

2017 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 2017 peak season. The Union and company representatives met on August 16, 2017.

The parties discussed two letters attached, one letter dated August 4, 2017, and the other dated August 11, 2017, both letters 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 October 27, 2017, the 2017 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.

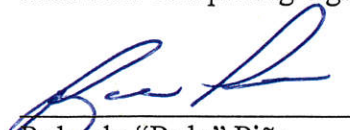
In each building after FSP, TCD, qualified 22.3 employees, and building air drivers have been given the opportunity to perform available ground delivery work, the company may utilize air drivers from 3347 Downtown air to deliver ground packages in other UPS facilities. These employees will be paid the 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.

  
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Rolando "Roly" Piña  
Officer/Business Agent  
Teamsters Local 769  
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Mike Clayton  
District Labor Manager  
UPS Florida District

8/4/2017

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Joshua Urbanski  
UPS – Florida District  
6001 East 8<sup>th</sup> Avenue  
Hialeah FL 33013



Roly Pina – Teamsters Local 769  
12365 West Dixie Hwy  
North Miami, FL 33161

### Temporary Change of Operations

Dear Mr. Pina,

This is your official notification of the following temporary change of operations for the Riviera, Deerfield and Fort Lauderdale facilities.

Beginning no earlier than October 30, 2017 through February 2<sup>nd</sup>, 2018 (end of day), the following delivery territories will be relocated:

- 1.) Zip Codes 33308 and 33334 are planned to move from the Fort Lauderdale facility to the Deerfield Beach facility. This represents approximately 12 routes which will move from the Fort Lauderdale East center to the Deerfield North Center.
- 2.) Zip Codes 33435, 33436 & 33437 are planned to move from the Riviera Beach facility to the Deerfield Beach facility. This represents approximately 14 routes which will move from the West Palm Metro Center to the Deerfield North Center.
- 3.) Zip Codes 33431, 33432, 33433, 33486 & 33487 are planned to move from the Deerfield Beach facility to the temporary facility located in the Hillsboro Technology Center. This represents approximately 41 routes which will move from the Deerfield North Center to the Hillsboro Technology Center.

The address for the temporary center is 420 Hillsboro Technology Driver, Deerfield Beach, FL 33341. It is approximately two miles from the Deerfield Beach facility. The operation will require drivers to move from Fort Lauderdale, Deerfield Beach and Riviera Beach facilities along with some preload employees and/or seasonal employees. The seasonal employees for this operation will be trained in the Deerfield Beach facility.

There is a meeting scheduled for Wednesday, August 16<sup>th</sup>, 2017 at The Hilton Hotel 400 Mandalay Avenue, Clearwater Beach, FL 33767. The time will be determined on that date.

Please contact me at your earliest convenience so that we can discuss this Temporary Change of Operations.

Sincerely,

Joshua Urbanski  
Labor Relations Manager  
UPS – Florida District

UPS  
6001 East 8 Avenue  
Hialeah, FL 33013



## Change of Operations

August 11, 2017

Teamsters Local 769

Dear Teamsters Local Union 769.

This is your official notification of the following change of operation at the Miami UPS facility;

Beginning October 16, 2017 through 1/15/18 (end of day), all 33166 (33195 subset of 33166) delivery volume from the Miami West Center (3310), will be diverted to the **Springs Village** located in the Hialeah facility yard.

The operation will require drivers from the Miami West Center along with some Miami preload employees and seasonal employees. The seasonal employees for this operation will be trained in the Hialeah facility.

Please contact me at your earliest convenience so that we can discuss this Change of Operations

Sincerely,

*Luis Fernandez*

Labor Relations Manager

CC: Local 769 Business Agent: Rolando Piña

CC: Local 769 Business Agent: Mike Cortez