

3/23/12

TEAMSTERS UNITED PARCEL SERVICE  
NATIONAL GRIEVANCE COMMITTEE

MINUTES

March 5 - 9, 2012  
3:00 P.M.

THE WESTIN  
321 N. FORT LAUDERDALE BEACH BOULEVARD  
FORT LAUDERDALE, FL 3330

The meeting was called to order by Chair Hall

**The following cases were SETTLED AND/OR WITHDRAWN:**

N-09-155: Local 693 v. UPS, Binghamton, NY  
N-09-213: Local 317 v. UPS, Syracuse, NY  
N-09-229: Local 991 v. UPS, Mobile, AL  
N-10-12: Local 693 v. UPS, Binghamton, NY  
N-10-197: Local 177 v. UPS, Hillside, NJ  
N-10-276: Local 693 v. UPS, Binghamton, NY  
N-10-278: Local 294 v. UPS, Albany, NY  
N-10-285: Local 294 v. UPS, Albany, NY  
N-10-286: Local 294 v. UPS, Albany, NY  
N-10-287: Local 294 v. UPS, Albany, NY

N-10-288: Local 294 v. UPS, Albany, NY  
N-10-289: Local 294 v. UPS, Albany, NY  
N-11-51: Local 177 v. UPS, Hillside, NJ  
N-11-85: Local 804 v. UPS, Long Island City, NY  
N-11-91: Local 901 v. UPS, San Juan, PR  
N-11-96: Local 177 v. UPS, Hillside, NJ  
N-11-112: Local 177 v. UPS, Hillside, NJ  
N-11-113: Local 177 v. UPS, Hillside, NJ  
N-11-121: Local 79 v. UPS, Tampa, FL  
N-11-149: Local 177 v. UPS, Hillside, NJ  
N-11-156: Local 177 v. UPS, Hillside, NJ  
N-11-227: Local 177 v. UPS, Hillside, NJ  
N-11-228: Local 177 v. UPS, Hillside, NJ  
N-11-229: Local 294 v. UPS, Albany, NY  
N-11-230: Local 449 v. UPS, Buffalo, NY  
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N-11-255: Local 317 v. UPS, Syracuse, NY  
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N-11-259: Local 177 v. UPS, Hillside, NJ  
N-11-260: Local 177 v. UPS, Hillside, NJ  
N-11-261: Local 804 v. UPS, Long Island City, NY  
N-11-273: UPS v. Local 671, Bloomfield, CT

N-11-284: Local 804 v. UPS, Long Island City, NY  
N-11-286: Local 249 v. UPS, Pittsburgh, PA  
N-11-313: Local 177 v. UPS, Hillside, NJ  
N-11-314: Local 177 v. UPS, Hillside, NJ  
N-11-352: Local 118 v. UPS, Rochester, NY  
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N-12-62: Local 177 v. UPS, Hillside, NJ  
N-12-63: Local 30 v. UPS, Jeannette, PA  
N-12-64: Local 509 v. UPS, Taylors, SC  
N-12-65: Local 177 v. UPS, Hillside, NJ  
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N-12-386: Local 177 v. UPS, Hillside, NJ  
N-12-387: Local 177 v. UPS, Hillside, NJ  
N-12-388: Local 177 v. UPS, Hillside, NJ  
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N-12-401: Local 177 v. UPS, Hillside, NJ  
N-12-402: Local 177 v. UPS, Hillside, NJ  
N-12-403: Local 177 v. UPS, Hillside, NJ  
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N-12-424: Local 177 v. UPS, Hillside, NJ  
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N-12-431: Local 177 v. UPS, Hillside, NJ  
N-12-432: Local 177 v. UPS, Hillside, NJ  
N-12-433: Local 177 v. UPS, Hillside, NJ  
N-12-439: Local 804 v. UPS, Long Island City, NY  
N-12-440: Local 804 v. UPS, Long Island City, NY  
N-12-441: Local 804 v. UPS, Long Island City, NY  
N-12-460: Local 177 v. UPS, Hillside, NJ  
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N-12-505: Local 177 v. UPS, Hillside, NJ  
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N-12-517: Local 177 v. UPS, Hillside, NJ  
N-12-518: Local 177 v. UPS, Hillside, NJ  
N-12-519: Local 177 v. UPS, Hillside, NJ  
N-12-545: Local 177 v. UPS, Hillside, NJ  
N-12-546: Local 177 v. UPS, Hillside, NJ  
N-12-547: Local 804 v. UPS, Long Island City, NY  
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N-12-582: Local 804 v. UPS, Long Island City, NY  
N-12-583: Local 804 v. UPS, Long Island City, NY  
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N-12-619: Local 804 v. UPS, Long Island City, NY  
N-12-620: Local 804 v. UPS, Long Island City, NY  
N-12-621: Local 804 v. UPS, Long Island City, NY  
N-12-622: Local 804 v. UPS, Long Island City, NY  
N-12-623: Local 177 v. UPS, Hillside, NJ  
N-12-624: Local 177 v. UPS, Hillside, NJ  
N-12-636: Local 804 v. UPS, Long Island City, NY  
N-12-637: Local 804 v. UPS, Long Island City, NY  
N-12-638: Local 804 v. UPS, Long Island City, NY  
N-12-639: Local 804 v. UPS, Long Island City, NY  
N-12-667: Local 177 v. UPS, Hillside, NJ  
N-12-670: Local 822 v. UPS, Norfolk, VA  
N-12-676: Local 29 v. UPS, Waynesboro, VA  
N-12-685: Local 480 v. UPS, Nashville, TN  
N-12-687: Local 385 v. UPS, Orlando, FL  
N-12-704: Local 804 v. UPS, Long Island City, NY  
N-12-705: Local 804 v. UPS, Long Island City, NY  
N-12-706: Local 804 v. UPS, Long Island City, NY  
N-12-720: Local 294 v. UPS, Albany, NY  
N-12-721: Local 294 v. UPS, Albany, NY  
N-12-722: Local 294 v. UPS, Albany, NY  
N-12-723: Local 804 v. UPS, Long Island City, NY

N-12-724: Local 804 v. UPS, Long Island City, NY  
N-12-725: Local 804 v. UPS, Long Island City, NY  
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N-12-730: Local 804 v. UPS, Long Island City, NY  
N-12-731: Local 804 v. UPS, Long Island City, NY  
N-12-732: Local 804 v. UPS, Long Island City, NY  
N-12-733: Local 804 v. UPS, Long Island City, NY  
N-12-734: Local 804 v. UPS, Long Island City, NY  
N-12-739: Local 804 v. UPS, Long Island City, NY  
N-12-741: Local 657 v. UPS, San Antonio, TX

**The following cases were WITHDRAWN WITH RIGHTS:**

N-09-322: Local 118 v. UPS, Rochester, NY  
N-10-177: Local 177 v. UPS, Hillside, NJ  
N-10-192: Local 177 v. UPS, Hillside, NJ  
N-10-220: Local 177 v. UPS, Hillside, NJ  
N-11-78: Local 177 v. UPS, Hillside, NJ  
N-11-84: Local 804 v. UPS, Long Island City, NY  
N-11-114: Local 177 v. UPS, Hillside, NJ  
N-11-186: Local 804 v. UPS, Long Island City, NY  
N-11-311: Local 177 v. UPS, Hillside, NJ  
N-12-542: Local 177 v. UPS, Hillside, NJ  
N-12-543: Local 177 v. UPS, Hillside, NJ  
N-12-544: Local 177 v. UPS, Hillside, NJ  
N-12-575: Local 804 v. UPS, Long Island City, NY  
N-12-683: Local 804 v. UPS, Long Island City, NY  
N-12-689: Local 804 v. UPS, Long Island City, NY  
N-12-696: Local 177 v. UPS, Hillside, NJ

**The following cases were POSTPONED:**

N-09-57: Local 70 v. UPS, Oakland, CA  
N-09-182: Local 177 v. UPS, Hillside, NJ  
N-09-323: Local 901 v. UPS, San Juan, PR  
N-10-136: Local 70 v. UPS, Oakland, CA  
N-10-199: Local 901 v. UPS, San Juan, PR  
N-10-242: Local 177 v. UPS, Hillside, NJ  
N-10-267: Local 70 v. UPS, Oakland, CA  
N-10-274: Local 633 v. UPS, Manchester, NH  
N-10-282: Local 639 v. UPS, Washington, DC  
N-10-283: Local 639 v. UPS, Washington, DC  
N-11-09: Local 639 v. UPS, Washington, DC

N-11-10: Local 901 v. UPS, San Juan, PR  
N-11-36: Local 177 v. UPS, Hillside, NJ  
N-11-38: Local 804 v. UPS, Long Island City, NY  
N-11-41: Local 177 v. UPS, Hillside, NJ  
N-11-76: Local 177 v. UPS, Hillside, NJ  
N-11-81: Local 177 v. UPS, Hillside, NJ  
N-11-95: Local 177 v. UPS, Hillside, NJ  
N-11-117: Local 104 v. UPS, Phoenix, AZ  
N-11-118: Local 177 v. UPS, Hillside, NJ  
N-11-157: Local 764 v. UPS, Milton, PA  
N-11-167: Local 70 v. UPS, Oakland, CA  
N-11-175: Local 70 v. UPS, Oakland, CA  
N-11-178: Local 70 v. UPS, Oakland, CA  
N-11-179: Local 70 v. UPS, Oakland, CA  
N-11-180: Local 70 v. UPS, Oakland, CA  
N-11-182: Local 639 v. UPS, Washington, DC  
N-11-203: Local 804 v. UPS, Long Island City, NY  
N-11-258: Local 317 v. UPS, Syracuse, NY  
N-11-288: Local 177 v. UPS, Hillside, NJ  
N-11-300: Local 41 v. UPS, Kansas City, MO  
N-12-01: Local 577 v. UPS, Oklahoma City, OK  
N-12-04: Local 516 v. UPS, Muskogee, OK  
N-12-10: Local 891 v. UPS, Jackson, MS  
N-12-11: Local 171 v. UPS, Salem, VA  
N-12-12: Local 776 v. UPS, Harrisburg, PA  
N-12-67: Local 177 v. UPS, Hillside, NJ  
N-12-69: Local 992 v. UPS, Hagerstown, MD  
N-12-70: Local 639 v. UPS, Washington, DC  
N-12-71: Local 177 v. UPS, Hillside, NJ  
N-12-78: Local 177 v. UPS, Hillside, NJ  
N-12-79: Local 639 v. UPS, Washington, DC  
N-12-84: Local 177 v. UPS, Hillside, NJ  
N-12-434: Local 177 v. UPS, Hillside, NJ  
N-12-435: Local 177 v. UPS, Hillside, NJ  
N-12-436: Local 177 v. UPS, Hillside, NJ  
N-12-437: Local 177 v. UPS, Hillside, NJ  
N-12-442: Local 804 v. UPS, Long Island City, NY  
N-12-443: Local 804 v. UPS, Long Island City, NY  
N-12-444: Local 804 v. UPS, Long Island City, NY  
N-12-445: Local 804 v. UPS, Long Island City, NY  
N-12-446: Local 177 v. UPS, Hillside, NJ  
N-12-447: Local 177 v. UPS, Hillside, NJ  
N-12-448: Local 177 v. UPS, Hillside, NJ  
N-12-449: Local 177 v. UPS, Hillside, NJ  
N-12-450: Local 177 v. UPS, Hillside, NJ  
N-12-455: Local 177 v. UPS, Hillside, NJ



N-12-456: Local 177 v. UPS, Hillside, NJ  
N-12-457: Local 177 v. UPS, Hillside, NJ  
N-12-458: Local 177 v. UPS, Hillside, NJ  
N-12-459: Local 177 v. UPS, Hillside, NJ  
N-12-487: Local 177 v. UPS, Hillside, NJ  
N-12-488: Local 177 v. UPS, Hillside, NJ  
N-12-489: Local 177 v. UPS, Hillside, NJ  
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N-12-492: Local 177 v. UPS, Hillside, NJ  
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N-12-495: Local 177 v. UPS, Hillside, NJ  
N-12-496: Local 177 v. UPS, Hillside, NJ  
N-12-508: Local 177 v. UPS, Hillside, NJ  
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N-12-530: Local 177 v. UPS, Hillside, NJ  
N-12-531: Local 177 v. UPS, Hillside, NJ  
N-12-532: Local 177 v. UPS, Hillside, NJ  
N-12-533: Local 177 v. UPS, Hillside, NJ  
N-12-534: Local 177 v. UPS, Hillside, NJ  
N-12-535: Local 177 v. UPS, Hillside, NJ  
N-12-536: Local 177 v. UPS, Hillside, NJ  
N-12-537: Local 177 v. UPS, Hillside, NJ  
N-12-538: Local 177 v. UPS, Hillside, NJ  
N-12-539: Local 177 v. UPS, Hillside, NJ  
N-12-540: Local 177 v. UPS, Hillside, NJ  
N-12-541: Local 177 v. UPS, Hillside, NJ  
N-12-574: Local 804 v. UPS, Long Island City, NY  
N-12-549: Local 804 v. UPS, Long Island City, NY  
N-12-597: Local 804 v. UPS, Long Island City, NY  
N-12-599: Local 804 v. UPS, Long Island City, NY  
N-12-600: Local 804 v. UPS, Long Island City, NY  
N-12-602: Local 804 v. UPS, Long Island City, NY  
N-12-605: Local 804 v. UPS, Long Island City, NY  
N-12-615: Local 804 v. UPS, Long Island City, NY

N-12-625: Local 177 v. UPS, Hillside, NJ  
N-12-626: Local 177 v. UPS, Hillside, NJ  
N-12-627: Local 177 v. UPS, Hillside, NJ  
N-12-628: Local 177 v. UPS, Hillside, NJ  
N-12-629: Local 177 v. UPS, Hillside, NJ  
N-12-630: Local 177 v. UPS, Hillside, NJ  
N-12-631: Local 177 v. UPS, Hillside, NJ  
N-12-632: Local 177 v. UPS, Hillside, NJ  
N-12-633: Local 317 v. UPS, Syracuse, NY  
N-12-634: Local 317 v. UPS, Syracuse, NY  
N-12-635: Local 804 v. UPS, Long Island City, NY  
N-12-640: Local 804 v. UPS, Long Island City, NY  
N-12-642: Local 804 v. UPS, Long Island City, NY  
N-12-643: Local 804 v. UPS, Long Island City, NY  
N-12-645: Local 70 v. UPS, Oakland, CA  
N-12-648: Local 63 v. UPS, Rialto, CA  
N-12-649: Local 63 v. UPS, Rialto, CA  
N-12-651: Local 70 v. UPS, Oakland, CA  
N-12-652: Local 2785 v. UPS, San Francisco, CA  
N-12-653: Local 63 v. UPS, Rialto, CA  
N-12-654: Local 63 v. UPS, Rialto, CA  
N-12-655: Local 63 v. UPS, Rialto, CA  
N-12-656: Local 104 v. UPS, Phoenix, AZ  
N-12-657: Local 104 v. UPS, Phoenix, AZ  
N-12-658: Local 104 v. UPS, Phoenix, AZ  
N-12-659: Local 104 v. UPS, Phoenix, AZ  
N-12-660: Local 104 v. UPS, Phoenix, AZ  
N-12-661: Local 104 v. UPS, Phoenix, AZ  
N-12-662: Local 104 v. UPS, Phoenix, AZ  
N-12-663: Local 104 v. UPS, Phoenix, AZ  
N-12-664: Local 104 v. UPS, Phoenix, AZ  
N-12-665: Local 294 v. UPS, Albany, NY  
N-12-666: Local 177 v. UPS, Hillside, NJ  
N-12-668: Local 177 v. UPS, Hillside, NJ  
N-12-669: Local 639 v. UPS, Washington, DC  
N-12-671: Local 30 v. UPS, Jeannette, PA  
N-12-672: Local 30 v. UPS, Jeannette, PA  
N-12-673: Local 61 v. UPS, Asheville, NC  
N-12-674: Local 177 v. UPS, Hillside, NJ  
N-12-678: Local 177 v. UPS, Hillside, NJ  
N-12-679: Local 177 v. UPS, Hillside, NJ  
N-12-680: Local 767 v. UPS, Forest Hill, TX  
N-12-684: Local 804 v. UPS, Long Island City, NY  
N-12-686: Local 480 v. UPS, Nashville, TN  
N-12-693: Local 63 v. UPS, Rialto, CA  
N-12-699: Local 767 v. UPS, Forest Hill, TX

N-12-702: Local 480 v. UPS, Nashville, TN  
N-12-735: Local 509 v. UPS, Taylors, SC  
N-12-754: Local 728 v. UPS, Atlanta, GA  
N-12-755: Local 728 v. UPS, Atlanta, GA  
N-12-757: Local 767 v. UPS, Forest Hill, TX  
N-12-758: Local 767 v. UPS, Forest Hill, TX  
N-12-759: Local 767 v. UPS, Forest Hill, TX  
N-12-760: Local 767 v. UPS, Forest Hill, TX  
N-12-761: Local 767 v. UPS, Forest Hill, TX  
N-12-765: Local 623 v. UPS, Philadelphia, PA

**The following cases were put on COMMITTEE HOLD:**

N-07-176: Local 70 v. UPS, Oakland, CA  
N-07-230: Local 70 v. UPS, Oakland, CA  
N-08-33: Local 162 v. UPS, Portland, OR  
N-08-57: Local 385 v. UPS, Orlando, FL  
N-08-79: Local 177 v. UPS, Hillside, NJ  
N-08-104: Local 70 v. UPS, Oakland, CA  
N-09-17: Local 177 v. UPS, Hillside, NJ  
N-09-37: Local 542 v. UPS, San Diego, CA  
N-09-39: Local 533 v. UPS, Reno, NV  
N-09-153: Local 542 v. UPS, San Diego, CA  
N-09-218: Local 70 v. UPS, Oakland, CA  
N-09-223: Local 278 v. UPS, San Francisco, CA  
N-09-231: Local 769 v. UPS, North Miami, FL  
N-09-258: Local 992 v. UPS, Hagerstown, MD  
N-09-263: Local 70 v. UPS, Oakland, CA  
N-09-325: Local 294 v. UPS, Albany, NY  
N-09-367: Local 70 v. UPS, Oakland, CA  
N-09-368: Local 70 v. UPS, Oakland, CA  
N-09-369: Local 70 v. UPS, Oakland, CA  
N-09-398: Local 70 v. UPS, Oakland, CA  
N-10-06: Local 519 v. UPS, Knoxville, TN  
N-10-16: Local 391 v. UPS, Raleigh, NC  
N-10-124: Local 177 v. UPS, Hillside, NJ  
N-10-129: Local 519 v. UPS, Knoxville, TN  
N-10-183: Local 251 v. UPS, East Providence, RI  
N-10-171: Local 533 v. UPS, Reno, NV  
N-10-172: Local 533 v. UPS, Reno, NV  
N-10-173: Local 533 v. UPS, Reno, NV  
N-10-205: Local 396 v. UPS, Covina, CA  
N-10-230: Local 638 v. UPS, Minneapolis, MN  
N-10-234: Local 767 v. UPS, Forest Hill, TX  
N-10-235: Local 70 v. UPS, Oakland, CA  
N-10-236: Local 70 v. UPS, Oakland, CA

N-10-237: Local 70 v. UPS, Oakland, CA  
N-10-238: Local 70 v. UPS, Oakland, CA  
N-10-239: Local 70 v. UPS, Oakland, CA  
N-10-240: Local 70 v. UPS, Oakland, CA  
N-10-272: Local 964 v. UPS, Brook Park, OH  
N-10-275: Local 177 v. UPS, Hillside, NJ  
N-10-297: Local 991 v. UPS, Mobile, AL  
N-10-311: Local 455 v. UPS, Denver, CO  
N-10-314: Local 41 v. UPS, Kansas City, MO  
N-10-327: Local 70 v. UPS, Oakland, CA  
N-10-328: Local 70 v. UPS, Oakland, CA  
N-10-329: Local 70 v. UPS, Oakland, CA  
N-10-330: Local 70 v. UPS, Oakland, CA  
N-10-331: Local 70 v. UPS, Oakland, CA  
N-10-332: Local 70 v. UPS, Oakland, CA  
N-10-408: Local 533 v. UPS, Reno, NV  
N-10-410: Local 70 v. UPS, Oakland, CA  
N-10-411: Local 70 v. UPS, Oakland, CA  
N-10-412: Local 70 v. UPS, Oakland, CA  
N-10-413: Local 70 v. UPS, Oakland, CA  
N-10-414: Local 70 v. UPS, Oakland, CA  
N-11-06: Local 385 v. UPS, Orlando, FL  
N-11-12: Local 355 v. UPS, Baltimore, MD  
N-11-28: Local 804 v. UPS, Long Island City, NY  
N-11-33: Local 804 v. UPS, Long Island City, NY  
N-11-42: Local 177 v. UPS, Hillside, NJ  
N-11-83: Local 804 v. UPS, Long Island City, NY  
N-11-90: Local 651 v. UPS, Lexington, KY  
N-11-97: Local 177 v. UPS, Hillside, NJ  
N-11-124: Local 344 v. UPS, Milwaukee, WI  
N-11-125: Local 638 v. UPS, Minneapolis, MN  
N-11-150: Local 177 v. UPS, Hillside, NJ  
N-11-153: Local 396 v. UPS, Covina, CA  
N-11-154: Local 396 v. UPS, Covina, CA  
N-11-161: Local 30 v. UPS, Jeanette, PA  
N-11-166: Local 70 v. UPS, Oakland, CA  
N-11-176: Local 396 v. UPS, Covina, CA  
N-11-177: Local 396 v. UPS, Covina, CA  
N-11-301: Local 455 v. UPS, Denver, CO  
N-11-302: Local 455 v. UPS, Denver, CO  
N-11-303: Local 455 v. UPS, Denver, CO  
N-11-304: Local 455 v. UPS, Denver, CO  
N-11-305: Local 455 v. UPS, Denver, CO  
N-11-317: Local 87 v. UPS, Bakersfield, CA  
N-11-327: Local 667 v. UPS, Memphis, TN  
N-11-328: Local 70 v. UPS, Oakland, CA

N-11-405: Local 657 v. UPS, San Antonio, TX  
N-11-407: Local 657 v. UPS, San Antonio, TX  
N-11-408: Local 657 v. UPS, San Antonio, TX  
N-11-409: Local 70 v. UPS, Oakland, CA  
N-11-411: Local 542 v. UPS, San Diego, CA  
N-12-07: Local 767 v. UPS, Forest Hill, TX  
N-12-72: Local 177 v. UPS, Hillside, NJ  
N-12-553: Local 177 v. UPS, Hillside, NJ  
N-12-554: Local 177 v. UPS, Hillside, NJ  
N-12-690: Local 480 v. UPS, Nashville, TN  
N-12-691: Local 480 v. UPS, Nashville, TN  
N-12-692: Local 480 v. UPS, Nashville, TN  
N-12-707: Local 70 v. UPS, Oakland, CA  
N-12-708: Local 70 v. UPS, Oakland, CA  
N-12-709: Local 70 v. UPS, Oakland, CA  
N-12-710: Local 70 v. UPS, Oakland, CA  
N-12-711: Local 70 v. UPS, Oakland, CA  
N-12-712: Local 70 v. UPS, Oakland, CA  
N-12-713: Local 70 v. UPS, Oakland, CA  
N-12-714: Local 70 v. UPS, Oakland, CA  
N-12-715: Local 70 v. UPS, Oakland, CA  
N-12-716: Local 70 v. UPS, Oakland, CA  
N-12-717: Local 70 v. UPS, Oakland, CA  
N-12-718: Local 70 v. UPS, Oakland, CA  
N-12-736: Local 767 v. UPS, Forest Hill, TX  
N-12-737: Local 70 v. UPS, Oakland, CA  
N-12-738: Local 70 v. UPS, Oakland, CA  
N-12-751: Local 480 v. UPS, Nashville, TN  
N-12-753: Local 480 v. UPS, Nashville, TN

**The following cases were ON IN ERROR:**

N-11-298: Local 767 v. UPS, Forest Hill, TX  
N-12-700: Local 512 v. UPS, Jacksonville, FL  
N-12-701: Local 512 v. UPS, Jacksonville, FL  
N-12-764: Local 177 v. UPS, Hillside, NJ  
N-12-742: Local 657 v. UPS, San Antonio, TX  
N-12-743: Local 657 v. UPS, San Antonio, TX  
N-12-744: Local 657 v. UPS, San Antonio, TX  
N-12-745: Local 657 v. UPS, San Antonio, TX  
N-12-748: Local 657 v. UPS, San Antonio, TX

**The following cases are HELD PENDING ARBITRATION:**

N-07-180: Local 767 v. UPS, Forest Hill, TX  
N-11-131: Local 63 v. UPS, Rialto, CA

N-11-136: Local 767 v. UPS, Forest Hill, TX  
N-11-277: Local 767 v. UPS, Forest Hill, TX  
N-11-315: Local 767 v. UPS, Forest Hill, TX  
N-11-316: Local 767 v. UPS, Forest Hill, TX  
N-12-697: Local 767 v. UPS, Forest Hill, TX  
N-12-698: Local 767 v. UPS, Forest Hill, TX  
N-12-703: Local 728 v. UPS, Atlanta, GA

Chair Hall called Case N-09-191: Local 177 v. UPS, Hillside, NJ  
On behalf of **Rich Edwards**, Union alleges that the Company violated **Article 21**, claiming that Manager Joe Rooth threatened to retaliate against Shop Steward Rich Edwards if he filed a grievance.

Heard with Case N-09-192: Local 177 v. UPS, Hillside, NJ  
On behalf of **Rich Edwards**, Union alleges that the Company violated **Article 37**, claiming that Manager Joe Rooth continues to intimidate and harass employees.

And Case N-09-194: Local 177 v. UPS, Hillside, NJ  
On behalf of **Rich Edwards**, Union alleges a violation of **Article 18**. The Company is putting all employees at risk with a rogue Manager Joe Rooth in the Mount Olive Facility.

**DECISION: Based on the facts presented, the COMPANY IS INSTRUCTED TO COMPLY WITH ARTICLE 37.**

Chair Hall called Case N-11-168: Local 70 v. UPS, Oakland, CA  
On behalf of **all affected employees**, Union alleges a violation of **Articles 1, 32 and all others that apply**, claiming the Company is refusing to provide requested information and diverting work.

**DECISION: This case was WITHDRAWN WITH RIGHTS during Executive Session.**

Chair Wood called Case N-11-174: Local 70 v. UPS, Oakland, CA  
On behalf of **all affected employees**, Union alleges a violation of **Articles 1, 32 and all others that apply**, claiming subcontracting and failure to provide information.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Wood called Case N-11-181: Local 688 v. UPS, St. Louis, MO  
On behalf of **Mark Frazer**, Union alleges a violation of **Articles 26 and 32**, claiming that the Company is subcontracting work out of account, Scholastic Books (Jefferson City, MO), which has changed four (4) jobs and laid off one (1) driver.

**DECISION: This case was WITHDRAWN WITH RIGHTS during Executive Session.**

Chair Robinson called Case N-12-02: Local 769 v. UPS, North Miami, FL  
On behalf of **all affected employees**, Union alleges a violation of **Article 32**, claiming the Company is subcontracting the movement of equipment (tractors) (Week ending 2/12/11).

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Robinson called Case N-12-03: Local 769 v. UPS, North Miami, FL  
On behalf of **all affected employees**, Union alleges a violation of **Article 32**, claiming the Company is subcontracting the repair of

refrigeration units  
(Week ending 2/5/11).

**DECISION: Based on the facts presented in the case of a short-term lease inclusive of repairs, the CLAIM OF THE UNION IS DENIED.**

Chair Robinson called Case N-12-05: Local 512 v. UPS, N. Jacksonville, FL  
On behalf of **all affected employees**, Union alleges that the Company violated **Article 33**. Employees who were in progression as of 7/31/11 were not given the \$0.12 cents per hour COLA raise upon completion of their progression.

**DECISION: Based on the facts presented in this case, the CLAIM OF THE UNION IS UPHELD.**

Chair Robinson called Case N-12-08: Local 512 v. UPS, Jacksonville, FL  
On behalf of **John Ellzey**, Union alleges a violation of **Article 32**, claiming the Company subcontracted bargaining unit work by sending a Feeder tractor to an outside service to have injectors replaced (1/17/11).

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Robinson called Case N-12-09: Local 385 v. UPS, Orlando, FL  
On behalf of **Randy Collins**, Union alleges that the Company violated **Article 17**, claiming grievant's pay was shorted and he should be paid for applicable penalties until corrected (4/19/11).

**DECISION: Based on the facts presented, the CLAIM OF THE UNION IS DENIED.**



Chair Wood called Case N-12-73: Local 177 v. UPS, Hillside, NJ  
On behalf of **all affected employees**, Union alleges that the Company violated **Article 22 and Article 5, Section 5B**, by not allowing all part-timers on the Day Sort to get their daily guaranteed three and one-half (3½) hours (2/3/11).

**DECISION: Case was WITHDRAWN WITH RIGHTS during Executive Session.**

Chair Wood called Case N-12-76: Local 177 v. UPS, Hillside, NJ  
On behalf of **Dave Stroming**, Union alleges that the Company violated **Articles 36 and 37**. Supervisor Ryan Flynn said to the group of package drivers during the morning PCM stretching exercises that bending over and touching his toes is grievant's "favorite position" (10/20/11).

**DECISION: Based on the facts presented in this case, the COMPANY IS DIRECTED TO COMPLY WITH ARTICLE 37 AND ARTICLE 36.**

Chair Wood called Case N-12-77: Local 177 v. UPS, Hillside, NJ  
On behalf of **Dave Stroming**, Union alleges that the Company violated **Articles 36 and 37**, claiming Supervisor Ryan Flynn did not treat grievant with dignity and respect by yelling at him for not participating in stretching exercises after Flynn had made sexually offensive comments to grievant (11/1/11).

**DECISION: Based on the facts presented in this case, the PARTIES ARE DIRECTED TO COMPLY WITH ARTICLE 36 AND ARTICLE 37.**

Chair Lucas called Case N-10-82: Local 177 v. UPS, Hillside, NJ  
On behalf of **Jimmy De Jesus**, Union alleges a violation of

**Article 17**, claiming ongoing pay penalties due to shortage of pay (1/3/10 and ongoing) - **REDOCKETED**.

**DECISION: Based on the facts presented, the COMPANY POINT OF ORDER IS UPHELD.**

Chair Maxwell called Case N-12-438: Local 177 v. UPS, Hillside, NJ  
On behalf of **all affected employees**, Union alleges that the Company violated **Article 3, Section 7**, claiming Supervisors performing bargaining unit work while shuttling rental trucks to and from rental facility (multiple grievances).

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Wood called Case N-12-451: Local 177 v. UPS, Hillside, NJ  
On behalf of **Nigel Simmons**, Union alleges that the Company violated **Article 36**, claiming grievant is being discriminated against due to racial slurs by Manager Don Anderson (Grievance #65591).

Heard with Case N-12-452: Local 177 v. UPS, Hillside, NJ  
On behalf of **Nigel Simmons**, Union alleges that the Company violated **Article 36**, claiming grievant is not being treated with dignity and respect (Grievance #62351).

Case N-12-453: Local 177 v. UPS, Hillside, NJ  
On behalf of **Nigel Simmons**, Union alleges that the Company violated **Article 36**, claiming grievant is not being treated with dignity and respect (Grievance #47273).

And Case N-12-454: Local 177 v. UPS, Hillside, NJ  
On behalf of **Nigel Simmons**, Union alleges that the Company violated

**Articles 36 and 37.** Grievant is being over supervised and harassed by four (4) Managers during an on-road observation and followed into the bathroom during lunch (Grievance #66470).

**DECISION: Based on the facts presented, these cases are DEADLOCKED on the Company's Point of Order.**

Chair Lucas called Case N-12-550: Local 804 v. UPS, Long Island City, NY  
On behalf of **Wayne Valentine**, Union alleges a violation of **Article 17**. The Company did not pay grievance settlement within ten (10) working days and refuses to pay all penalty pay owed, in accordance with the CBA (9/30/11).

**DECISION: Based on the facts presented in this case, the CLAIM OF THE UNION IS DENIED.**

Chair Lucas called Case N-12-552: Local 804 v. UPS, Long Island City, NY  
On behalf of **all affected employees**, Union alleges the Company violated **Article 4**, by denying the Union's request to have a steward present whenever the Company meets with an employee with regard to grievances, discipline, or investigatory interviews.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Lucas called Case N-12-594: Local 804 v. UPS, Long Island City, NY  
On behalf of **all affected employees**, Union alleges a violation of **Article 6**, claiming the Company had employees enter into and sign an extra contract agreement to be paid less than their eight (8) hour guarantee (12/24/11).

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Lucas called Case N-12-596: Local 804 v. UPS, Long Island City, NY  
On behalf of **all affected employees**, Union alleges that the Company violated **Article 3, Section 7**, claiming Supervision offered bargaining unit work to non-seniority employees without first offering it to seniority employees (on going from 11/21/11).

**DECISION: Based on the facts presented, this COMMITTEE FINDS NO VIOLATION OF ARTICLE 3, SECTION 7.**

Chair Lucas called Case N-12-598: Local 804 v. UPS, Long Island City, NY  
On behalf of **Tim Hargrove**, Union alleges a violation of **Article 7**, claiming the Company failed to allow the grievant to remain on the job, without loss of pay, until the discharge was sustained under the grievance procedure. No cardinal infraction was involved (on going since 9/27/11).

**DECISION: Based on the facts presented, the COMPANY'S POINT OF ORDER IS SUSTAINED.**

Chair Lucas called Case N-12-601: Local 804 v. UPS, Long Island City, NY  
On behalf of **Derrick Nelson**, Union alleges a violation of **Article 17**, claiming the Company has not paid grievant for the Labor Day holiday (9/5/11).

**DECISION: Based on the facts presented, the COMPANY POINT OF ORDER IS SUSTAINED.**

Chair Lucas called Case N-12-641: Local 804 v. UPS, Long Island City, NY  
On behalf of **John Ojeda**, Union alleges a violation of **Article 37, Section 1**, claiming the Company is using personal time from the DIAD

against Driver (on going arbitration).

**DECISION:** Based on the facts presented, this case is REFERRED BACK TO THE PARTIES to continue the arbitration, to include corroborating evidence associated with the days of observation. This decision is not to be construed to be used to determine the merits of the disciplinary case.

Chair Goebel called Case N-12-644: Local 631 v. UPS, Las Vegas, NV  
On behalf of **all affected employees**, Union alleges that the Company violated **Articles 1, 26 and 32**, claiming subcontracting during peak season while drivers were available in packages.

**DECISION:** Based on the facts presented in this instant case, there is NO CONTRACT VIOLATION.

Chair Goebel called Case N-12-646: Local 542 v. UPS, San Diego, CA  
On behalf of **all affected employees**, Union alleges that the Company violated **Articles 12, 17 and all others that apply**, claiming a payroll shortage. Union is seeking lost wages/benefits plus penalties until paid.

**DECISION:** Based on the facts presented, this case is DEADLOCKED.

Chair Herrera called Case N-12-647: Local 63 v. UPS, Rialto, CA  
On behalf of **Delk, Quinones, et al.**, Union alleges the Company violated **Articles 1, 26, 32 and all others that apply**, by subcontracting having trained drivers available that could have done the work.

**DECISION:** Based on the facts presented, this case is REFERRED BACK to the parties for possible resolution. This Committee retains jurisdiction.

Chair Goebel called Case N-12-650: Local 63 v. UPS, Rialto, CA  
On behalf of **all affected employees**, Union alleges that the Company violated **Article 17**, claiming part-time employees were shorted on their pay when the Company forced them to take a lunch because of a breakdown.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Frisbee called Case N-12-675: Local 177 v. UPS, Hillside, NJ  
On behalf of **Alan Teal, et. al.**, Union alleges a violation of **Article 18**. The Company stopped supplying leather and cloth gloves to porters resulting in a safety issue. Porter Alan Teal suffered an injury as a result of not having protective gloves (5/23/09).

**DECISION: Based on the facts presented, this Committee finds NO CONTRACT VIOLATION.**

Chair Maxwell called Case N-12-677: Local 63 v. UPS, Rialto, CA  
On behalf of **Cheryl Brown**, Union alleges that the Company violated **Article 14, Section 3**, claiming grievant has asked for and been denied a reasonable accommodation (5/6/11).

**DECISION: Based on the facts presented, the GRIEVANT IS INSTRUCTED TO RETURN TO WORK AND ABIDE BY THE 2010 NATIONAL DECISION AND FOLLOW BULLET POINT 2A ON THE 2/14/12 AGREEMENT. Any monetary issues are subject to the grievance procedure.**

Chair Goebel called Case N-12-681: Local 667 v. UPS, Memphis, TN  
On behalf of **all affected employees**, Union alleges that

the company is in violation of **Article 18 and all others that apply**, claiming Package employees have a right to have radios of their choice in the cab (Dewalt Radios), per the CBA.

**DECISION: Based on the facts presented, this case is REFERRED BACK to the parties.**

Chair Maxwell called Case N-12-682: Local 177 v. UPS, Hillside, NJ  
On behalf of **Cassandra Garcia**, Union alleges that the Company violated **Article 14**, by denying grievant TAW, Grievance #63323.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Goebel called Case N-12-688: Local 804 v. UPS, Long Island City, NY  
On behalf of **Gilbert Thomas**, Union alleges a violation of **Article 35, Section 4**, claiming the Company caused unjust delay in returning grievant back to work (11/2/11 - 11/18/11).

**DECISION: Based on the facts presented in this case, grievant will be paid two (2) days' backpay.**

Chair Herrera called Case N-11-308: Local 90 v. UPS, Des Moines, IA  
On behalf of **Bruce Amos**, Union alleges that the Company violated **Article 43**, claiming delay time was not paid for on 2/23/11; would like for grievant to be made whole monetarily.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Herrera called Case N-11-309: Local 512 v. UPS, Jacksonville, FL  
On behalf of **Chris Smith**, Union alleges that the Company is in violation of **Article 43**, claiming Sleeper Team ran unscheduled extra legs for week. Asking for time-and-one-half for all legs worked on sixth (6th) report, and double time for legs started after midnight.

Heard with Case N-11-310: Local 512 v. UPS, Jacksonville, FL  
On behalf of **Randy Logan**, Union alleges that the Company is in violation of **Article 43**, claiming Sleeper Team ran unscheduled extra legs for week. Asking for time-and-one-half for all legs worked on sixth (6th) report, and double time for legs started after midnight.

**DECISION: Based on the facts presented, the Committee finds that this is a Supplemental issue. The case is REFERRED BACK to the parties.**

Chair Herrera called Case N-11-410: Local 355 v. UPS, Baltimore, MD  
On behalf of **Mike Miller**, Union alleges that the Company violated **Article 43 and all others that apply**, claiming Holiday Pay. Union requests that grievant be made whole in every way (1/1/11).

**DECISION: Based on the facts in this instant case, the CLAIM OF THE UNION IS UPHELD.**

Chair Herrera called Case N-12-694: Local 63 v. UPS, Rialto, CA  
On behalf of **Haemmerle, Echols**, Union alleges that the Company violated **Articles 12, 17 and 43**, claiming drivers were paid incorrectly for fuel delay, causing their turn time



to be diminished thereby  
causing a pay shortage.

**DECISION: Based on the facts presented, case is HELD IN  
ABEYANCE.**

Chair Herrera called Case N-12-695: Local 455 v. UPS, Denver, CO  
On behalf of **John Anselmo,**  
**Timothy Farr, et al.,** Union  
alleges that the Company  
violated **Article 43 and all**  
**others that apply,** and  
requests an interpretation of  
a backpay claim.

**DECISION: Based on the facts presented, case is HELD IN  
ABEYANCE.**

Chair Sawyer called Case N-12-719: Local 177 v. UPS, Hillside, NJ  
On behalf of **Jim Stabile,** Union  
alleges a violation of **Article**  
**37,** claiming the Company is  
working grievant more than 9.5  
hours a day after Opt In  
(7/2/11).

**DECISION: Based on the facts presented in this case, the CLAIM  
OF THE UNION IS UPHELD for the time grievant worked from his  
scheduled start time.**

Chair Sawyer called Case N-12-740: Local 385 v. UPS, Orlando, FL  
On behalf of **Bruce Norton,**  
Union alleges a violation of  
**Article 37,** claiming the  
Company forced grievant to work  
excessive overtime (Week of  
August 1-5, 2011).

**DECISION: Based on the testimony that there were only two 9.5  
violations, THE COMPANY IS INSTRUCTED TO COMPLY WITH ARTICLE 37  
OF THE NMA.**

Chair Sawyer called Case N-12-746: Local 657 v. UPS, San Antonio, TX  
On behalf of **Doug Keilman,**  
Union alleges that the Company  
is in violation of **Article 37,**

**Section 1**, claiming excessive hours over 9.5, Week Ending 8/20/11.

Heard with Case N-12-747: Local 657 v. UPS, San Antonio, TX  
On behalf of **John Wade**, Union alleges that the Company is in violation of **Article 37, Section 1**, claiming excessive hours over 9.5, Week Ending 8/20/11.

**DECISION: Based on the facts presented, this COMMITTEE FINDS THAT ARTICLE 37 WAS NOT INTENDED TO COVER PART-TIME EMPLOYEES IN THESE PARTICULAR CASES.**

Chair Sawyer called Case N-12-749: Local 657 v. UPS, San Antonio, TX  
On behalf of **Lillie Melendez**, Union alleges that the Company is in violation of **Article 37, Section 1**, claiming excessive hours and requesting triple-time rate of pay for all overtime, Week Ending 8/27/11.

**DECISION: Based on the facts presented, this COMMITTEE FINDS THAT ARTICLE 37 WAS NOT INTENDED TO COVER PART-TIME EMPLOYEES IN THIS PARTICULAR CASE.**

Chair Sawyer called Case N-12-750: Local 657 v. UPS, San Antonio, TX  
On behalf of **Ruben Quintero**, Union alleges that the Company is in violation of **Article 37, Section 1**, claiming excessive hours on 9/14/11, 9/15/11 and 9/16/11 and requesting grievant be placed on the "Opt In" list.

**DECISION: Based on the facts presented, this COMMITTEE FINDS THAT ARTICLE 37 WAS NOT INTENDED TO COVER PART-TIME EMPLOYEES IN THIS PARTICULAR CASE.**

Chair Sawyer called Case N-12-752: Local 480 v. UPS, Nashville, TN  
On behalf of **Brandon Richardson**, Union alleges that the Company is in violation of **Article 37 and all others that apply**, and requests a

review of overtime hours  
(ongoing).

**DECISION: Based on the facts presented in this case, the CLAIM OF THE UNION IS DENIED.**

Chair Biddle called Case N-12-756: Local 710 v. UPS, Mokena, IL  
On behalf of **all affected employees**, Union alleges a violation of **Articles 35 and 41**, claiming a pay rate discrepancy. Union requests clarification for the appropriate rates in accordance with the respective wage progressions.

**DECISION: Based on the facts presented, this Committee REAFFIRMS THE DECISION IN CASES N-147-09, N-148-09 and N-151-09.**

Chair Maxwell called Case N-12-762: Local 243 v. UPS, Plymouth Township, MI  
On behalf of **Travis Peters**, Union alleges a violation of **Article 14, Section 3**. The Company made grievant give up his full-time seniority and benefits offering him a part-time job with a new part-time seniority date and part-time benefits (12/5/11).

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Maxwell called Case N-12-763: Local 243 v. UPS, Plymouth Township, MI  
On behalf of **Kevin Anderson**, Union alleges a violation of **Article 14, Section 3**. Grievant, a 32-year package car driver disqualified from driving because of a medical issue, is able to perform all inside work and requests an accommodation under ADA.

**DECISION: Based on the facts presented, this case is DEADLOCKED.**

Chair Goebel called Case N-11-169: Local 222 v. UPS, Salt Lake City, UT  
On behalf of **Bill Bergeson**, Union  
alleges that the Company violated  
**Article 32 and all others that**  
**apply**, by using a subcontractor to  
move trailers from a rented peak  
lot to the rail yard (NW2011-01-  
276) **RE-DOCKETED**.

**DECISION: Based on the facts presented in this case, there is  
NO CONTRACT VIOLATION.**