Negotiations are at a turning point. UPS has agreed to put a contract offer on the table by July 5 to give Teamster members time to complete voting on a proposed contract by our strike deadline of August 1.

“One of two things is going to happen next,” said Teamsters General Secretary-Treasurer Fred Zuckerman. “UPS will come to terms on a deal we can confidently recommend to our members or UPS will fail and put itself on the street.”

Key strike issues on the bargaining table include:

- 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
- Eliminate forced 6th punch
- Higher pensions
- Protect our healthcare
- Additional paid holidays like MLK Day
- And more…

**UPS can either negotiate the contract we deserve 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.
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

**Supervisors Working**
- Penalties for supervisors working increased to quadruple-time

**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

**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.