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

- **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

- **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

- **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, 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.