



## SUMMARY OF THE Teamsters Local 243 and Metro Detroit Tentative Agreement

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- Increases in steward's ability to sign up new members.
- Language to ensure members transfer in a timely manner from one (1) building to another building.
- Improvements in language for Coverage Drivers.
- Additional buildings for Part-Time Airport and International Building members to bid full-time driving jobs.
- Protection for the Howell Building Mechanics.

# TEAMSTERS LOCAL 243 AND METRO DETROIT TENTATIVE AGREEMENT

For the Period:  
August 1, ~~2013~~ 2018 through July 31, ~~2018~~ 2023

*covering:*

The parties reserve the right to correct inadvertent errors and omissions. Where no reference is made to a specific Article or Section thereof, such Article and Section are to continue as in the current Agreement, as applied and interpreted during the life of such Agreement. Additions and new language are **bold and underlined**. Language from the prior Agreement that is being deleted is ~~struck through~~.

## NATIONAL MASTER AGREEMENT

### ARTICLE 1

#### SCHEDULE OF WAGES

<u>CLASSIFICATION</u>	<del>8-1-13</del>	<del>8-1-14</del>	<del>8-1-15</del>	<del>8-1-16</del>	<del>2-1-17</del>	<del>8-1-17</del>	<del>2-1-18</del>
Pickup & Delivery Drivers	<del>\$33.17</del>	<del>\$33.87</del>	<del>\$34.57</del>	<del>\$34.97</del>	<del>\$35.37</del>	<del>\$35.87</del>	<del>\$36.37</del>
Tractor-Trailer Drivers	<del>\$33.17</del>	<del>\$33.87</del>	<del>\$34.57</del>	<del>\$34.97</del>	<del>\$35.37</del>	<del>\$35.87</del>	<del>\$36.37</del>
Tractor-Trailer Dr-Double Bottoms	<del>\$33.62</del>	<del>\$34.32</del>	<del>\$35.02</del>	<del>\$35.42</del>	<del>\$35.82</del>	<del>\$36.32</del>	<del>\$36.82</del>
Tractor-Tr Dr-Db Btm 40s & Trains	<del>\$33.97</del>	<del>\$34.67</del>	<del>\$35.37</del>	<del>\$35.77</del>	<del>\$36.17</del>	<del>\$36.67</del>	<del>\$37.17</del>
Full-Time Sorters	<del>\$33.17</del>	<del>\$33.87</del>	<del>\$34.57</del>	<del>\$34.97</del>	<del>\$35.37</del>	<del>\$35.87</del>	<del>\$36.37</del>
Full-Time Preloaders	<del>\$33.17</del>	<del>\$33.87</del>	<del>\$34.57</del>	<del>\$34.97</del>	<del>\$35.37</del>	<del>\$35.87</del>	<del>\$36.37</del>
All other Full-time Inside Employees, Loaders, Unloaders, Clerks, except Article 22.3 combination employees	<del>\$31.38</del>	<del>\$32.08</del>	<del>\$32.78</del>	<del>\$33.18</del>	<del>\$33.58</del>	<del>\$34.08</del>	<del>\$34.58</del>
DIC Clerks	<del>\$31.38</del>	<del>\$32.08</del>	<del>\$32.78</del>	<del>\$33.18</del>	<del>\$33.58</del>	<del>\$34.08</del>	<del>\$34.58</del>
Full-Time General Office Clerks	<del>\$30.98</del>	<del>\$31.68</del>	<del>\$32.38</del>	<del>\$32.78</del>	<del>\$33.18</del>	<del>\$33.68</del>	<del>\$34.18</del>
<u>CLASSIFICATION</u>	<u>8-1-18</u>	<u>8-1-19</u>	<u>8-1-20</u>	<u>8-1-21</u>	<u>8-1-22</u>		
Pickup & Delivery Drivers	<u>\$37.07</u>	<u>\$37.82</u>	<u>\$38.62</u>	<u>\$39.52</u>	<u>\$40.52</u>		
Tractor-Trailer Drivers	<u>\$37.07</u>	<u>\$37.82</u>	<u>\$38.62</u>	<u>\$39.52</u>	<u>\$40.52</u>		
Tractor-Trailer Dr-Double Bottoms	<u>\$37.52</u>	<u>\$38.27</u>	<u>\$39.07</u>	<u>\$39.97</u>	<u>\$40.97</u>		
Tractor-Tr Dr-Db Btm 40s & Trains	<u>\$37.87</u>	<u>\$38.62</u>	<u>\$39.42</u>	<u>\$40.32</u>	<u>\$41.32</u>		
Full-Time Sorters	<u>\$37.07</u>	<u>\$37.82</u>	<u>\$38.62</u>	<u>\$39.52</u>	<u>\$40.52</u>		
Full-Time Preloaders	<u>\$37.07</u>	<u>\$37.82</u>	<u>\$38.62</u>	<u>\$39.52</u>	<u>\$40.52</u>		
All other Full-time Inside Employees, Loaders, Unloaders, Clerks, except Article 22.3 combination employees	<u>\$35.28</u>	<u>\$36.03</u>	<u>\$36.83</u>	<u>\$37.73</u>	<u>\$38.73</u>		
DIC Clerks	<u>\$35.28</u>	<u>\$36.03</u>	<u>\$36.83</u>	<u>\$37.73</u>	<u>\$38.73</u>		
Full-Time General Office Clerks	<u>\$34.88</u>	<u>\$35.63</u>	<u>\$36.43</u>	<u>\$37.33</u>	<u>\$38.33</u>		
<u>22.4 Combination Drivers</u>	<u>\$31.34</u>	<u>\$32.09</u>	<u>\$32.89</u>	<u>\$33.79</u>	<u>\$34.79</u>		
<u>*Full-Time Porters, Car Wash</u>	<u>\$35.30</u>	<u>\$36.05</u>	<u>\$36.85</u>	<u>\$37.75</u>	<u>\$38.75</u>		
<u>*Journeyman Mechanic</u>	<u>\$37.40</u>	<u>\$38.15</u>	<u>\$38.95</u>	<u>\$39.85</u>	<u>\$40.85</u>		

\*These classifications only apply to the Howell Building.

NOTE: Cost of Living see Article 33, National Master Agreement.

NOTE: Part-time rates are listed under Article 22, Section 5 of the National Master Agreement.

**NATIONAL MASTER  
ARTICLE 2  
UNION SHOP AND DUES**

**SECTION 3.**

**The Company reaffirms that they will comply with Article 3 of the National Master Agreement. In the event that an orientation meeting was held at a time the Steward was unable to attend, the Steward will be granted the opportunity to meet with each new employee. This meeting will be held at the Steward's normal place of work.**

**CENTRAL REGION SUPPLEMENT**

**ARTICLE 3 – SENIORITY  
FULL TIME EMPLOYEES**

**SECTION 1. JOB TRANSFER**

After full time employees obtain a minimum of six (6) months center seniority, the Employer will acknowledge, by seniority, employees' requests for voluntary transfers from the center in which they are employed to fill a new or vacant job in another center. This procedure will be utilized in conjunction with the job selection procedure outlined in Article 3, Section 8 and 10 of the Central Region Supplement.

- 1st Opening – Transfer
- 2nd Opening – Part Time
- 3rd Opening – Part Time
- 4th Opening – Part Time
- 5th Opening – Part Time
- 6th Opening – Part Time
- 7th Opening – Part Time
- 8th Opening – Outside Hire

When such requests for voluntary transfers are granted, the employee shall go to the bottom of the seniority list for a period of one (1) year and shall have the right of job opportunity only in accordance with his seniority at such center. However, he/she shall exercise his/her Company seniority for layoff purposes and all other contract benefits. After one (1) year, his/her seniority date shall be dove-tailed.

Transfer requests must be submitted in writing. If an employee's request for transfer to an unfamiliar job is granted, he/she shall have thirty (30) working days to qualify for the job. No transfer will become effective ~~during November and December~~ **from November 15th up to and including January 15th.** After an employee's request has been honored, the employee will not be eligible to transfer for a period of one (1) year.

**All transfers will be completed within ten (10) working days from the date the employee has been notified by HR/Center that his/her transfer was approved.**

**SECTION 3. JOB OPENINGS**

Newly created and/or vacancies in 22.2 and 22.3 jobs will be open to classification first per ~~Article 38~~ **Article 3 – Section 8** using only full-time seniority. If not filled, the job will be open to all full-time and part-time employees within the building and awarded using a combination of full-time seniority and 50% of part-time seniority date, (i.e. employee has eleven (11) years seniority, the part time employee would receive five and one half (5½) years of seniority).

**FEEDERS**

**SECTION 1. TRANSFERS**

Feeder employees who are interested in transferring to another Building in Local 243's jurisdiction shall notify the Employer in writing.

To qualify for transfer, an employee must have one (1) year seniority.

When a new or vacant job opening occurs at a Building, pre-qualified employees on the Feeder Seniority List shall have the chance to fill the position first.

If the position is still open, the Employer shall then honor all transfer requests in seniority order prior to hiring from the outside. When such request for transfers are granted the employee shall go to the bottom of the seniority list for a period of one (1) year. However, the employee shall exercise their Employer seniority for the purposes of layoff and all other benefits. After one (1) year, the employee's seniority date shall dovetail.

This procedure shall not apply ~~to the months of October, November and December~~ **from October 15th up to and including January 15th** for seasonal openings.

**Before hiring from the outside to fill permanent tractor trailer openings, the Company will allow any Part-Time employee with two (2) years or more seniority, who holds a CDL-A license and meets the same criteria as those from the outside, upon written request, to attend the tractor trailer school, in accordance with the CRT language.**

**PACKAGE CAR DRIVERS**

**SECTION 1. BID COVERAGE DRIVERS**

Bid coverage ~~routes~~ **jobs** will be created by center on the following basis:

<u>Number of employees</u>	<u>Number of bid coverage jobs</u>
1-14	1
15-20	2
21-30	3
31-40	4
41-50*	5

\*The table shall continue where the employees exceed 50.

**Whenever the bid coverage jobs created from the above table at any level that is less than those provided in Article 3, Section 18 of the Central Region provisions, bid coverage jobs will be increased at that level based on the percentages contained within the Central Region language.**

If there is no coverage job available during a given week, the employees will be assigned. If the job selected is open more than one (1) day, the coverage employee selecting the area will remain on it for the duration of the vacancy.

**Any Coverage Drivers assigned may, by seniority, select a job that opens up during the week which is known to be open more than one (1) day, and will remain on it for the duration of the vacancy.**

The Employer reserves the right during the first two (2) years of the employee's bidding a coverage job, to assign that employee whenever additional training is necessary; provided however, such training does not exceed five (5) days on any route.

**SECTION 2. PACKAGE CAR DRIVERS**

The driver who has been displaced because of training or temporary bump shall be placed on the ~~bottom of the~~ coverage driver list **and will select work by seniority in accordance with Section 1 above,** until he or she returns to his/her bid job.

**PART TIME EMPLOYEES**

**SECTION 1. TRANSFERS**

All part time employees who have obtained one (1) year seniority with the Employer shall have the right to transfer to another building by seniority within the Local Union jurisdiction when an opening occurs, provided they are qualified to perform the work. Such request shall be in writing to the Company.

When such request for transfer is granted, the part time employee shall go to the bottom of the seniority list for a period of one (1) year. However, the employee shall exercise his/her company seniority for purposes of lay off and all other benefits. After one (1) year, the employee's seniority date shall dovetail.

A part time employee shall only be allowed to transfer once in an eighteen (18) month period.

This procedure shall not apply ~~to the months of October, November and December~~ **from October 15th up to and including January 15th.**

**SECTION 2. AIRPORT EMPLOYEES**

(A) For the purpose of upgrading to a full time driving position:

Part time employees at the Airport shall be allowed to use their part time seniority in bidding vacant permanent full time driving positions at the Taylor **and Ypsilanti buildings.**

Part time employees at the International Building shall be allowed to use their part time seniority in bidding vacant permanent full time driving positions at the Woodbridge **and Cicotte buildings.**

The above shall be done in accordance with the ~~2013-2018~~ **2018-2023** National Master United Parcel Service Agreement and the Central Region of Teamsters United Parcel Service Supplemental Agreement, Article 3, Section 10 and shall run concurrent with above agreement.

**ARTICLE 6**

**MISCELLANEOUS**

**SECTION 6.**

**Part-time air shuttles that become available (i.e. extra shuttle, vacations, etc.) will be offered to Part-Time Air Drivers with airport badges by seniority.**

**SECTION 7.**

**The Company will provide the Local Union an electronic copy of all completed bid sheets for all full-time 22.2 jobs, full-time 22.3 jobs, full-time 22.4 jobs and full-time package car jobs filled by part-time employees.**

**ARTICLE 11**

**MECHANICS (HOWELL BUILDING ONLY)**

**Journeyman mechanics will receive a twenty-five cent (\$0.25) hourly increase effective January 7, 1980 for the replacement of their personal tools. Mechanics will not be permitted to bid into delivery driving, feeder driving, or tractor trailer driving work. Mechanics will only be used for work outside of their classification of work after all other sources have been exhausted. \*(Includes \$0.25 effective 01-07-80).**

WITNESS WHEREOF, the parties hereto set their hands and seals this ~~25th day of April, 2014~~ 12th day of July, 2018.

**EMPLOYER**  
**UNITED PARCEL SERVICE**

**UNION**  
**TEAMSTERS LOCAL UNION NO. 243**  
**AFFILIATED WITH THE INTERNATIONAL**  
**BROTHERHOOD OF TEAMSTERS**

BY: \_\_\_\_\_  
**MURRAY BOURQUE**  
**MATT LOUGHLIN**

BY: \_\_\_\_\_ (PRESIDENT)  
**JIM CIANCIOLO**

BY: \_\_\_\_\_  
**MIKE O'CONNOR**  
**MARTY URQUHART**

BY: \_\_\_\_\_ (SEC/TREAS.)  
**GREGORY LOWRAN**

BY: \_\_\_\_\_  
**RANDY KOWALSKI**  
**KEN WILSON**

BY: \_\_\_\_\_ (VICE PRESIDENT)  
**MIKE PARKER**  
**RICK OLIVER**

BY: \_\_\_\_\_  
**TIM KRYGIER**

BY: \_\_\_\_\_ (REC/SEC)  
**NEIL PETTIT**

BY: \_\_\_\_\_ (BUSINESS AGENT)  
**SCOTT QUENNEVILLE**

**UNIFORM RULES AND REGULATIONS**  
**GOVERNING THE ACTIONS OF UNITED PARCEL SERVICE EMPLOYEES**  
**AND MEMBERS OF TEAMSTERS LOCAL 243**  
**AS REVISED EFFECTIVE AUGUST 1, ~~2002~~ 2018**