UPS TENTATIVE AGREEMENT

Our credible strike threat made UPS pay up in the most lucrative contract in Teamster history and deliver improvements on the key issues from the Contract Unity Pledge: eliminating two-tier 22.4, ending the forced sixth punch, creating more full-time jobs, record pay increases, and more.

SUMMARY OF KEY CHANGES:

Wage Increases
All current UPS Teamsters, both full-time and part-time, will get $7.50 in raises over the life of the contract, including $2.75 on August 1.
- 2023: $2.75/hour
- 2024: $0.75/hour
- 2025: $0.75/hour
- 2026: $1.00/hour
- 2027: $2.25/hour

Current Part-Timers
All current part-timers will be paid at least $21 an hour retroactive to August 1—and make a minimum of $25.75 by the end of the contract.

MRAs
Teamsters working under a market rate adjustment will receive all new general wage increases.

Longevity Increases
Part-timers with over five years will get an additional longevity increase over and above their general wage increase of up to $1.50 an hour depending on their years at UPS.

Part-time Starting Pay
Starting pay for new part-timers will be raised to $21 immediately and go up to $23 by the end of the contract.

Full-Time 22.3 Jobs
UPS must combine 15,000 part-time jobs to create 7,500 new full-time inside 22.3 jobs.

Pension Increases in the IBT-UPS Plan
Over 60,000 Teamsters in the 22 states covered by the IBT-UPS Pension Plan will get major increases of up to $1,000/month to their previously substandard pension benefit.

No More Two-Tier 22.4
All drivers currently classified as 22.4 will be reclassified as Regular Package Car Drivers, placed in seniority, and have their pay adjusted to the appropriate RPCD rate.

No Forced Sixth Punch
UPS cannot force any package driver to work on their scheduled day off. This language in the national contract overrides any supplement.

Martin Luther King Day
Martin Luther King Day will be added as a paid holiday in each supplement and rider.

No Driver-Facing Cameras
There will be no inward-facing cameras or recording devices. Outward facing cameras can not be used for discipline. Driver-facing sensors will only be used to trigger in-cab alerts of possible distracted driving. The sensors record no data and provide no data to management. They cannot be used for discipline.

Air Conditioning & Heat Protections
The contract includes improvements to protect workers from excessive heat, including air conditioning, additional fans, heat shields, and air induction vents.

PVDs
UPS part-timers will have the opportunity priority to perform all personal vehicle work during peak with an 8-hour guarantee of work. Additional seasonal support drivers will only be allowed from Nov. 15 to Dec. 26. Seasonal support drivers cannot be used to alter or reduce an RPCD’s bid delivery area or reduce their overtime opportunities.

Voting will begin on August 3 and end on August 22.

Every member will be mailed contract voting materials on August 3. Voting will be done online or by phone.

UPS Teamsters United is a grassroots network of Teamster members. We are independent of the IBT and its affiliates.