LOCAL 804 GUIDE
TO ENFORCING SUREPOST LANGUAGE

UPS is violating Surepost protections in our contract. Use this guide to fight layoffs and make UPS redirect Surepost packages for delivery by Teamster package drivers.

Article 26, Section 4 of the contract lays out the key protections:

- **Maximum Weight and Size:** The maximum allowable weight of packages that can be shipped through Surepost at 10 pounds or less. The maximum package size allowed is two cubic feet. This is about the size of a microwave oven or a golf bag.

- **Close Proximity:** The company must redirect Surepost packages if they are within close proximity of an address where a package driver delivers.

- **No Business Deliveries:** Surepost packages cannot be delivered to a business address.

- **Right to Redirect Packages:** UPS must make employees aware of their ability to redirect Surepost packages. Management cannot discipline members for redirecting a package.

How to enforce the Surepost language and protect our jobs:

- **Inform Members** about these rights and the Surepost size and weight restrictions.

- Talk to your Shop Steward or Business Agent and file grievances over Surepost violations. For example:

  - **Grieve Size and Weight Violations:** File a grievance when a Surepost package exceeds 10 pounds or two cubic feet. You can use the calculator in the UPS Teamster app or an online calculator to calculate cubic feet.

  - **Grieve Close Proximity Violations:** File a grievance when UPS violates the "close proximity" language in Article 26, Section 4 and tenders packages for delivery by the post office that could be delivered by a package car driver. A sample grievance is attached.

- **Information Request:** Your Shop Steward or Business Agent can file an information request to process your grievance. This will help prove your grievance and to uncover additional ongoing violations.

Surepost Sample Grievance 1
Failure to Train Members on Redirecting Surepost Packages

Violation: The company has failed to make employees aware of their ability to stop the progress of and redirect Surepost packages that are over 10 lbs or over 2 cubic feet in size. The company has not provided training to clerks on the Exception Resolution Application on how to redirect identified packages to package drivers for delivery. This is an ongoing violation

Articles violated: Article 26, Section 4 and all other contract articles that apply

Resolution: The company shall comply with the CBA and Article 26 in its entirety. The company shall take immediate action to be in compliance with this language.

Surepost Sample Grievance 2
UPS Failure to Redirect Surepost Packages

Use this sample language to file a grievance, when
- a Surepost package exceeds 10 pounds and/or two cubic feet OR
- UPS violates the "close proximity" language and tenders packages for delivery by the post office that could be delivered by a package car driver who delivers in close proximity.
- UPS tenders Surepost packages bound for a business address to the post office for delivery

Grievance: Article 26, section 4 and all others that may apply
On behalf of employees in the _____ Center.

On or about XX/XX/XXX the company violated Article 26 of the NMA. Packages were tendered to the post office which should have been redirected for delivery by a package driver. Further facts to be presented. This is an ongoing violation.

The company shall cease and desist from this violation and comply with Article 26 in its entirety.

IDENTIFYING OVERSIZED/OVERWEIGHT
Surepost Packages

Any package **OVER 10 POUNDS** should be redirected.

= 8.8 POUNDS

How much is 10 pounds?

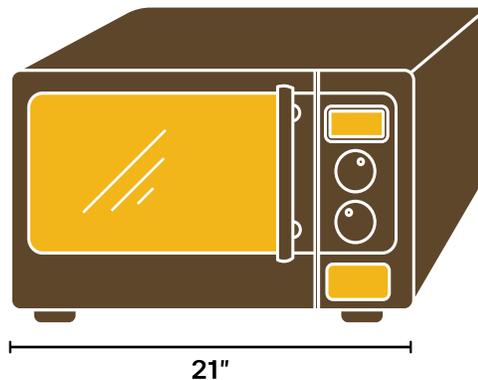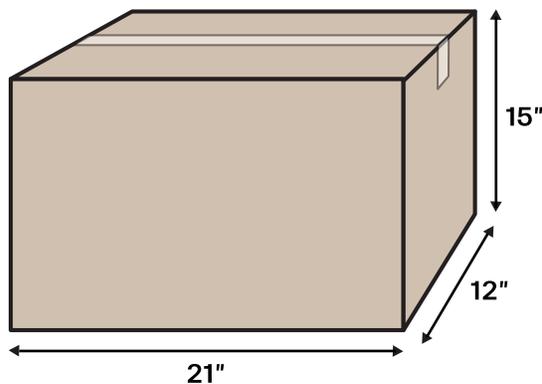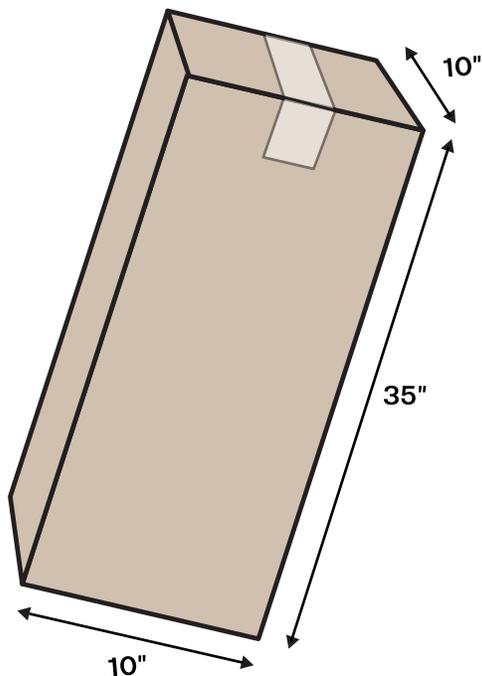Slightly more than **2** (two) **2-LITER SODA BOTTLES**

OK

TOO BIG/HEAVY

Length multiplied by width multiplied by height should be equal or less than **3,456 CUBIC INCHES FOR SUREPOST**.

About the Size of a **STANDARD COUNTERTOP MICROWAVE**

21 x 12 x 15 = 3,780 ➡ **OVERSIZED**

About the Size of a **GOLF BAG**

10 x 10 x 35 = 3,500 ➡ **OVERSIZED**