

**Eli Gillen**  
**Business Agent's Report**  
**February 7, 2021**

Contracts preparing for negotiations: Spencer/East Brookfield Custodians, North Brookfield Highway, North Brookfield Sewer and Ashburnham Dispatch.

Contracts in negotiations: Worcester DPW and Town of Sutton.

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

Our **Wayland DPW** negotiations have concluded, and we have a tentative agreement with the Town. We are going back and forth on some language and clarifying some points. We intend on bringing it to the group this month for a vote.

At **Lancaster Fire** we are formalizing a side letter of agreement (for a trial period) with the Town concerning the new on-call crews who will be getting paid for being on call, which has started immediately with sign-ups having been done. We will review this at the six month mark.

As reported last month, **Webster Fire** negotiations have come to a close. After bringing the offer to the crew, the group voted unanimously to ratify the two-year agreement. This agreement highlights a number of changes that are needed for the newly hired full-time staff, including bigger rank differentials, and maintaining a number of things that the Town was attempting to remove. We also had one issue, and a possible grievance, but the Town agreed, in order to resolve the problem, to pay the affected member for all hours lost in the dispute.

Issues at **St. Vincent Hospital** continue with the pandemic making it difficult to set up times and dates to have meetings in order to discuss the ongoing issues. We have had limited communication with HR, with a

report requested nearly a year ago finally coming to a close. This information will be used to bargain possible wage changes.

In **UPS Worcester Metro and Preload** we have a number of issues and grievances filed. We have had several terminations, one in Leominster, one in the West Center, and one new one in the East Center to add to the one that was already out. There was also one termination on the Preload. Three of those terminations mentioned have been returned to work, two in the East Center are still out, and scheduled for the Panels next week. We still have all outstanding grievances for Preload and Metro, on Sups working, as well as adding jobs, and start time issues. We had proposed a possible settlement for all of these before Christmas, but the Labor Manager has made it clear he has no desire to resolve any issues. We are awaiting a meeting with a newly appointed Metro Division Manager to get all of these issues in front of him and see if we can get some movement.

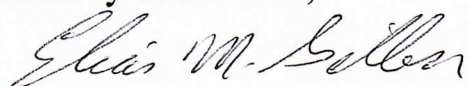
**UPS Feeders:** our issues have continued, and have grown. On a positive side, in a meeting on January 1<sup>st</sup>, the Feeder Manager was finally directed to settle grievances at a local level if there was a monetary value involved, assuming everyone was in agreement. It had been a long-standing issue that he would sign off on nothing, even if he had been in full agreement that the Company had violated the contract. A newer issue we now face is the continued cutting back on our number of jobs. This has now come to the point that they have forced the lowest seniority Feeder Driver off the road and into the Hub. We have filed a grievance on a possible change of operation, as it seems that the jobs being cut in Local 170 have been showing up in other Locals. This is not going to be a short fight.

**UPS Hub:** we have come into the new year with only Peak weekend grievances outstanding. These have all been filed for Panels with a possible panel to hear them in April. Other than that, as grievances for the new year have been filed, there have been regular meetings, and grievances settled. This is an improvement from years past when we have entered the new year with a large back log.

It has been a busy month with negotiations, grievance meetings, and visiting barns. I attended the UPS New England Area Parcel Grievance Committee Hearings, as well as taking part in some online training with Joint Council 10.

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,

A handwritten signature in cursive script that reads "Eli M. Gillen". The signature is written in black ink and is positioned below the typed name "Eli Gillen".

Eli Gillen