

Contract Wage Examples — UPS Teamsters Tentative National Master Agreement

Example 1: Full Time at Top Rate

	<u>GWI</u>	<u>Rate</u>	
7/31/23	--	\$41.50	
8/1/23	\$2.75	\$44.25	
8/1/24	\$0.75	\$45.00	
8/1/25	\$0.75	\$45.75	
8/1/26	\$1.00	\$46.75	
8/1/27	\$2.25	\$49.00	
Total Increase		\$7.50	18%

Example 2: Part Time Unborn (ex. 8/1/2023 Start Date)

	<u>\$ 21.00 Start</u>	<u>Progression</u>	<u>Rate</u>
8/1/23	\$21.00	--	\$21.00
+ 12	--	\$0.50	\$21.50
+ 24	--	\$0.50	\$22.00
+ 36	--	\$0.50	\$22.50
+ 48	--	\$0.50	\$23.00

Example 3: Part Time Less than 5 YOS (ex. 8/1/2022 Start Date)

108k employees

	<u>GWI</u>	<u>\$21 Min</u>	<u>Longevity</u>	<u>Rate</u>	
7/31/23	--	--	--	\$16.65	
8/1/23	\$2.75	\$1.60	--	\$21.00	26%
8/1/24	\$0.75	--	--	\$21.75	
8/1/25	\$0.75	--	--	\$22.50	
8/1/26	\$1.00	--	--	\$23.50	
8/1/27	\$2.25	--	--	\$25.75	
Total Increase				\$9.10	55%

Example 4: Part Time Between 5 and 10 YOS (ex. 8/1/2015 Start Date)

19k employees

	<u>GWI</u>	<u>\$21 Min</u>	<u>Longevity</u>	<u>Rate</u>	
7/31/23	--	--	--	\$17.85	
8/1/23	\$2.75	\$0.40	\$0.50	\$21.50	20%
8/1/24	\$0.75	--	--	\$22.25	
8/1/25	\$0.75	--	--	\$23.00	
8/1/26	\$1.00	--	--	\$24.00	
8/1/27	\$2.25	--	--	\$26.25	
Total Increase				\$8.40	47%

Example 5: Part Time Between 10 and 15 YOS (ex. 8/1/2011 Start Date)

17k employees

	<u>GWI</u>	<u>\$21 Min</u>	<u>Longevity</u>	<u>Rate</u>	
7/31/23	--	--	--	\$20.80	
8/1/23	\$2.75	--	\$1.00	\$24.55	18%
8/1/24	\$0.75	--	--	\$25.30	
8/1/25	\$0.75	--	--	\$26.05	
8/1/26	\$1.00	--	--	\$27.05	
8/1/27	\$2.25	--	--	\$29.30	
Total Increase				\$8.50	41%

Example 6: Part Time at Over 15 YOS (ex. 8/1/2002 Start Date)

26k employees

	<u>GWI</u>	<u>\$21 Min</u>	<u>Longevity</u>	<u>Rate</u>	
7/31/23	--	--	--	\$26.89	
8/1/23	\$2.75	--	\$1.50	\$31.14	16%
8/1/24	\$0.75	--	--	\$31.89	
8/1/25	\$0.75	--	--	\$32.64	
8/1/26	\$1.00	--	--	\$33.64	
8/1/27	\$2.25	--	--	\$35.89	
Total Increase				\$9.00	33%