

# MISLEADING VACATION COVER DRIVER FACT LIST HANDED OUT BY OUR RANK AND FILE TO CONVINC YOU TO VOTE THIS CONTRACT IN....

## Stronger Contract Language on Vacation Coverage Drivers (VCDs)

**Stronger, clearer contract language bans “part-time drivers” and protects full-time Package Driver jobs, including overtime, job creation, seniority and more. The revised Supplement also spells out penalties to make UPS pay for violations.**

### More Vacation and a Guaranteed Route to Full-Time Jobs

The purpose of Vacation Coverage Drivers is to provide a pathway to full-time Package Driver jobs for Local 804 members, instead of nonunion drivers from the outside. Clear language protects full-time Package Driver jobs and the rights of Package Drivers and allows more drivers to bid vacation when they want it.

### Protecting Full-Time Package Driver Jobs

The contract prohibits UPS from using Vacation Coverage Drivers to prevent the creation of seniority Package Driver jobs. Vacation Coverage Drivers can only be used during two limited periods in the year and only for temporary replacement coverage. VCDs cannot be used to supplement the regular workforce.

### No Part-Time Drivers

The contract clearly states: “There shall be no part-time package drivers in Local 804’s jurisdiction.” VCDs get an 8-hour guarantee and time-and-a-half after eight hours.

### VCDs Cannot Be Used to Reduce Your Overtime

VCDs cannot be used deny package drivers’ overtime. “Only package drivers on a list to relieve excessive overtime (like the 9.5 list or on an 8-hour request), may have their overtime reduced through the use of VCDs.”

### Caps and Penalties

The number of Vacation Coverage Drivers used each week cannot exceed the number of seniority employees on vacation in the building. Escalating violations include that the VCD be paid top Package Driver rate for all VCD hours worked that week. On the third violation in a center, UPS has to create and fill a new Package Driver job.



Continues on Other Side  
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It's your contract. Get the facts before you vote. Ballots go out Sept. 18.

### Layoff Protections

No seniority Package Driver will be laid off while Vacation Coverage Drivers are in use in his or her building.

### Enforcement Provisions

Management is required to turn over company records so members can monitor use of VCDs and make UPS pay in case of violations through the new, expedited grievance procedure.

### Seniority Protections

No Package Driver will be sent out of his/her Center when Vacation Coverage Drivers are being used in that center. Open drivers have route preference over VCDs.

### More Package Driver Jobs

UPS must create a minimum of 50 Package Driver jobs and fill them by promoting VCDs and others from the full-time driving list. This is the first time ever that our Supplement requires UPS to create a defined number of Package Driver jobs. We expect the number of Package Drivers jobs filled by our members to exceed this minimum.

### Strict Time Limits & Penalties

VCDs can only be used from Memorial Day to Labor Day and from Oct. 15 to Jan 15. If UPS uses a VCD one time outside these periods, they have to create a new Package Driver position and bid it within two weeks.

### Qualifying Rights – No Second Free Period

Memorial Day to Labor Day and Oct. 15 to Jan. 15 are qualifying periods. The summer is not a second free period. A member who works 50 days in a qualifying period is placed on a qualified list and he or she will not have to complete another Package Driver probationary period. Members get credit toward their full-time wage progression for every month they work a minimum of 15 days as a Vacation Coverage Driver.

### Pay Rate and Pension Contributions

VCD's will get the same pay rate and pension contribution as any part-time employee who is in the process of qualifying in Package: \$21/hour and their regular part-time benefits. When they bid a seniority Package Driver position, qualifying time worked as a VCD will count as credit toward their full-time wage progression.

**All of the rules governing Vacation Coverage Drivers are spelled out in the new Section 10 of the Local 804 Supplement. Read the entire agreement online at [www.TeamstersLocal804.org](http://www.TeamstersLocal804.org)**

## HERE ARE THE REAL FACTS.....

### More Vacation and a Guaranteed Route to Full-Time Jobs

**“The purpose of Vacation Coverage Drivers is to provide a pathway to full-time Package Driver jobs for Local 804 members, instead of nonunion drivers from the outside.”** So you’re telling us, the membership, that we’ve been doing it all wrong and we should have done it this way before? What pathway? A VCD will work 49 days between Memorial Day to Labor Day and Oct. 15 to Jan. 15 and then get sent back, just like they already do with part timers they use as helpers. That’s almost half the year. The language does exist to protect our current jobs, but doesn’t exist to create new jobs.

### Protecting Full-Time Package Driver Jobs

**“The contract prohibits UPS from using Vacation Coverage Drivers to prevent the creation of seniority Package Driver jobs.”** What kind of contradiction is that? Of course it’s going to prevent the creation of seniority Package Driver jobs! Now, the only way a full time Package Driver job will be created is when UPS creates a new route (which now-a-days is never) . If you have VCDs to cover full time vacations, you will no longer need full time cover drivers in this local! EVER!

## No Part-Time Drivers

**"VCDs get an 8-hour guarantee and time-and-a-half after eight hours."** When they work (selected times of the year), I'm sure they will.

## VCDs Cannot Be Used to Reduce Your Overtime

**"Only package drivers on a list to relieve excessive overtime [like the 9.5 list or on an 8-hour request], may have their overtime reduced through the use of VCDs."** Good, so let's solve the overtime problem with part timers, instead of creating more full time driving jobs and forcing UPS to run more loads every day.

## Caps and Penalties

**"Escalating violations include that the VCD be paid top Package Driver rate for all VCD hours worked that week. On the third violation in a center, UPS has to create and fill a new Package Driver job."** Great, so when UPS screws up every once in a while and neglects to keep track of this, they'll just be required to create a job and pay the driver like they would of under our old contract! Not a bad deal considering they don't often screw up! Too bad they have to do it **3** times! Oh, and we'll have to take it to the proposed panel too.

## Layoff Protections

**"No seniority Package Driver will be laid off while Vacation Coverage Drivers are in use in his or her building."** So what, VCDs are only allowed to work when it's busy anyway.

## Enforcement Provision

**"Management is required to turn over company records so members can monitor use of VCDs and make UPS pay in case of violations through the new, expedited grievance procedure."** Let's take UPS's word for it. When they violate the language, they'll hold off on any penalties for as long as they can, and let it go to the proposed panel.

## Seniority Protections

**"Open drivers have route preference over VCDs."** Until UPS says, "needs of the company."

## More Package Driver Jobs

**"UPS must create a minimum of 50 Package Driver jobs and fill them by promoting VCDs and others from the full-time driving list"** UPS will have to do this anyway due to retirement rate and volume. Look how many driving jobs they created this year, especially after the disaster last peak. They're not scrambling to open a new building for nothing.

### Strict Time Limits & Penalties

**“VCDs can only be used from Memorial Day to Labor Day and from Oct. 15 to Jan 15.”** You know what UPS will say, “needs of the company, go file.” This board has demonstrated they do not have the ability of enforcing language we currently have, what makes anyone think they’ll be able to tackle something as big as this?

### Qualifying Rights - No Second Free Period

**“A member who works 50 days in a qualifying period is placed on a qualified list and he or she will not have to complete another Package Driver probationary period.”** Seriously? So now instead of 40 days to make seniority (book) it’s 50! ARE YOU KIDDING ME! What about the part-timers who do not become VCDs and want to become full time package drivers, are they at some kind of advantage because they can make their seniority in 40 days or are they at a disadvantage because they didn’t have an opportunity to go on to the “qualified list?”

### Pay Rate and Pension Contributions

**“VCD's will get the same pay rate and pension contribution as any part-time employee who is in the process of qualifying in Package: \$21/hour and their regular part-time benefits”**

- **Bad news for the full timers:** All this will lead to is less part timers contributing to our full time funds.

- **Bad news for the part timers:** Since it will take you a lot longer to become full time, it’s going to be quite a while before you start contributing pension credits towards your own retirement.

