National contract negotiations are starting

National contract bargaining begins on April 17th. Our Teamster bargaining committee is committed to taking on UPS and winning on the issues.

Our agreement with UPS is the largest union contract in the Teamsters and in the entire country. This contract is going to set the tone not just for 350,000 UPSers, but for 1.2 million Teamsters and millions of other workers.

We are in a position to win the best contract in the history of UPS and in the history of this union. This is the most leverage we’ve ever had.

UPS is making record profits. Last year they made $13 billion. They’ve got money and we’re going to make them deliver for us for a change.

We have strong leaders at the bargaining table who aren’t afraid of the company. Sean O’Brien and Fred Zuckerman opposed the givebacks in the last contract, like 22.4s. We elected them with a mandate for change and no concessions.

The company knows that Sean O’Brien is militant. But UPS is going to be testing us.

UPS is going to be looking over the shoulders of the negotiating committee to see if the members are united behind our contract demands and if we’re determined to win them.

These are the issues we’re fighting for

Everyone knows the strike issues. The company knows them. You know them. The union put them right on the Unity Pledge card. Let’s go through them:

- Make all drivers RPCDs (no two-tier 22.4)
- More full-time 22.3 jobs
- Wage increases
- Major raises for part-timers
- Stop company MRA manipulation
- Protect feeder jobs from subcontracting
- Increase our pensions. Protect our benefits
- Eliminate PVDs
- Stop forced 6th and 7th day punches
- Strengthen the grievance procedure
- Stronger 9.5 rights. Automatic triple-time pay
- Stop harassment & inward-facing cameras
- MLK Day and Juneteenth as paid holidays
- And more!
**UPS APRIL BARGAINING KICKOFF**

Parking Lot Meeting Talking Points

3. **Contract Activity timeline**

The IBT UPS App will have regular national bargaining updates. Download it now if you haven't already.

There will be national IBT zoom calls and UPS Teamsters United zoom calls with updates about bargaining and contract actions.

Contract Action Team trainings are happening in 25 cities in April and May. Check the UPS Teamsters app for the date.

In the next few months we will hold practice pickets and take a strike authorization vote.

4. **Ask members: "What are the most important issues to you? What questions do you have about our contract?"**

Ask members what their top issues are. Give members a chance to speak up.

Try to answer questions as best as you can. Don’t guess. If you don’t know the answer, tell the member “I’ll find out and get back to you.” Contact your local union or TDU to get the facts.

5. **Set a date and time for the next parking lot meeting**

Contract activity will be heating up fast. Members will be organizing for Contract Action Team trainings, a strike authorization vote, and practice picket lines. Schedule another parking lot meeting for May to update members with news on bargaining and upcoming actions.