

2019 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 2019 peak season. The Union and company representatives met on September 26, 2019 at the Hialeah Hub.

The parties discussed the letters attached, dated September 15, 2019 and September 20, 2019, 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 4, 2019, the 2019 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

UPS
6001 East 8 Avenue
Hialeah, FL 33013



Peak 2019 Temporary Change of Operations – Miami Village

September 20, 2019

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 Peak 2019 temporary change of operations at the Miami and Hialeah UPS facilities;

The following is a breakdown of the zip codes that will be temporarily moving to the Miami facility from the Hialeah Metro. The scheduled date of implementation is 11/5/19 and completion date is 1/10/20 (tentative). As in previous Peak temporary change of Op's the affected drivers will be afforded the opportunity to follow their work.

Zip Codes	Origin Bldg.	Drivers
33125	Hialeah Metro	8
33128	Hialeah Metro	1
33132	Hialeah Metro	9
33136	Hialeah Metro	4
Total		22

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

UPS
6001 East 8 Avenue
Hialeah, FL 33013



Peak 2019 Temporary Change of Operations – Deerfield HTC

September 15, 2019

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 Peak 2019 temporary change of operations at the West Palm and Deerfield UPS facilities;

The following is a breakdown of the zip codes that will be temporally moving to the HTC facility from the West Palm and Deerfield buildings. The tentative scheduled date of implementation is 11/5/19 for the West Palm zip codes and 11/12/19 for the Deerfield Zip codes and completion date is 1/10/20 (tentative). As in previous Peak temporary change of Ops the affected drivers will be afforded the opportunity to follow their work.

Zip Codes	Origin Bldg.	Drivers
33431	Deerfield North	18
33432	Deerfield North	11
33435	West Palm Metro	7
33436	West Palm Metro	10
33437	West Palm Metro	8
33473	West Palm Metro	4
Total		58

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

Sincerely,

Roy French

Labor Relations Manager: Roy French

Local 769 President: Josh Zivalich

Local 769 Business Agent: Mike Cortez

Local 769 Business Agent: Keith Pascalis