working due to illness, injury, family medical problems, pregnancy or other long-term conditions you're covered. Using your leave options when they are available will ensure that you get paid during your time away from the job and that your job is protected when you can return to work.

SHORT-TERM DISABILITY

When you're unable to work due to a **non-work related injury**, a pregnancy, or recovering from an illness, you should file for Short-Term Disability benefits.

Members are eligible for disability after twelve (9) months of employment. Short-term disability provides weekly payments for the period you're unable to work: up to 26 weeks of paid leave. These benefits pay up to 60% of your average paycheck.

To learn more please visit myteamcare.org.

HOW TO FILE FOR SHORT-TERM DISABILITY

To file for short-term disability and start receiving your weekly payments, follow these steps.

1. **Call UPS to report your leave.** It is your responsibility to contact UPS with this information.
2. **Call The Hartford:** After calling the UPS, you will need to call The Hartford at 1-866-825-0186 to report your leave. A medical document supporting your leave must be provided. **Receive your claim number and save for your records.**
3. **Complete the TeamCare Short-Term Disability Claim Form:** You can download and print the form from our website: teamsterslocal623.org/forms or call (267) 289-0580 to request a claim form be mailed or faxed to you.
4. **Fax:** Fax your completed form to TeamCare directly at 1-847-518-9757.

Once you're on leave, medical documents must be sent to The Hartford every 60 days to recertify your leave.

IMPORTANT: When you return to work, you **MUST** call The Hartford at (866) 825-0186 to report your return. This step ensures that you do not experience issues with benefits and/or pay.

If you have questions or would like assistance filling out the Short-Term Disability form don't hesitate to call the Union at (267) 289-0580. Or visit: myteamcare.org/benefits/short-term-disability

FMLA

The Family Medical Leave Act (FMLA) ensures your right to take unpaid time off to care for medical needs and family members. You are eligible to take up to 12 weeks (or 60 work

days) of unpaid leave within a 12-month period. The time doesn't have to all be taken all at once. For example, you could take off three 20-day blocks of time during the 12-month period. Even a one-day leave is covered if it is for a long-term condition. Doctor appointments are covered if they are for necessary treatment and can't be scheduled on non-work time.

To qualify for FMLA, you must have been employed with the company for at least 3 years. Part-time workers must work at least 625 hours during the 12 months prior to the start of FMLA leave. Full time workers must have worked at least 1,250 hours before FMLA leave.

You can use FMLA for the following:

Medical leave—for a serious health condition that prevents you from performing your job.

Family leave—to care for a seriously ill spouse, child or parent.

Pregnancy and newborn care leave—for childbirth and care of a child up to one year of age.

Adoption and foster parent leave—for placement of a child with you for adoption or foster care.

To file for FMLA you must first call UPS HR at 1 (800) 877 6947.

WORKERS COMPENSATION

If you are **injured on the job** you should file for workers compensation. Workers comp. provides injured and ill workers with money to compensate for medical expenses and lost wages that result from a workplace injury or occupational disease. Workers' comp. can provide paid leave for much longer duration than Short-term disability.

In order to be eligible for workers' comp. you must have injured yourself in the course of service to your employers and you must report the injury to management within 120 days of the injury or the onset of an illness.

DO'S AND DON'TS OF WORKERS' COMP.

Do report your injury. You must report your workplace injury within 120 days. However, once you have reported your injury you have up to three (3) years to file a claim for workers' comp.

Do get medical treatment. The employer is responsible for providing a list of physicians that you should see related to your injury. You must see one of these physicians. However, if this list is not provided you may use a doctor of your choice.

Do contact an attorney. Local 623 can recommend an attorney to contact to help you with your claim.

Don't sign any papers from the employer that you don't understand. The company may try to convince you to sign away your rights to a claim or to admit wrongdoing. Do not sign anything you do not understand and see if your attorney can review the documents before moving forward

Don't apply for short-term disability with a workplace injury. If you are injured at work you should apply for workers' comp. Disability benefits expire sooner and offer less compensation as compared with workers' comp. Disability also does not cover work related injuries.

WITHDRAWAL CARD

If you are taking any leave from work be sure to file a withdrawal request. A withdrawal card freezes your liability for dues while you are on leave. Once you return to work you must call the Union hall return from withdrawal. This will ensure that when you return from work after a lengthy injury you do not owe a large sum of back dues.

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QUESTIONS?

UPS CONTRACT QUESTIONS & ANSWERS FOR NEW MEMBERS

Here you'll find answers to some common questions we get about the contract and the corresponding Article in the contract.

ARE SUPERVISORS ALLOWED TO DO MY WORK?

Articles 3.7 & 46.2

No. Do not allow supervisors to do your work or the work that belongs to other Teamsters. Don't allow the company to send you home so they can finish your work. Not only are you losing wages but you are also losing pension credit. Don't let this happen to you. File a grievance when you see this happen. The Local Union will work with you to get you paid or a fellow member who may have lost the work. We need to make the company pay when they violate the contract by having supervisors do our work.

WHAT DAYS ARE CONSIDERED HOLIDAYS?

Article 55

You will be eligible for the following holidays twelve (12) months after attaining seniority if you work the regular scheduled work day which had directly preceded and followed the holiday except in cases of proven illness, personal injury or unless the absence is agreed to.

New Years Day	Labor Day
Memorial day	Thanksgiving Day
Fourth of July	Day after Thanksgiving
Christmas Day	New Years Eve

WHAT DO I DO IF I DON'T GET PAID? OR IF MY PAY IS SHORT?

Article 17

Tell your steward or Business Agent immediately. UPS pays Teamster members on a weekly basis. If you are missing a paycheck or if your pay is short you may be entitled to penalty pay depending on the amount of pay missing and how long it has taken to rectify the issue.

WHEN AM I ELIGIBLE TO COLLECT MY PENSION?

You need seven hundred fifty (750) hours per calendar year for five (5) years to meet the vesting requirement needed to collect a pension later in life. Once vested the earliest a member may be eligible to collect their pension is at age 50. Please call the pension board for more information.

WHAT IS MY WAGE RATE AND SCHEDULE?

Article 22 & 54

Full-Time Employees

Classification	Aug. 1, 2019	Aug. 1, 2020	Aug. 1, 2021	Aug. 1, 2022
Tractor Trailer Driver	\$37.71	\$38.51	\$39.41	\$40.41
Package Car Driver	\$37.71	\$38.51	\$39.41	\$40.41
Sorters & Pre-Loaders	\$37.49	\$38.29	\$39.19	\$40.19
Center Clerks	\$35.80	\$36.60	\$37.50	\$38.50

Part-Time Employees

All part-time employees who are hired or reach seniority after August 1, 2018 will be paid according to the following wage schedules:

August 1, 2018 \$13.00

August 1, 2019 \$14.00

August 1, 2020 \$14.50

August 1, 2021 \$15.00

August 1, 2022 \$15.50

WHAT IS MY DAILY GUARANTEE?

Articles 22, 40, 68 & 73

Your “daily guarantee” is the minimum amount of hours you are guaranteed to work if you are scheduled and show up on time. This is important. If you show up to work on time and a supervisor dismisses you you should be prepared to ask to get paid your daily guarantee or work the three hours owed to you.

If you work the midnight or day shift your daily guarantee is three (3) hours. If you work the preload or the twilight shift your daily guarantee is three and a half (3 ½) hours.

WHEN AM I ELIGIBLE FOR PERSONAL DAYS? (PERSONAL HOLIDAYS, OPTION DAYS)

Article 55

In addition to the designated holidays, eligible employees are entitled to up to seven (7) personal days. Employees must give a maximum of four (4) weeks and at least two (2) week's notice to take personal days. See Article 55 for more details.

WHEN AM I ELIGIBLE FOR DISABILITY?

After twelve (12) months of active employment, you may be eligible for disability the first workday of an absence caused by an injury and the fourth workday of an absence caused by illness. You must file a claim within 30 days of the initial date of disability in order to receive a benefit.

We recommend that you call the Union when going out on disability for assistance and to obtain a withdrawal card if needed.

WHAT IS THE LEGAL SERVICE PLAN?

Article 71

Teamsters 623 offers members a legal services plan that members may use for their legal needs. When you need legal services call the Union to receive an authorization code and get connected to a lawyer.

DO PART-TIME EMPLOYEES GET MEDICAL COVERAGE?

Article 34.2

Yes. Individual health coverage is available to part-time employees hired after August 1, 2018 after nine (9) months of active employment. Spousal or dependent coverage is available after nine (9) months.

WHAT HAPPENS IF I GET INJURED ON THE JOB?

Article 14

Please read Article 14 contract language carefully. If you're not careful the company may claim you didn't get hurt at work. They may try to push you toward disability instead of workers compensation to limit their liability. **Disability does not cover on the job injuries.** Ask your Teamster steward or Business Agent what to do if you get hurt.

WHEN AM I ELIGIBLE FOR SICK DAYS?

Article 63

Workers are entitled to sick days as follows:

9 Months from seniority date	=	1st Sick Day
12 Months from seniority date	=	2nd Sick Day
18 Months from seniority date	=	3rd Sick Day
24 Months from seniority date	=	All three (3) sick days.

WHEN AM I ELIGIBLE FOR A VACATION?

Article 56

After one (1) year you receive a one (1) week vacation.
After two (2) years you receive two (2) weeks vacation.
After ten (10) years you receive three (3) weeks vacation.
After fifteen (15) years you receive four (4) weeks vacation.
After twenty (20) years you receive five (5) weeks vacation.
After twenty five (25) years you receive six (6) weeks vacation.

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Email: dguastella@teamsteralocal623.org

Legal Services

Willig, Williams, and Davidson
1845 Walnut Street, 24th Floor
Philadelphia, PA 19103
Legal Services: (215) 656-3663

Human Resources

HR ORE: (215) 389-9301
HR PHL: (215) 937-2101

TeamCare

8647 W. Higgins Road
Chicago, IL 60631
Office: (800) 832-6227
Fax: (847) 518-9757

Teamsters Health & Welfare

Funds of Phila. & Vicinity

2500 McClellan Ave, Suite 140
Pennsauken, NJ 08109
Teamsterfunds.com

Office: (800) 523-2846
(856) 382-2400

Fax: (856) 382-2401

UPS Part-Time Pension Plan

55 Glenlake Parkway NE,
Atlanta, GA 30328
Office: (404) 828-6044

Teamsters/UPS 401K

Office: (800) 537-0189
Teamsterups401kplan.com

Workers Compensation

Paul Himmel
1601 Market Street, Suite 1500
Philadelphia, PA 19103
Office: (215) 931-2550
Fax: (215) 925-7516

W2 Reissue

Office: (800) 422-9410

UPS CALL OUT NUMBERS

If you are unable to make it to work for any reason make sure to call the appropriate call-out number below. Three no-call no-shows could result in a termination.
Protect yourself. Pick up the phone.

UPS PHL AIRHUB

Media Center: (215) 937-3031
Bala Center: (215) 937-3052
PHL Feeders: (215) 937-2575
PHL Preload: (215) 937-3000
PHL Tower: (215) 937-2612
PHL Day Ramp: (215) 937-3222
PHL Twi Ramp: (215) 937-2107
(215) 937-3845
(215) 937-3846
PHL Night Ramp: (215) 937-3845
(215) 937-3846
(215) 937-2105
(215) 937-2106
PHL Building shift: (215) 937-3215
(215) 937-3216
PHL Cartage: (215) 937-3277

PHL Night Hub: (215) 937-2027
(215) 937-2028
(215) 937-2029

OREGON AVENUE

Center City Center (215) 388-9625
Southwest Center (215) 289-9079
Mayfair Center (215) 389-9155
Mt. Airy Center (215) 952-7101
ORE Feeders: (215) 389-9169
ORE Twi and Night: (215) 389-9132
ORE Preload (215) 389-9151

SHOP-STEWARDS INFO

CENTER: _____

NAME: _____

PHONE: _____

MORE INFO: _____

You can find an updated list of shop-stewards on our website at teamsterslocal623.org/stewards

NOTES

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