



UPS CONTRACT FULL TIME HIGHLIGHTS

General Wage Increases

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

Improved Full-Time Wage Progression 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	

Pension Increase

The pension contribution rate for full-timers will be increased from \$13.31 per hour to \$13.56 per hour, effective August 1, 2023. \$13.56 x 2,080 hours is an increase of \$28,204.80 per year. Increases for years 2024, 2025, 2026, and 2027 will be determined on a year-to-year basis.

No More 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.

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.

No More Forced 6th Punch

UPS cannot force any package driver to work on their scheduled day off. This language in the national contract overrides any supplement.

8 Hour Request

Reduces the notice required for an 8-hour request from 5 calendar days to 3 workdays. Doubles the penalty for 8-hour request violation from 2 hours straight time to 2 hours at double time.

Improved 9.5 Language

All current RPCDs will have full 9.5 rights. Penalties for repeated 9.5 violations can now go up to quadruple time. If you are assigned excessive overtime on the remaining 2 days of your workweek, you can be awarded a triple-time penalty.

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Short On Pay

The full-time employee will be paid an additional amount equal to one-half (1/2) of their daily guarantee at their regular hourly rate for every full pay period in which the shortage is not paid after the second scheduled work day, until corrected. If the payroll error for a full-time employee is not corrected within two pay periods, the payroll error penalty described above shall be increased to the full-time employee’s full daily guarantee.

Technology and Discipline

New language prevents UPS from issuing any discipline based solely on technology. The Teamsters have stopped the installation of driver-facing cameras and forced UPS to prove to the union that such cameras are disabled. Forward-facing cameras do currently exist, but new language ensures UPS can’t use data for discipline. Under this agreement, driver-facing sensors will only be used to train new drivers and cannot be used for discipline. Sensors may not be used as the only reason for disqualifying drivers during probationary period.

Air Conditioned Vehicles

All vans, pushbacks, fuel trucks, package cars, shifting units, and 24-foot box vans after January 2024 shall be equipped with A/C. Single fans will be installed in all package cars within 30 days of ratification, and a second fan will be installed no later than June 1, 2024. The company will replace at least 28,000 package cars and vans during the life of this contract.

Utility Drivers

No driver shall be loaned out to a center where there are driver(s) on a layoff status.

All known vacancies of less than one week shall be posted the week prior to the opening and offered in seniority order to all utility drivers.

Utility drivers who are not on a weekly vacancy bid, shall have the ability, in seniority order, to bid a known vacancy in the week.

Feeder Drivers

On days where premium is paid, either 1 ½ time or double time, the premium shall be paid from punch to punch.

A secondary list will be created for current UPS Teamsters interested in promoting into Feeder to avoid off the street hires.

Increases lodging allowance and reimbursement penalties during Sleeper Team Operations from \$50 to \$100 for each rest period when UPS cannot provide lodging.

Subsistence Allowance:

Each employee shall be allowed road expenses in the amount of forty-five dollars (\$45.00) for each 1,000 miles traveled.

When sleeper team runs require waiting time at the furthest point, such waiting time may be non-paid, but not to exceed 1 hour.

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.

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 Holidays

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