

**NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT  
and  
CENTRAL REGION  
and  
MICHIGAN SUPPLEMENTS**



**For The Period:  
August 1, 2023  
through July 31, 2028**

**State of Michigan**  
and  
**United Parcel Service**  
**Rider**  
to the  
**NATIONAL MASTER**  
**UNITED PARCEL SERVICE**  
**AGREEMENT**

**For The Period August 1, 2023**  
**through July 31, 2028**



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## SCHEDULE OF WAGES

CLASSIFICATION	8/1/2023	8/1/2024	8/1/2025	8/1/2026	8/1/2027
P/U & Delivery Dr	\$44.35	\$45.10	\$45.85	\$46.85	\$49.10
Tractor-Trailer Dr	\$44.36	\$45.11	\$45.86	\$46.86	\$49.11
Tractor-Trailer Dr-Double Bottoms	\$44.81	\$45.56	\$46.31	\$47.31	\$49.56
Tractor-Trailer Dr-Db Btm 40's & Trains	\$45.16	\$45.91	\$46.66	\$47.66	\$49.91
Porters, Clerks, Car Wash	\$42.65	\$43.40	\$44.15	\$45.15	\$47.40
F/T Sorters	\$43.70	\$44.45	\$45.20	\$46.20	\$48.45
F/T Preloaders	\$43.70	\$44.45	\$45.20	\$46.20	\$48.45
*Journeyman Mechanic	\$44.75	\$45.50	\$46.25	\$47.25	\$49.50
**Apprentice Mechanic	\$44.00	\$44.75	\$45.50	\$46.50	\$48.75
All Others	\$41.65	\$42.40	\$43.15	\$44.15	\$46.40

NOTE: Part Time rates – Article 22 Section 5, National Master

NOTE: Cost of Living see Article 33 National Master

# **NATIONAL MASTER AGREEMENT**

## **ARTICLE 3 UNION SHOP AND DUES**

The Company agrees to deduct one (1) months' dues from all seasonal employees and vacation replacements for each month worked, or portion thereof. These deductions will be remitted to the Local Union with regular monthly check-off.

## **ARTICLE 14 HEALTH AND WELFARE**

All Full Time and Part Time employees who are covered by the State of Michigan Rider will be covered by the Central States South-east and Southwest Area Health and Welfare Fund during the term of this Agreement as set forth in Article 34 of the National Master and Article 14 of the Central Region Supplemental Agreement.

## **CENTRAL CONFERENCE SUPPLEMENT ARTICLE 3, SECTION 8—FULL TIME JOBS**

Any employee moving from one (1) classification to another shall remain in that job for not less than one (1) year, except those employees who move because of a layoff. However, a 22.2 or 22.3 employee may bid a job opening within their current classification one (1) time in that year. The year period shall begin upon the employee being awarded the original bid pursuant to Article 3, Section 8 of the Central Region of Teamsters Supplemental Agreement.

## **ARTICLE 16 VACATION**

Vacations: Eight (8) years or more—Three (3) weeks.

An employee may at their discretion sell back up to two (2) weeks of vacation. The employee must request the sell back weeks by December of the current selection period.

## **ARTICLE 17**

### **GRIEVANCE PROCEDURE**

The Employer shall have ten (10) calendar days including date of knowledge to issue discipline to an employee by proper written notice with a copy to the Local Union.

It shall be the responsibility of the employee to reduce a grievance to writing from the date of knowledge and/or the date of discipline issued and submit the grievance to the Employer within ten (10) calendar days.

All warning letters issued by the employer shall be deemed automatically protested by the Union on behalf of the employee. Warning letters will be held in abeyance until if and when any subsequent discipline is issued.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager or Designee and District Labor Manager will meet to discuss matter.

## **ARTICLE 18**

### **MEAL PERIOD**

All Full Time Package Car Drivers shall be entitled to take a fifty (50) minute unpaid meal period. Said Employee shall be required to take no less than twenty (20) minutes unpaid meal period between their 3rd and 6th hour work. All Full Time Employees will be entitled to one (1) ten (10) minute paid break.

## **MECHANICS**

1. Any mechanic called back to work after completing their scheduled workday shall be guaranteed four (4) hours work or pay at time and one-half (1 1/2).
2. One change of uniform per day.
3. Foul weather gear.
4. Apprenticeship program.



An employee receiving "Red Circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

## **CENTRAL CONFERENCE SUPPLEMENT**

### **ARTICLE 19, SECTION 4**

Journeyman mechanics will receive a twenty-five cent (\$.25) hourly increase effective January 7, 1980 for the replacement of their personal tools. Mechanics will not be permitted to bid into delivery driving, feeder driving, or tractor trailer driving work. Mechanics will only be used for work outside of their classification of work after all other sources have been exhausted. \*(Includes \$.25 effective 1-7-80.)

\*\*Apprentices: \$.10 per hour increase every six (6) months until they reach Journeyman rate. (The twenty-five cent (\$.25) increase for Journeyman mechanics is not applicable for apprentice mechanics except those in the apprentice classification before January 7, 1980.)

WITNESS WHEREOF, the parties hereto set their hands and seals this 1st day of August 2023.

**For the Employees:**

**For the Employer:**

**BY:** \_\_\_\_\_

**BY:** \_\_\_\_\_

Ellis Wood, Chairman  
John Goodin  
Scott Quenneville  
Ryan Skodack  
Josh Graham  
Dave Boaf  
Katina Reyna

Robert Eans, Chairman  
Leslie Gleue  
Kenneth Ramsey  
Margaret Miller  
Subrina Borr