

# ***UPS SUPPLEMENTS COMPARISON***

## **Introducing the Supplements Comparison Tool**

UPS Teamsters work under nearly 40 supplements and local riders to the National Master contract—with different language on some key issues from discipline to paid time off.

For the first time, rank-and-file UPSers have created a tool so members can compare language and rights across the different supplements and riders.

Comparing supplements is not about finding the “winner.”

Every supplement has its strengths and weaknesses and can benefit from bargaining for the strongest language in other supplements.

Every supplement has weak language and loopholes that can be addressed in our upcoming contract negotiations.

## **Using the Supplement Comparison Tool**

The contract comparison covers most of the largest supplements and riders, but not every single one.

Some of the issues covered include: Vacation, Cardinal Offenses, Paid Time Off, Seniority Acquisition, 8-Hour Requests, Lunch and Breaks, 6th and 7th Punch Pay and Protections.

For example, most supplements give one week of vacation during the first year of seniority and two weeks after the second year.

But when do members get their third week of vacation? That ranges widely from 10 years (Southern Region), 9 years (Atlantic Area), 8 years (Central Region), 7 years (Joint Council 28), down to 3 years for the Northern California supplement.

Another example from the contract comparison is cardinal offenses, infractions for which members can be immediately terminated. Many of these are shared across the supplements like drinking on the job, unauthorized passengers in the vehicle, and dishonesty.

But some supplements have “catch-all” phrases like “other cardinal offenses” (Central Region), or “Offenses of equal seriousness” (Central Pennsylvania). This vague language can open the door to abuse by management.

Updates and additional information will be added to the comparison based on member comments. Send back your questions, comments, and feedback to UPS Teamsters United at [info@upsteamstersunited.org](mailto:info@upsteamstersunited.org).

# UPS SUPPLEMENTS COMPARISON

## Get Prepared for Negotiations

This fall, local unions will be holding proposal meetings to get contract ideas from members on both national and supplemental issues.

Now's the time to do your homework.

Use the Supplement Comparison to see how different supplements deal with the issues that matter to you.

Share the information with other Teamsters and talk together about what you want to fight for in the contract. We have a better chance of winning improvements when we identify priority issues and unite around them.

UPS Teamsters United is a campaign of Teamsters for a Democratic Union (TDU). Contact us to get involved and to get in touch with concerned members who are covered by your supplement.

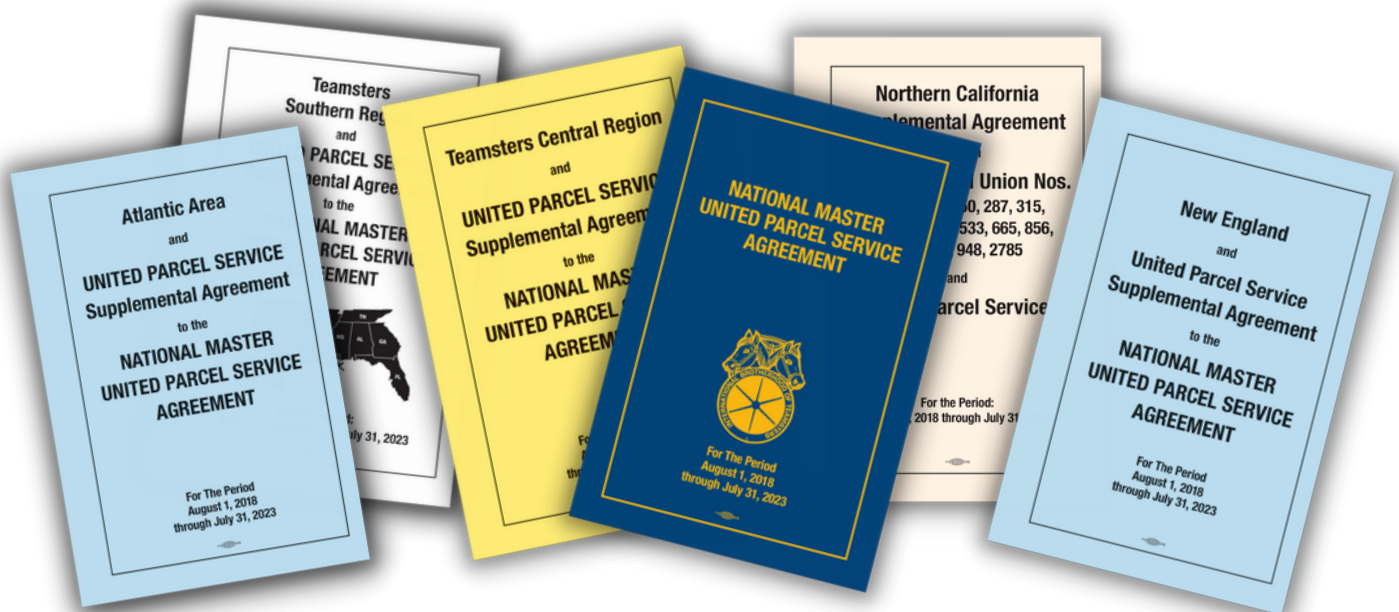
Together, we can win the UPS contract we deserve.

## Help Build the Supplement Comparison

The Comparison covers most of the largest supplements and riders, but not every single one. New sections and updates will be added to the [online comparison tool](#) based on member comments.

For the most recent updates, check the [UPS Teamsters United site](#).

Send back your questions, comments, and feedback to UPS Teamsters United at [info@upsteamstersunited.org](mailto:info@upsteamstersunited.org).



**UPS TEAMSTERS UNITED**

# VACATION

## New England

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

- Option week with 5 sick/option days
- 1/52 pay
- 15% off/week in summer
- Pro Rated upon separation
- Split one week into days w/2 Weeks

## 804 New York

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

- Option week with 5 option days
- 45 hours pay FT/20-22.5 hours PT
- No work during vacation
- 10% off/week 15%/week summer

## Central

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

- Split 1 or 2 weeks into days
- Option week instead of option days
- 45 hours pay FT/20 hours PT
- Pay without time off
- 10% off/week 17%/week summer
- 50 Hour option week

## Atlantic

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

- Option week with 5 personal days
- 45 hours pay FT/20 hours PT
- Split one week into days w/4 weeks
- 10% off/week 15%/week summer

## Southern

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

- Option week with 5 option days
- 45 hours pay FT/20 hours PT
- Pay without time off
- 10% off/week 15%/week summer

## Western: JC3

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

- Option week at 3 years
- 45 hours pay FT
- 2 off/week 15%/week summer

## Western: JC28

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

- Option week with floating holidays
- 45 hours pay FT
- Pay without time off at 3 weeks
- 10% off/week 15%/week summer

## Western: Loc 959

1 year	2 weeks+1 Day
2 years	3 weeks+2 Days
4 years	3 weeks+3 Days
10 years	4 weeks+3 Days
25 years	5 weeks+3 Days

- Option week and Combo week
- 45 hours pay FT
- Pay without time off after 3 weeks
- 13% off/week

## Western: Southwest

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

- Option week with unused PTO
- 1/52 pay
- Sell Back 2 weeks
- 15% off/week
- No working Vacations

## Western: JC37

1 year	2 weeks
3 years	3 weeks
7 years	4 weeks
10 years	5 weeks
20 years	6 weeks
25 years	7 weeks

- Option week w/personal days
- 45 hours pay FT
- Pay without time off

## Western: Loc 996

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

- Option week with floating holidays
- 1/52 pay FT
- Vacation at company's discretion

## Western: NorCal

1 year	2 weeks
3 years	3 weeks
10 years	4 weeks
20 years	5 weeks
25 years	6 weeks
30 years	7 weeks

- Option week B w/4 holidays & 'Bonus' Day
- No working Vacation
- Option week A after 3 years
- 45 hours pay FT

#### Central PA

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

- 45 Hours pay FT/22.5 PT
- 15% off/week in summer
- Option week(s) w/sick/personal day

#### 710 Chicago

1 year	1 week
3 years	2 weeks
8 years	3 weeks
15 years	4 weeks
20 years	5 weeks
25 years	6 weeks
30 years	7 weeks

- Option week after 1 year
- 50 Hours pay FT/25 PT
- 17% off/week in summer/12% else
- No working Vacation
- Option Week split after 3 weeks
- Pro Rated upon separation

#### Upstate NY

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

- Option week w/5 roving holidays
- 45 Hours pay FT/20 PT
- 20% off/week summer 15% else
- No working Vacation

#### 705 Chicago

1 year	1 week
3 years	2 weeks
9 years	3 weeks
15 years	4 weeks
20 years	5 weeks
25 years	6 weeks
30 years	7 weeks

- Option week with 5 discretionary days
- 50 Hours pay
- 15% off/week in summer 5% else
- Pro Rated upon separation

#### 623

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

- Weeks 4 and 5 can be pay only
- 45 Hours pay
- 17% off/week, 2 per center in Nov
- Pro Rated upon separation
- Split one week into days at 5 weeks

#### Western PA

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

- Option weeks w/sick/personal days
- 45 Hours pay FT/20 PT
- 15% off/week summer
- Pro Rated upon separation

#### 177 NJ

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

- Option week after 1 year
- 45 Hours pay FT
- 15% off/week in summer
- No working Vacation
- Pro Rated upon separation

#### Metro Philly

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

- Pro Rated upon separation
- Option week w/5 personal days
- 45 Hours pay FT/20 PT
- 15% off/week
- 4 and 5 weeks can be pay only
- Week split after 3 weeks

## 6TH PUNCH/SUNDAYS

### New England

- Forced 6th and 7th Punch at Time and a Half up to 10 Hours.
- After 10 Hours 1.5 times Time and a Half
- Time and a Half for Part Time.

### 804

- No Forced 6th Punch.
- Sundays can be forced by seniority at Double Time.

### Central

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Atlantic

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Southern

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Western: JC3

- Forced 6th and 7th Punch at Time and a Half.

### Western: JC28

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Western: JC37

- Forced 6th and 7th Punch at Time and a Half.

### Western: Loc 996

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Western: Loc 959

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Western: Southwest

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Western: NorCal

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### 623

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.
- 6th Punch Straight Time for Part Time.

### Central PA:

- Sunday Double Time.
- Time and A Half over 40 Hours.

### 710 Chicago

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### 177 NJ

- Sunday Double Time.
- Time and a Half for Part Time.
- Time and a half For 6th Punch

### Metro Philly

- Forced 6th and 7th Punch.
- 6th at Time and a Half.
- 7th at Double Time.

### Upstate NY

- Forced 6th and 7th Punch at Time and a Half.
- Double time After 8 on Sunday

### Western PA

- Forced 6th and 7th Punch.
- 6th at Time and a Half. 7th at Double Time.
- Time and a Half for 6th and 7th Punch Part Time.
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### 705 Chicago

- No Forced 6th/7th Punch
- 6th Punch Time and a Half
- 7th Punch Double Time

## SENIORITY

<b>New England:</b>	30 Consecutive Days
<b>804:</b>	40 Days in 70
<b>Atlantic:</b>	30 Days in 90
<b>Southern:</b>	30 Days in 120
<b>Central:</b>	30 Days in 90
<b>All Western:</b>	30 Days in 120 Full Time 40 Days in 120 Package (If 10 Days in Classroom) 70 Days in Six Months PT
<b>623:</b>	30 Days in 90
<b>Central PA:</b>	30 Days in 90
<b>177 New Jersey:</b>	30 Days in 60
<b>710 Chicago:</b>	30 Days in 90
<b>Metro Philly:</b>	30 Days in 90
<b>Upstate NY:</b>	30 Days in 90
<b>Western PA:</b>	30 Days in 90
<b>705 Chicago:</b>	40 Days in 90

# PAID TIME OFF

## New England

Fixed Days=10

Variable Days=8

New Year's Day	Memorial Day
Independence Day	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Holiday is paid for the Calendar day it falls on
- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x up to 10 hours 1.5(1.5x) After 10 hours
- Must work 1 day in the pay period for Holiday pay
- 5 Sick Days / Company notified in AM / Days can be accrued until contract ends
- 3 Personal/Option Days / 1 week notice/ Requires company approval in 24 Hours
- Unused Days Paid Out 5/1
- Days Can be Combined For Option Week Vacation

## 804 New York

Fixed Days=8

Variable Days=12

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Holiday is paid for the Calendar day it falls on
- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = No
- Holiday work pay = 2x
- 1 Floating Holiday picked with Vacation / Can be worked at 3x
- Must work 2 days in the pay period for Holiday pay
- 6 Sick Days / Company notified in AM
- 5 Optional Days / 1 week notice/ Company must allow 1/40 employees Max 3/day
- Unused Days Paid Out 5/1
- Optional Days Can be Combined For Option Week Vacation

## Atlantic

Fixed Days=8

Variable Days=10

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Sunday Holidays observed on Monday
- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Must work 90 hours(45PT) in the prior 30 days for Holiday pay
- 5 Personal Holidays/1@12 months, 2@18 months, 5@24 Months
- Requested 8 Days In Advance/ 5% allowed off
- 5 Sick Days/1@12 months, 2@18 months, 5@24 Months /
- Unused Personal Holidays Paid 12/31
- Unused Sick Days Paid After Xmas or By Request or Can Be Banked
- Days Can be Combined For Option Week Vacation

## Southern

Fixed Days=8

Variable Days=8

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 2x
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 1 Personal Holidays/Requested 7 Days In Advance/ Company Approval
- 7 Option Days After 3 Years
- Unused Option Days paid on 12/31
- Days Can be Combined For Option Week Vacation

## Central

Fixed Days=8

Variable Days=2

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes, not Labor Day
- Holiday work pay = 2x
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 2 Optional Holidays/Requested 8 Days In Advance/ Company Approval/Min 1/Center
- Unused Option Days paid on Anniversary Date

## Western: JC3

Fixed Days=8

Variable Days=10

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving Day
Christmas Day	New Year's Eve

- Sunday Holidays observed on Monday
- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 4 Personal Holidays After 1 Year/10 days Notice/Company Approval per # of employees
- 6 Days Sick Leave/4HRs per Month/Banked to 75 Days extra paid 8/1



**Western: JC37**

Fixed Days=8

Variable Days=4+possible 6

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Company can Advance/Delay fixed holidays up to 7 days with notification
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 4 personal Holidays 1 per year first 4 years/ 14 Days notice Employee discretion
- 1 Personal Holiday a day per 30 employees up to 6
- Optional Holiday From Sick Leave
- Personal days and Option Day can be combined into xtra Vacation not Summer
- Unused Personal Holidays Paid on Anniversary Date
- Sick Leave 4 Hrs per month/after 480 hours excess is paid out after 8/1
- Anyone with 240 hrs Sick Leave can request payment on 7/1
- 100% Paid @ retirement, 100% at discharge if over 240hrs/ 50% if over 120hrs

**Western: JC28**

Fixed Days=8

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Sunday Holidays observed on Monday
- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 5 Floating Holidays After 1 Year/2 discretionary, 3 by mutual consent, 1/25 employees
- Unused Floating Holidays paid on Anniversary Date
- 40hrs Sick Leave/3.33HRs per Month/Banked to 480hrs extra paid after 8/1
- 100% Paid @ retirement, 75% quit, 0% discharged
- Sick Bank Can Be Donated to Any employee Out For Less Than 1 Year
- Floating Holidays Can Be Combined For Option Week

**Western: Loc 959**

Fixed Days=9

Variable Days=11

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day  
Anniversary Date

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Sunday Holidays observed on Monday
- Company can Advance/Delay fixed holidays up to 7 days with notification
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 3 Floating Holidays@employees discretion if all time off not over 13% that day+1
- Holidays bid in January otherwise 10 Days Notice
- Combo week from Vacation Days, Floating Holidays and Anniversary Date
- Unused Floating Holidays Paid after Anniversary Date
- 64 Hours Sick Time @ 5.33 Hours per Month Banked up to 420
- Over 420 paid at 50% 12/1
- 16 Hours Personal Time/ Five days in advance deducted from Sick Leave
- 50% Paid @ Separation of Employment
- 40 Hrs Sick Leave can Be Given to Another Member w/ No Time & Health Issue

**Western: Loc 996**

Fixed Days=7

Variable Days=13

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day

Presidents Day, Discoverer's Day, Employees Birthday & 2 Floating Holidays Combined for optional Week/Can Be Vacation, Pay or Individual Days

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 2x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 2 Personal Days after 5 years/ Individual Days @ Employers Discretion
- Unused Days Paid Out 12/31
- 8 Sick Days/Note Required for More Than 1 Day or Before or After Holiday
- Unused Sick Days Paid After Anniversary Date or Banked up to 60 Days
- Banked Sick Days can be Used or Cashed out
- Sick Days can be Used with Vacation at Employer's Discretion

**Western: Southwest**

Fixed Days=8

Variable Days=16 or 17

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Sunday Holidays observed on Monday
- Must Have Earnings During the Week for Holiday pay
- 5 Personal Days And 4 or 5 Floating Holidays chosen with Vacations
- 1 Day allowed per 30 Employees up to 5, Days taken 1-5 at a Time
- Holidays bid in January otherwise 10 Days Notice
- Unused Days Paid Out 12/31
- 7 Sick Days earned on Anniversary Date
- Unused Sick Days Paid After Anniversary Date, Banked up to 60 Days or Used as Vacation Time
- Banked Sick Days can be Used or Cashed out
- Sick Time Paid upon Separation/ Retirees get Sick Time Pension Contributions

**Western: NorCal**

Fixed Days=8

Variable Days=13

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day  
Employee's Birthday  
2 Floating Holidays

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve  
Day After Employee's Birthday

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5x
- Sunday Holidays observed on Monday
- Work 13 Days/Month for Holiday pay
- Floating Holidays 10 Days in advance Employer's discretion unless less than 5%
- 9 Sick Days earned on 7/1
- Unused Sick Days Paid 8/1 or 12/15 or Banked Up To 45 Days
- Banked Sick Days can be Used or Cashed out
- Sick Time Paid upon Separation



**623**

Fixed Days=8

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 2x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 7 Personal Holidays proRated 1-2 years Employer's discretion 2 weeks notice
- Unused Personal Holidays Paid 5/1
- 3 Sick Days earned on 5/1 ProRated 9 Months to 2 Years
- Unused Sick Days Paid 5/1

**Central PA**

Fixed Days=8

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = No
- Holiday work pay = 2x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 5 Personal Holidays Employer's discretion 7 Days notice
- 5%, 3%, 2% Allowed off for Personal Holidays except in Summer
- Unused Personal Holidays Paid 8/1
- 5 Sick Days earned on 5/1 ProRated 2-4 years
- Unused Sick Days Paid 8/1
- Sick and Personal Holidays can be Combined for 1-2 weeks Vacation

**177 NJ**

Fixed Days=8

Variable Days=8

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = No
- Holiday work pay = 2x
- Must work Day that Precedes or Follows Holiday for Holiday pay less than 2 yrs
- 1 Option Holiday 1 Double Time Holiday Employer's discretion 1/day Minimum
- Option Holidays Paid by request
- 6 Sick Days earned on 5/1 ProRated less than 1 year
- Unused Sick Days Paid 4/30 9 Hours per Day
- 2 Sick Days can be used as Optional Holidays

**710 Chicago**

Fixed Days=8

Variable Days=4

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes except Labor Day
- Holiday work pay = 2x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 4 Optional Holidays Employer's discretion 7 days in advance 3% Minimum

**Metro Philly**

Fixed Days=8

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 2x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 7 Personal Holidays Employer's discretion 2 Week Notice 1 Day per Car Min
- Personal Holidays Paid at 9 Hours FT/4 Hours PT Combine 5 for Option Week
- 3 Sick Days Can Be Banked Up to 10 Days and Paid on Request

**Upstate NY**

Fixed Days=7

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
New Year's Eve

Memorial Day  
Labor Day  
Christmas Day

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5X up to 8, Then 3x
- Sunday Holidays observed on Monday
- Must work Day that Precedes or Follows Holiday for Holiday pay
- 5 Roving Holidays Employer's discretion 2 Week Notice
- Roving Holidays Paid at 8 Hours FT/4 Hours PT Combine 5 for Option Week
- 5 Sick Days Can Be Combined for Option week
- Unused Days Paid by 12/25

### Western PA

Fixed Days=8

Variable Days=10

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day After Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 1.5X
- Sunday Holidays observed on Monday
- Must work 90 Hours in 30 Days for Holiday pay
- 5 Personal Holidays Employer's discretion 10 day's Notice 3% per Day
- Personal Holidays Paid at 8 Hours FT/4 Hours PT Combine 5 for Option Week
- 5 Sick Days Can Be Combined for Option week limited to 15%
- Unused Days Paid by 5/1

### 705 Chicago

Fixed Days=8

Variable Days=9

New Year's Day  
Independence Day  
Thanksgiving Day  
Christmas Day

Memorial Day  
Labor Day  
Day after Thanksgiving Day  
New Year's Eve

- Holiday Pay = 8 Hours FT/ 4 Hours PT
- Holiday work can be forced = Yes
- Holiday work pay = 2x
- Must work Day that Precedes or Follows Holiday for Holiday pay
- Sunday Holidays observed on Monday
- 4 Optional Holidays, PT paid at 5 hours
- 5 Discretionary days paid at 10 hrs FT/ 5 Hrs PT
- Can Request Payment For Discretionary Days Any Time
- Discretionary Days can be combined for extra vacation week

## LUNCH/BREAKS

### **New England**

- 2 Ten Minute Paid Breaks, Between 2nd & 3rd Hour and 6th & 7th Hour
- 1 Hour Unpaid Lunch, Must begin Between 4th & 5th Hour
- Paid 20 Minute Break after 10 Hours

### **804**

- 1 Hour Lunch Between 12PM&3PM.
- 20 minutes can be taken before 12PM but after 10:30.
- Extra 15 Minutes pay after 8.5
- Feeder-1 Hour Lunch between 3rd and 5th hour. 15 Minute break between 8.5 and 9.5
- Inside-1 Hour Lunch between 3rd and 5th hour.
- Part Time 10 minute Paid break 1st and 3rd Hour
- Full Time 2 15 Minute Paid Breaks
- 22.3-15 Minute Paid Break Inside, 1 Hour Lunch

### **Central**

- Meal between 3rd and 6th hour duration by Local practice.
- At Least one 10 minute Paid break.
- Feeders 1 Hour Lunch
- Part Time 10 Minute Paid Break after 1 Hour, Additional 10 Minutes after 8 Hours

### **Atlantic**

- 1 Hour Lunch can be divided into 15 minute break and 45 minute Lunch, Break between 2nd and 3rd hour, Lunch between 4th and 6th Hour.
- 1 ten minute Paid Break
- Feeders can break lunch into 2 15 minute Breaks and 30 minute Meal

### **Southern**

- 1 Hour Lunch Inside between 3rd and 5th Hour, Package can split in three must be complete by 8th Hour
- Part Time 10 minute Break between 1st and 3rd Hour.
- Additional 10 after 6 Hours.

### **Western: JC3**

- Between half hour and 1 hour lunch between 3rd and 6th hour.
- Full hour can be forced.
- 15 minute paid break in the AM

### **Western: JC28**

- 1 hour Lunch between 2nd and 5th hour.
- Half hour lunch can be required or requested. Two 10 minute paid breaks 3rd hour and 7th hour.
- 3rd 10 minute paid break after 10 hours.
- Part Time 10 minute paid break, Half hour unpaid lunch after 5 hours, 2nd 10 minute break after 7 hours, 3rd 10 minute break after 10 hours

### **Western: JC37**

- 1 hour Lunch between 4th and 6th hour.
- Half hour lunch can be required or requested.
- 15 min break in AM, 10 min break in PM.
- Local 483 1 20 min break.

### **Western: Loc 959**

- 1 hour continuous Lunch Break between 4th and 6th hour.
- Two 15 Paid breaks.
- Can take half hour lunch or no lunch by permission.

### **Western: Loc 996**

- At least Half hour Lunch break before 5th hour.
- If no break OT starts after 5 hours.

### **Western: Southwest**

- Half or 1 Hour meal
- 15 Min Break in AM, 15 Min Break in PM,
- Part time 10 Min Break, 5 Min Break each Hour after 4 hours. Extra Breaks can be combined, given individually, or paid.

### **Western: NorCal**

- 1 Hour Lunch between 4th and 6th hour.
- If Half hour is forced second Half is paid at OT
- 15 Min Break in AM, 15 Min Break in PM, 10 Min Break after 10 Hours

### **623**

- 1 hour lunch between 3rd and 5th hour.
- Half hour lunch by request.
- Lunch can be split into 20 min between 2nd and 3rd hour and 40 min lunch.
- 10 min paid break.
- Cannot drive home for lunch.

### **Central PA:**

- 1 Hour Lunch Between 3rd and 5th Hour.
- Half Hour By Mutual Consent.
- Can be split into 20 Minute Break between 1st and 3rd Hour, and 40 Min Lunch.
- Continuous Hour can be required.
- No going home for Lunch.
- 10 Minute Break in PM.

### **710 Chicago**

- Up to 1 Hour Lunch Between 3rd and 6th Hour.
- Can be split between 20 Min Coffee and 40 Min Lunch.
- Feeder can Split Lunch 15-30-15.
- 10 Min Paid Break.

#### **177 NJ**

- 20 Min Breakfast before 11
- 40 Min Lunch between 12 and 3.
- Drivers can opt for a Half hour lunch on a quarterly basis, with no Breakfast.
- 10 Min Pay after 8 Hours.
- Feeder Drivers have 1 Hour Lunch between 3rd and 5th Hour.

#### **Metro Philly**

- 1 Hour Lunch Between 3rd and 5th Hour.
- Can be less than 1 hour by Mutual agreement, but must be at least a Half Hour.
- Meal can be split into 20 Min between 2nd and 3rd Hour, and 40 Min Lunch.
- One 10 Min Paid Break.
- No going home for lunch.

#### **Upstate NY**

- 45 Min Lunch Between 3.5 and 5 Hours.
- Can be Half Hour per Local Union.
- 10 Min Break between 2nd and 3rd Hour.

#### **705 Chicago**

- 1 Hour Between 3rd and 6th Hour
- Feeders between 4th and 6th Hour
- At least one paid 10 minute break

#### **Western PA**

- 1 Hour Between 4th and 6th hour
- Can be split into 20 Min Between 1st and 3rd and 40 Min between 4th and 6th.
- Half Hour Lunch by Mutual Consent at time of Bid.
- 15 Min paid break after 7th Hour.
- 15 Min Paid Break Part Time.

## Cardinal Offenses

### **New England**

- Dishonesty
- Drunkenness or Drinking During Working Hours
- Recklessness Resulting in a Serious Accident
- Use or Possession of Illegal Drugs
- Carrying of Unauthorized Passengers

### **804**

- Drinking
- Proven or Admitted Dishonesty

### **Central**

- Dishonesty
- Drinking or Drunkenness Use of Narcotics
- Possession of Drugs, Marijuana or LSD
- Serious Accidents
- Carrying of Unauthorized Passengers
- Failure to Report an Accident
- Avoidable Runaway Accident
- Failure to Turn in All Monies
- Other Cardinal Offenses

### **Atlantic**

- Dishonesty
- Drunkenness or Drinking During Working Hours
- Recklessness Resulting in a Serious Accident
- Use or Possession of Illegal Drugs
- Carrying of Unauthorized Passengers

### **Southern**

- Dishonesty
- Drinking while on Duty
- Use of Hallucinogens or Narcotics on duty
- Carrying of Drugs or Narcotics
- Recklessness Resulting in a Serious Accident
- Avoidable Runaway
- Failure to Report an Accident
- Carrying of Unauthorized Passengers
- Unprovoked Physical Violence

### **Western: JC3**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: JC28**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: JC37**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: Loc 959**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: Loc 996**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: NorCal**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **Western: Southwest**

- Proven Dishonesty
- Drinking On Duty
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Unprovoked Assault
- Selling, Transporting or Use of Illegal Narcotics
- Willful, Wanton, or Malicious Damage to Employer Property

### **623**

- Unauthorized Strike or Walkout
- Drunkenness, Drinking During Working Hours
- Under the Influence of Liquor or Drugs
- Proven Theft or Dishonesty
- Rollaway accident that is a Serious Accident
- Unreported Accident
- Unprovoked Physical Assault
- Carrying of Unauthorized Passengers

### **Central PA**

- Dishonesty
- Drunkenness or Drinking During Working Hours
- Recklessness Resulting in a Serious Accident
- Use or Possession of Illegal Drugs
- Carrying of Unauthorized Passengers
- Offense of Equal Seriousness

### **710 Chicago**

- Dishonesty
- Drinking or Use or Under Influence of Alcoholic Beverages or Narcotics
- Personal Possession or Use of Drugs while on Duty
- Carrying of Unauthorized Passengers

#### **177 NJ**

- Drinking
- Proven or Admitted Dishonesty
- Serious Physical Violence
- Severe Physical Sexual Harassment
- Repeated Lewd Comments of Severe Sexual Nature

#### **Metro Philly**

- Unauthorized Strike or Walkout
- Drunkenness, Drinking During Working Hours
- Under the Influence of Liquor or Drugs
- Proven Theft or Dishonesty
- Unprovoked Physical Assault
- Carrying of Unauthorized Passengers

#### **Western PA**

- Dishonesty
- Drinking Alcoholic Beverages During the Workday
- Addiction
- Use or Possession of Illegal Drugs or Narcotics
- Recklessness Resulting in a Serious Accident
- Carrying of Unauthorized Passengers

#### **Upstate NY**

- Dishonesty
- Being Under the Influence of Alcoholic Beverages
- Taking of or Being Under the Influence of Non Prescribed Drugs or Illegal Substances
- Possession or Selling of Non Prescribed Drugs or Illegal Substances
- Unprovoked Physical Abuse or Bodily Harm to Supervisor or other Employee
- Negligence Resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Failure to Report an Accident
- Punching Someone Else's Timecard To Steal Time

#### **705 Chicago**

- Dishonesty
- Drinking of , Or Under the Influence of Alcoholic Beverages or Narcotics during the workday
- Personal Possession or the use of Drugs, Marijuana or LSD during the workday
- Gross Negligence resulting in a Serious Accident
- Carrying of Unauthorized Passengers
- Failure to report an Accident
- A Runaway Accident
- Sexual harassment
- Fighting on the job

# 8 HOUR REQUESTS

## National Master

- Submit request by 5th calendar day preceding day requested
- Approval status provided to employee by end of following day
- Limit of 2 requests per month per employee
- 10% of drivers in center minimum must be allowed on daily basis
- Penalty if not honored = 2hr penalty pay at straight time
- Suspended during peak season

- Follows National language

## Central Region Supplement

- Submit written request 24 hrs in advance of day
- Member informed of approval status by end of day prior to day requested
- No exact limit on requests per month per employee, however "same same employee cannot keep repeatedly requesting the same work day."
- 10% minimum of drivers in center must be allowed (follows National)
- Bring the work back if dispatched over 8 hrs on day of approved request (JAC decision, not in Supplement).

## Local 804 Supplement

- In addition to National Language requests which must be submitted 5 days in advance, 804 supplement allows for a separate supplemental request submitted 24 hrs in advance.
- For 24 hr requests, at least 2 requests must be granted in each center per day
- For 24 hr requests, bring the work back if dispatched over 8hrs.

## Atlantic Area Supplement

- Follows National Language

## Local 705 Rider

- Submit request in writing 24 hrs in advance
- Limit of 2 requests per employee per month
- Minimum of 10% per center must be allowed
- Management not obligated to grant more than 1 request per day from employees in single "loop"
- 2 hr penalty pay if dispatched over 8 hrs on day of approved request
- Suspended during peak season

## Western Pennsylvania Supplement

- In addition to National language, supplement allows for one additional 8 hour request per month per employee
- Request must be made in writing 1 week in advance
- No more than 1 employee per center granted request on any given day

## Northern California Supplement

- Follows National language

## New England Supplement

- Follows National language



# HELPER PAY

## Southern Region Supplement

Pay rate: Prevailing part-time wages

### MOU

The Company shall not hire part-time driver helpers in Local Union 767 except during peak season (October-December). In addition, the Company may use part-time helpers during certain periods to accommodate service to the Convention Center, in the same manner as has previously been the practice, providing the Local Union is notified.

### art46 sec2

Prior to peak season, the opportunity to perform driver helper work during peak season will be offered to seniority part-time employees, providing that this driver helper work will not interfere with their regularly scheduled duties. This will be done by posting an interest list by the second (2nd) Monday in September for seniority employees to sign signifying their intent to be available for driver helper work for the duration of peak season. After the above

## Northern California Supplement

- Letter of Understanding (p 116)  
Rate of \$15.80/hr for seniority employees all years of agreement (2018-2022)
- Off the street helpers paid at \$11/hr

## Southwest Region Supplement

- Off the street helper pay: part-time starting rate
- Oct 15 - Dec 31, regular part-time employees performing helper work paid @ \$1.00 greater than part-time starting rate
- Jan 1 - Jan 15, regular part-time employees performing helper work paid @ \$3.00 greater than part-time starting rate

## Central Region Supplement

- Pay rate: 80% of Package Car Driver starting rate

## Atlantic Area Supplement

- Pay rate: \$13.00/hr

## New England Supplement

- Pay rate: \$10.35/hr

## Joint Council 3 Rider

- Pay rate: prevailing part-time starting rate

## Joint Council 37 Rider

- Off the street helpers: pay rate must meet state minimum
- Regular part-time employees helper pay rate Nov 15 - Dec 13 : \$13.00
- Regular part-time employees helper pay rate Jan 1 - Jan 15: current rate or \$18/hr, whichever is greater

## Joint Council 28 Rider

- Off the street helpers: \$8.75/hr
- Regular part time employees during Nov 1 -Dec 31: employee's regular part-time rate
- Regular part-time employees during Jan 1-Jan 15: current rate of pay or \$16/hr, whichever is greater

## Local 804 Supplement

- Peak season helpers paid @ \$8.00/hr
- Full-time Helpers progression:

Starting Rate	\$16/hr
12 Months	\$17/hr
24 Months	\$18/hr
36 Months	\$21/hr
48 Months	top rate

Top rate August 2021: \$39.12

**COMING SOON: FEEDER PASSES, AIR LANGUAGE, FUNERAL LEAVE**