



UPS CONTRACT PART TIME HIGHLIGHTS

New Part-Time Starting Hourly Wage Rates

2023 - \$21.00 2024 - \$21.50 2025 - \$22.00 2026 - \$22.50 2027 - \$23.00

General Wage Increases For All Part-Time Employees Who Have Attained Seniority As Of August 1, 2023

2023	2024	2025	2026	2027	
\$2.75	\$0.75	\$0.75	\$1.00	\$2.25	Total \$7.50

Part-Time Employees Longevity Increase:

After the application of the GWI and the minimum \$21.00 rate, the following one-time longevity increases shall become a part of the applicable employee’s base wage rate, based on their original hire date:

- 5 up to 10 years of service YOS: \$0.50 per hour
- 10 up to 15 YOS: \$1.00 per hour
- Over 15 YOS: \$1.50 per hour

The applicable longevity increase will be applied for each eligible employee on August 1, 2023.

Pension Increase

Pension contribution rate for part-timers will be increased from \$11.06 per hour to \$11.31 per hour effective August 1, 2023. \$11.31 x 1,040 hours is an increase of \$11,762.40 per year. Increases for years 2024, 2025, 2026, and 2027 will be determined on a year-to-year basis.

Improved Overtime Pay

All hours worked on a seniority employee’s home sort in excess of six continuous hours of work, or after eight (8) hours in a day and forty (40) hours per week shall be overtime hours and should be paid at 1 ½ times the regular rate of pay. Beginning on August 1, 2027, the overtime rate will apply after 5 ½ hours worked instead of 6.

Employees working on their seventh day will be paid the premium rate of pay for their entire shift.

READ COMPLETE TA
@
BIT.LY/UPSTEAMSTERSTA



Loss and Damage

Employees experiencing vandalism or theft to their vehicles parked in designated employee parking lots will be eligible for reimbursement from UPS up to \$500 to offset what insurance does not cover.

Increased Supervisors Working Penalty

If any individual supervisor violates the agreement 3 times in any 9-month rolling period, the penalty shall be increased from triple to quadruple time the employee’s rate of pay for the hours specified.

Short On Pay

If the payroll error involves a part-time employee, the penalty paid for shortages described above which are not paid on the second scheduled work day shall be equal to four hours times the part-time employee’s regular hourly rate. The four hour payroll error penalty for a part-time employee shall continue to be paid for every full pay period in which the shortage is not corrected.

Part-Time Openings

In preload operations, preloaders may select specific load positions or work stations when there is a permanent vacancy. Unloaders, sorters, etc. may select specific work areas when there is a permanent vacancy. In hub operations, employees may select permanent vacancies in specific work areas.

Feeder Bidding

Qualified part-time employees possessing a Commercial Drivers License will be able to bid for Feeder Driver positions from a secondary list once the primary list is exhausted.

Seasonal Support Drivers

Part-time employees shall be afforded the opportunity to sign a bid for Seasonal Support Driver work with a daily 8-hour guarantee. Qualified part-time employees shall be afforded the opportunity to perform Seasonal Support Driver work, prior to the Company hiring from the street.

Full-Time 22.3 Jobs

UPS must fill 22,500 full-time inside 22.3 jobs which includes 7,500 new full-time inside 22.3 jobs.

Part-Time Employee Transfer:

Part-timers would have the ability to transfer to another UPS location for non-educational purposes. Employees shall submit a written request to the Employer provided the facilities in question are more than fifty (50) miles apart.

Increased Holidays

Martin Luther King Jr. Day is now a paid Holiday.

Vacations

During vacation selection, employees will now have the option of taking one week of vacation time and breaking it up into individual days or combined into a block of two days.