

**Eli Gillen**  
**Business Agent's Report**  
**January 3, 2021**

Contracts preparing for negotiations: Spencer/East Brookfield Custodians and the Town of Sutton.

Contracts in negotiations: Worcester DPW and Wayland DPW.

At **Red Cross** we currently have a few issues.

Our **Quaboag Custodians** have unanimously ratified a new three-year agreement, which includes increases in wages, Lead Custodian stipends and boot allowance. This contract also has language changes to allow for vacation time carry over, and more importantly, pandemic related pay increases for when our members are doing enhanced cleaning in response to any current or future pandemic situations.

**Wayland DPW**: negotiations are still ongoing; we have another meeting scheduled for January 13<sup>th</sup>. We have hopes to be wrapping this up at that point with only a few sticking points left to get through.

With **Lancaster Fire** having confirmed that the Board of Selectmen have reviewed and approved our contract, we have been going back and forth to get the final version cleaned up and signed off on. We are expecting that to be done within the upcoming weeks.

**Webster Fire**: negotiations have come to a close. We have an offer to bring to our group for a vote, which should be done in the next couple weeks.

Issues at **St. Vincent Hospital** are continuing with the pandemic making it difficult to schedule dates and times to have meetings in order to discuss the issues.

In **UPS Worcester Metro and Preload** we have a number of issues and grievances filed. Each violation has been discussed with Labor, and an offer has been put out to resolve all these issues and violations. As of yet, UPS has not offered a response. We currently have one termination with little conversation at this point from the Company, which we have filed it to Panels. We did have a number of issues at "Santa's Village" that had me there in person addressing them on multiple occasions. These issues were addressed and now the Village routes have been returned to the main building.

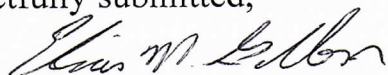
**UPS Feeders:** we have a few issues. There was a meeting this week to discuss a couple of issues; one being the bumping process and the Union's opinion that it was done outside the normal procedure and as such has caused a number of issues. We believe we may have come to a conclusion on that, but will be following the process to see that the resolution is equitable for all affected. The other issue was more subcontracting that has interfered with running bid jobs during the peak season, a clear violation of the contract. Multiple grievances have been filed and a Local Level Hearing will be scheduled in the next couple weeks to review any damages.

**UPS Hub:** the normal issues with UPS and high volume have been just that, the normal. We did have a number of meetings to resolve and clean up any outstanding grievances for the year. There is an agreement that covers a large number of these outstanding grievances, as well as peak grievances in the sum of \$75,000. This does not cover violations during weekend work, as UPS seems to think they should get a free pass and the Union does not agree. There is currently a Sunday sort scheduled for January 3<sup>rd</sup>, and as we know from past years, this may be a week-to-week decision depending on the return volume and a possible jump in volume with stimulus checks hitting peoples' bank accounts

It has been a busy month with negotiations, grievance meetings and visiting barns. I hope that everyone had a Merry Christmas and is looking forward to a happy and healthy new year.

I would like to thank all the Stewards for all their hard work, and I would also like to thank the office staff, Executive Board, fellow Business Agents and Principal Officer Shannon George for all of their continued support and efforts on behalf of our members.

Respectfully submitted,



Eli Gillen