Q: Is UPS freezing all contributions to the Western Pension Fund?
A: Absolutely not. It varies a little local-by-local, but UPS will contribute more than $13 to $14 an hour for full-timers into the pension fund.

Q: Will my pension go up under the new contract?
A: Yes. For example, a full-timer in Local 396 in Los Angeles will accrue about $1,387/month more into their pension over the life of the contract. A full-timer in Local 439 member in Stockton will accrue around $1,463/month.

Q: How is my pension calculated?
A: Pensions in the West are calculated by how much you accrue each year. The exact formula for calculating your annual accrual is a little complicated, but it goes like this. You take your contribution rate x 83.5% (for PEER-80) x 12 months x 1.2% (the multiplier).

Q: Why are some members talking about a pension freeze in the West?
A: In past contracts, UPS increased its contribution to the pension fund by approximately 50¢ an hour every year. We don’t know what the amount will be this year, but it will definitely be less. The language in Article 34 makes it look like pension contributions will not be increased at all. That is not true. The Fund Trustees are meeting to vote on increasing funding to the Pension Fund and more information will be coming soon.

Q: In past contracts, UPS put around 50¢ an hour more into the pension fund every year. Why not this time?
A: Pension Funds across the country told our National Negotiating Committee that they did not need additional contributions to protect and grow members’ pensions. With our pensions secure, the union used our bargaining power to win record wage increases.

Q: Is the Western Pension Fund being treated differently?
A: No. Every fund is being treated exactly the same under the contract.

Q: Are any funds receiving additional pension contributions?
A: Yes, a few funds are legally required under the Pension Protect Action to get increased contributions from UPS to maintain their pensions. The contract makes UPS contribute enough to these funds to maintain their pensions.

Q: Are other Teamster pension funds taking money from the Western Conference pension?
A: No. It is illegal for a pension fund to give money to another fund or subsidize it’s members benefits—and it is not happening.