

UPS-Teamsters 2023-2028 Tentative Agreement Progressions and Mileage Rates - REVISED

P&M

Full-time wage progression (Article 41.2) Package Car and Feeder Drivers

	Old Progression	New Progression	Increase
Start Rate	\$21.00	\$23.00	9.52%
+12 months	\$23.00	\$24.00	4.35%
+24 months	\$24.00	\$25.00	4.17%
+36 months	\$28.75	\$30.75	6.96%
+48 months	Top Rate	Top Rate	---

Full-time inside wage progression (Article 41.3)

	Old Progression	New Progression	Increase
Start Rate	\$16.00	\$23.00	44%
+12 months	\$17.00	\$24.00	41%
+24 months	\$18.00	\$25.00	39%
+36 months	\$21.00	\$28.00	33%
+48 months	Top Rate	Top Rate	---

Full-time air operations progression (Article 40.6(b))

	Old Progression	New Progression	Increase
Start Rate	\$17.00	\$23.00	35%
+12 months	\$18.00	\$24.00	33%
+24 months	\$19.00	\$25.00	32%
+36 months	\$23.00	\$29.00	26%
+48 months	Top Rate	Top Rate	---

Part-time air operations progression (Article 40.6(a))

	Old Progression	New Progression	Increase
Start Rate	\$15.00	\$23.00	53%
+12 months	\$16.00	\$24.00	50%
+24 months	\$17.00	\$25.00	47%
+36 months	\$21.00	\$29.00	38%
+48 months	Top Rate	Top Rate	---

Mileage progression (Article 43.2(11))

	Old Progression			New Progression			Increase
	Single	Double	Triple	Single	Double	Triple	
Start Rate	0.5816	0.5939	0.6062	0.6370	0.6504	0.6639	9.52%
+12 months	0.6203	0.6335	0.6466	0.6473	0.6611	0.6747	4.35%
+24 months	0.6591	0.6731	0.6871	0.6866	0.7012	0.7158	4.17%
+36 months	0.6979	0.7127	0.7275	0.7465	0.7623	0.7781	6.96%
+48 months	Top Rate			Top Rate			---

Mileage Top Rates (Article 43.3) *

				Increase			Increase (%) in Top Rate
	Single	Double	Triple	Single	Double	Triple	
7/31/23	0.9517	0.9717	0.9919				
8/1/23	1.0148	1.0361	1.0577	0.0631	0.0644	0.0658	6.63%
8/1/24	1.0320	1.0537	1.0757	0.0172	0.0176	0.0180	1.81%
8/1/25	1.0492	1.0713	1.0937	0.0172	0.0176	0.0180	1.81%
8/1/26	1.0721	1.0947	1.1176	0.0229	0.0234	0.0239	2.41%
8/1/27	1.1237	1.1474	1.1714	0.0516	0.0527	0.0538	5.42%

1. Members currently in progression will receive the greater of the GWI or progression rate retro to August 1, 2023, then receive GWI's and, if applicable, progression increases.