

**JOSH ZIVALICH**  
President

**ROLY PIÑA**  
Sec.-Treasurer



# Teamsters Local Union 769

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

12365 WEST DIXIE HIGHWAY  
NORTH MIAMI, FL 33161  
Phone: (305) 642-6255  
1 800 397-6656 (Outside Dade County)  
Fax: (305) 891-5896  
teamsterslocal769.org

## 2018 Peak Season Agreement Teamsters Local 769 and UPS the Florida District

This letter will serve as record of our "peak season agreement" per provisions of all Articles of the UPSNMA and SRSA for the 2018 peak season. The Union and company representatives met on September 5, 2018.

The parties discussed the letter attached, dated August 7, 2018, that dealt with **TEMPORARY** change of operations needed in order for UPS to handle peak season volume.

The company will review with Teamster Local 769 in writing no later than November 5, 2018, the 2018 expedited plan. The company will notify the Local Union of subsequent changes.

In each building FSP, and TCD employees will work prior to the company hiring and utilizing seasonal package drivers. Seasonal package drivers will be paid the starting package driver rate in Article 41 of the UPSNMA. It is understood the company may work seasonal helpers before utilizing TCD employees except under the situations as outlined in Article 49 Section 7 of the SRSA.

The company may elect to utilize qualified 22.3 employees, then part-time air drivers to deliver ground packages after utilizing all FSP and TCD employees. These employees will be paid the TCD rate of pay for those hours the employee works as a seasonal package driver delivering ground packages. These employees have no claim to ground delivery work ahead of outside hire seasonal package drivers or inside / outside seasonal helper employees.

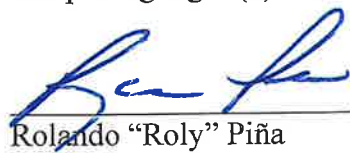
In each building after FSP, TCD, qualified 22.3 employees, and building air drivers have been given the opportunity to perform available ground delivery work, the company may utilize air drivers from 3347 Downtown air to deliver ground packages in other UPS facilities. These employees will be paid the top FSP rate for those hours the employee works as a seasonal package driver delivering ground packages. These employees will have no claim to such work ahead of outside hire seasonal package driver or outside / inside helper employees or 22.3 and center air drivers.

After having given FSP, TCD, qualified 22.3 employees, and air drivers the opportunity to perform ground delivery work in their respective center or building the company may elect to offer such ground work to current part-time employees. These qualified employees when performing such work will be paid the starting rate of a package driver as specified in Article 41 of the UPSNMA for the hours worked delivering ground packages. These employees if electing to perform such work will have no claim to such work ahead of seasonal outside hire package drivers or inside or outside hire seasonal helper employees, or air drivers from center Downtown 3347.

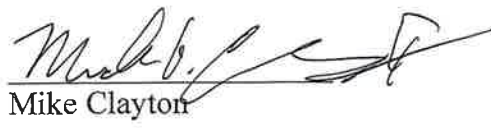
The use of inside part-time employees to work as seasonal package drivers will be determined by qualification and availability. The district labor manager and business agent will address all concerns in a timely manner.

Feeder drivers will be permitted to maximize their hours during peak season. It is agreed this understanding does not infringe upon the company right to subcontract per the provisions of Articles 26 of the UPSNMA.

Part-time air drivers / and other part-time employees electing to perform combinations of their current job and seasonal package driver delivery work will not be paid over-time until after completing eight (8) hours of work on that day.



Rolando "Roly" Piña  
Officer/Business Agent  
Teamsters Local 769



Mike Clayton  
District Labor Manager  
UPS Florida District

AUG 13 2018

UPS  
6001 East 8 Avenue  
Hialeah, FL 33013



**Change of Operations**

August 7, 2018

Rolando Piña  
Officer/Business Agent of Teamsters Local 769  
12365 West Dixie Highway  
North Miami, FL 33161

Dear Mr. Piña,

This is official notification pursuant of Article 38

This is your official notification of the following change of operations at the Ft. Lauderdale, Hollywood and Hialeah UPS facilities;

Beginning October 15, 2018 through 1/15/19 (end of day), all of 33024 delivery volume from the Hollywood facility (3302), will be diverted to the Broward Village (3317) located in the Hialeah facility yard.

Also beginning October 15, 2018 through 1/15/19 (end of day), all of 33326, 33327, 33331 and 33332 delivery volume from the Ft. Lauderdale facility (Ft. Lauderdale South 3331), will be diverted to the Broward Village (3317) located in the Hialeah facility yard.

The operation will require drivers from the Hollywood and Ft. Lauderdale South Center along with some preload employees from both facilities and seasonal employees. The seasonal employees for this operation will be trained in the Ft. Lauderdale and Hialeah facilities.

The following is a breakdown of the driver staffing needs for the Broward Village (3317).

Hollywood (3302) will move 12 FSPs to Broward Village (3317) (Hialeah Property). Tentative date is 10/15/18 through 1/15/19.

Ft Lauderdale South (3331) will move 32 FSPs to Broward Village (3317) (Hialeah Property). Tentative date is 10/15/18 through 1/15/19, total drivers 44.

Please feel to contact me if you have any questions or concerns.

Sincerely,

**Labor Relations Manager: Luis Fernandez**

A handwritten signature in cursive script that reads "Luis Fernandez".

**Local 769 President: Josh Zivalich**

**Local 769 Business Agent: Mike Cortez**

**Local 769 Business Agent: Keith Pascalis**

UPS  
6001 East 8 Avenue  
Hialeah, FL 33013



## Change of Operations

May 30, 2018

Rolando Piña  
Officer/Business Agent of Teamsters Local 769  
12365 West Dixie Highway  
North Miami, FL 33161

Dear Mr. Piña,

This is official notification pursuant of Article 38

This is your official notification of the following change of operations at the Miami, Hialeah and Homestead UPS facilities;

UPS is in the process of constructing the new Doral facility located at 13350 NW 17<sup>th</sup> street, Miami FL 33182. As of now the current live date is October 5, 2018.

The following is a breakdown of the zip codes that will be moving to the Doral facility from the Hialeah, Miami and Homestead facilities. Along with the zip codes we are also including the centers and operations that will be affected and the approximate staffing needs for the new Doral facility. **Routes from the Miami Central Center are currently scheduled to move to the Doral facility in April 2019.**

Zip Codes	Origin Bldg.	Drivers
33166-95	Miami West	25
33172-82-92	Miami West	22
33178	Hialeah Metro	21
33173	Homestead	7
33193	Homestead	4
33183	Homestead	5
<b>Total</b>		<b>84</b>

Zip Codes	Origin Bldg.	Drivers	Date
33165-74- 75-84-85- 94-99	Miami Central	19	April 2019

Feeders	Preloaders	Reloaders
12	150	55

We are currently scheduled to have a change of operations meeting on June 26, 2018, to discuss the changes with you and the Local 769 Business agents.

The Company and the Union have agreed that all FSP's who's routes will be moving to the new Doral location will be afforded the opportunity to follow their bid work. Should an effected FSP decide not to follow their bid work he/she will select available work at their current center.

If there is work moving to Doral that an FSP chooses not to follow, the company will allow other FSP's in seniority order from that center an opportunity to follow said work.

Should there still be a need for additional FSP's from the effected center the company will allow currently trained TCD's from the effected center to follow said work based on their part-time seniority date, those TCD's that elect to follow said work will be converted to FSP's upon commencement of performing FSP work at the Doral building.

The parties have also reached an agreement on incorporating slic 3347 as domiciled at the Doral facility for the purposes job opportunities between the two locations. Per article 48 the quarterly pool bids for FSP, 22.3, and 22.4 openings will simultaneously be posted at both locations.

Commencing on January 1, 2019, when a full-time opening arises at the Doral facility employees at slic 3347 (DTA) will be afforded an opportunity based on seniority the opportunity to qualify for such openings. A minimum of one (1) part-time employee per quarter for the first three quarters of each calendar year will be permitted the opportunity to qualify for full-time openings. Equally, part-time Doral employees will be given an opportunity to qualify for part-time air driver vacancies at 3347.

The above procedure will be applied on an alternating six (6) for one (1) basis as outlined in Article 49 section 2 letter B number 2.

All initial feeder positions for the Doral facility will be filled/bid from the current Miami, Hialeah and Homestead feeder operations depending on the amount of volume from all three locations.

Please feel to contact me if you have any questions or concerns.

Sincerely,

Luis Fernandez

**Labor Relations Manager: Luis Fernandez**

**Local 769 President: Josh Zivalich**

**Local 769 Business Agent: Mike Cortez**

**Local 769 Business Agent: Keith Pascalis**