

UPS TEAMSTERS ARE **READY TO STRIKE!**



Negotiations are at a turning point: Sean O'Brien, Fred Zuckerman, and the National Negotiating Committee have put a massive package of economic demands on the bargaining table.

UPS Teamsters backed our demands by voting by 97% to authorize a strike. Now, local unions and members are answering General President Sean O'Brien's call to hold Practice Picketing and Ready to Strike actions to support our contract demands.

- Eliminate two-tier 22.4 and make all package drivers RPCDs with full rights
- Wage increases for every UPS Teamster
- Higher part-time pay
- Catch-up raises for current part-timers
- Create new full-time 22.3 jobs
- Protect and create feeder work
- Eliminate forced 6th punch
- Higher pensions
- Protect our healthcare
- Eliminate PVDs
- Additional paid holidays like MLK Day & Juneteenth
- And more...

UPS can either negotiate the contract we deserve by August 1 or they will strike themselves. The best way to avoid a strike and win the contract we deserve is to show UPS we're ready to strike if we have to.

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.



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

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.

UPS BARGAINING UPDATE

The National Negotiating Committee has reached 55 tentative agreements on non-economic issues as of June 21. Highlights include:

✓ 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
- Forced sixth punch is still being negotiated

✓ 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

✓ 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
- PVD issue still being negotiated

✓ 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.
- More economic improvements still being negotiated

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



Economic issues like wages, catch-up raises, eliminating two-tier 22.4, more full-time 22.3 jobs, pensions, healthcare, holidays, PVDs, forced sixth punch, and more are still being negotiated.



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

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.