

TEAMSTERS LOCAL 804

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~~.

ARTICLE 6

Add new section

Section 13 – Package Car Operator Training

Part time employees who are interested in participating in the Company sponsored package car operator training school shall so notify the Company in writing. Such employees, in seniority order, will be permitted to attend, on their own time, the Company training program which may be established from time to time as determined by the Company. Employees will be allowed to use vacation, sick days, optional paid holidays or request no pay to attend the package car operator training school. The Company agrees to furnish the necessary equipment and instructors. Candidates must meet all Company pre-requisites in order to be eligible for the training. The package car operator training program is not intended to replace any additional current or future Package car driver training programs established by the Company. The sole purpose of the program is to provide an opportunity for trainees to familiarize themselves with the operation of a UPS package car in preparation for a UPS package car road test.

ARTICLE 11

Section 5 -Vacation Lists and Picks

A tentative vacation list shall be posted by ~~October~~ **September** 1 for vacations for the following calendar year. Vacation picks selections shall begin no later than September 15 will start on ~~November 1~~ and be completed and posted by December 1. Vacations shall be selected **in seniority order** for both the summer and winter vacation periods at the same time. During any vacation period the Company shall allow no less than ten percent (10%) of the eligible seniority employees off during each week. In the package driver classification the Company shall allow no less than fifteen percent (15%) of the eligible seniority

employees off each week between Memorial Day and Labor Day.

~~Section 6 – Tentative Vacation List~~

~~The Company agrees to post a tentative list of available vacation weeks prior to the posting of the actual vacation schedules. In case more employees shall apply for a vacation than the number allotted by the Company to be off during such period, the choice for vacation during such period shall be based on seniority provided such assignment does not interfere with or hamper operations.~~

~~Any claimed abuses of “interfere with or hamper operations” shall be referred to the Company by the union.~~

ARTICLE 18

GRIEVANCE AND ARBITRATION PROCEDURE

Section 4 – No Strikes or Lockouts

(b) In the event of an alleged violation of this Section 5, either the Company or the Union shall have the right to waive the normal adjustment and arbitration provisions referred to in Article 18, Section 3 ~~2~~, and submit, for immediate arbitration, the alleged violation of this section pursuant to the provisions of Section 3 ~~2~~. Such dispute shall be submitted to arbitration within twenty-four (24) hours after receipt of notice by the American Arbitration Association and an award issued not later than twelve (12) hours after the conclusion of the hearing.

ARTICLE 19

Section 6

Should a shop steward or alternate shop steward be discharged or removed from the job, a meeting between the company’s labor manager and a business agent, or their designee, will be scheduled within 24 hours.