

# UPS CONTRACT TALKS BREAK DOWN... **OUR UNITY IS UNBREAKABLE**



**UPS made \$13 billion in profits last year. But when it came time to negotiate wages and benefits, the company low-balled us and walked away from the negotiating table.**

Since day one of contract negotiations, we have been clear on what we deserve. UPS Teamsters have backed up our contract demands with a strike authorization vote of 97% and practice picketing.

Our strike threat forced UPS to make all 22.4s into RPCDs, end forced sixth punch, and make many other improvements. But when it came time to negotiate wages and benefits, the company low-balled us and walked away from the negotiating table.

UPS wants to pit Teamsters against each other to fight over an offer that is too small.

But UPS Teamsters are not going to fall for divide and conquer. UPS makes over \$13 billion in profits. This company has enough to pay wage increases to every Teamster and we're going to make them do that.

Until UPS returns to the table, Sean O'Brien and Fred Zuckerman will be rallying with UPS Teamsters in different parts of the country. They will meet up in Atlanta on July 22.

Every UPS Teamster has a part to play in this fight. Stay informed. Stay involved. Stay united. UPS cannot deliver without us. Our unity will make UPS deliver.

*Practice picketing and other contract campaign activity is for informational purposes only. We are NOT ceasing work or deliveries and we do NOT ask anyone to cease work or deliveries.*

*UPS Teamsters United is a grassroots network of Teamster members organizing to build the union's contract campaign at UPS. We are independent of the IBT and its affiliates.*



**TEXT "UPS" TO 94253  
FOR UPDATES**

# UPS BARGAINING UPDATE

**The National Negotiating Committee has tentative agreements on non-economic issues and some economic issues. Highlights include:**

## ✓ **Make All 22.4s RPCDs**

- All 22.4s will be converted to RPCDs. No more two-tier pay for package drivers.

## ✓ **No Forced 6th Punch**

- Members cannot be forced to work outside of their defined 5-day work week.

## ✓ **Excessive Overtime**

- 8-hour requests can be submitted three working days in advance
- 8-hour request violation penalties doubled to two double-time hours
- Penalties for 9.5 violations increased to up to quadruple time

## ✓ **MLK Day Holiday**

- Martin Luther King, Jr Day added as paid holiday

## ✓ **Harassment**

- Increased penalty pay for harassment up to five days pay
- Management must provide 24-hour notice before a ride and must give the reason for the ride

## ✓ **Payroll Errors**

- Increased penalties for payroll errors
- New electronic payroll system by 2026 that shows any alterations made and who made the change.

## ✓ **Technology & Discipline**

- No discipline, not even a warning letter, can be issued based solely on technology
- No drones or driverless vehicles, platooning, or shifting without negotiating with the union

## ✓ **Contract Enforcement**

- Reduce delays by allowing national contract language grievances to go directly to the national grievance panel

## ✓ **Stop Subcontracting**

- Redirect millions of SurePost packages back to UPS from the post office, protecting and creating more Teamster jobs
- Feeder work may not be subcontracted while feeder drivers are on layoff

## ✓ **Sleeper Team Issues**

- All sleeper runs must have initial leg of at least 550 miles
- Article 43 committee must review and approve all sleeper runs
- Increased allowance when UPS cannot provide lodging

## ✓ **Air Conditioning & Heat Issues**

- All new package cars after Jan 1, 2024 will be equipped with A/C
- 28,000 package cars with air conditioning over the life of the contract
- A fan installed in every package car within 30 days of new contract.
- Two fans installed in every package car by June 2024
- Package cars retrofitted with heat shield and air induction vents within 18 months
- More ice machines and drinking fountains

## ✓ **Supervisors Working**

- Penalties for supervisors working increased to quadruple-time

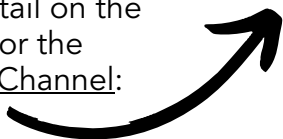
## ✓ **Article 40 (Air)**

- Full-time air driver 6th and 7th punch now paid at time and a half.
- Air driver guarantee increased to 3.5 hours
- De-ice and push back members receive additional wage increases.

## ✓ **Cameras**

- No driver facing-cameras; no driver-facing video or audio recording
- Outward-facing cameras can not be used for discipline except in case of major accident

This is a partial list of the tentative agreements reached so far. Watch Teamster General President Sean O'Brien review the TAs in more detail on the UPS Teamster app or the Teamster Youtube Channel:



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