

Can Management Discipline Me for Not Maintaining My SPORH?

Since the beginning of the year, the company has issued hundreds of warning letters saying that drivers are failing to maintain their SPORH (Stops Per On-Road Hour).

UPS drivers owe the company a fair day's work for a fair day's pay. Drivers who are trying to cheat the system can be disciplined.

But our union contract does not recognize the SPORH or any other production number.

Of course, that doesn't stop

Our contract does not recognize SPORH as a basis for discipline.

management from trying to use SPORH to discipline drivers.

One Local 804 member even got a warning letter because he was "only 98 percent effective." In school, 98 percent gets you on the Honor Roll. At UPS it gets you called into the office!

United, we can defend drivers from unfair discipline.

Local 804 held an intensive training in March for all officers and business agents on how to win production grievances. Staff training will be ongoing.

Get a Warning Letter? File a Grievance.

"If UPS is coming after you for production, they will try to build up a case over time."

"If the management gives you a warning letter, talk to your steward and file a grievance."

"If you don't, the company can use it against you later, including in arbitration. Protect your work record and your personnel file."

— Chris Sabatino, Business Agent



The Local 804 University will also hold a seminar for stewards and members on production harassment and how to fight it.

10 Rules to Live By

By Lonnie Mishoe, Brush Ave.

1. Carry a small notebook and document everything—weather, traffic conditions, management orders, or any other unusual circumstances that may throw off your SPORH.

2. Inform management of any unusual situations that may occur. Document and notify Loss Prevention of unusual circumstances with customers.

3. Contact the office between Noon and 3 PM if you'll need your Air or Grounds picked up, or if you will have missed pieces. Call in even if you might make it, just in case.

4. Always sheet every package in your car.

5. Maintain your professionalism at all times. Shouting matches with supervisors do not bring results. Talk to your steward if your supervisor is out of line.

6. Help your fellow brother or sister when you can. Introduce yourself to new members. Build relationships with your preloader and drivers in your area. You may need help yourself one day.

7. Remember: obey now, grieve later. If your supervisor instructs you to do something, do it, unless it breaks the law or jeopardizes your safety. Insubordination can be grounds for termination.



8. If you're injured on the job, notify your supervisor immediately. Do not let management sway you into not reporting the injury.

9. If you have an accident, notify management right away. If you don't notify them, they can discipline and even terminate you.

10. Start preparing for telematics right now. Follow the methods every day.