

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

2020 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 for the 2020 peak season. The Union and Company representatives met on September 16, 2020, at Teamsters Local Union 769 main office located at 12365 W Dixie Highway North Miami, Florida 33161.

The parties discussed the two letters (Homestead to Miami Village and the Deerfield HTC) dated September 11, 2020, dealing with **TEMPORARY** change of operations in order for UPS to handle peak season volume.

The company will review with Teamster Local Union 769 in writing no later than October 26, 2020, the 2020 expedited plan. The company will notify the Local Union of subsequent changes.

In each building RPCD, 22.4 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 RPCD, 22.4 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 RPCD, 22.4, 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 RPCD 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 RPCD, 22.4, 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 an RPCD 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 hire seasonal helper employee or air drivers from center 3347 Downtown air.

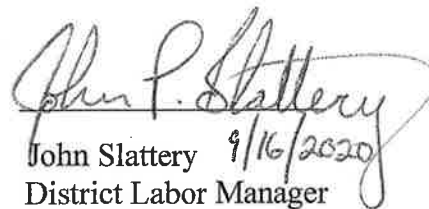
The use of inside part-time employees to work as seasonal package drivers will be determined by qualification and availability. The District Labor manager and business agent will address concerns in a timely manner.

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 Article 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.



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



John Slattery 9/16/2020
District Labor Manager
UPS Florida District

UPS
6001 East 8 Avenue
Hialeah, FL 33013



Peak 2020 Temporary Change of Operations –Homestead (33156) - Miami Village

September 11, 2020

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 2020 temporary change of operations at the Miami and Homestead UPS facilities;

The following is the zip code that will be temporarily moved to the Miami facility from the Homestead Facility. The scheduled date of implementation is 11/03/20 and completion date is 1/15/20 (tentative). As in previous Peak temporary change of Op's the affected Drivers and Mall Helpers will be afforded the opportunity to follow their work.

Zip Codes	Origin Bldg.	Drivers
33156	Homestead	13
FT - Mall Helper	Homestead	1
FT- 22.3 Air/Mall Helper	Homestead	1

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

Sincerely,

Luis Fernandez

Labor Relations Manager: Luis Fernandez

UPS
6001 East 8 Avenue
Hialeah, FL 33013



Peak 2020 Temporary Change of Operations – Deerfield HTC

September 11, 2020

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 2020 temporary change of operations at the West Palm and Deerfield UPS facilities;

The following is a breakdown of the zip codes that will be temporarily moving to the HTC facility from the West Palm and Deerfield buildings. The tentative scheduled date of implementation is 11/14/20 for the West Palm zip codes and 11/7/20 for the Deerfield Zip codes and completion date is 1/15/20 (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	14
33432	Deerfield North	8
33435	West Palm Metro	13
33436	West Palm Metro	14
33437	West Palm Metro	5
33473	West Palm Metro	3
Total		57

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