

Part Time Wage Increases and Progressions in National Master Contract

UPS part timers will receive the following increases as part of the new UPS National Master Agreement:

- \$3.90 in general wage increases (GWI) during the contract. \$.70 retroactive to August 2013, \$.70 in August 2014, \$.70 in August 2015, \$.40 in August 2016, \$.40 in February 2017, \$.50 in August 2017 and \$.50 in February 2018.
- Progression Improvements that will apply on your anniversary date:
 - New Start Rate \$11.00
 - Seniority Plus 1 Year \$11.50
 - Seniority Plus 2 Years \$12.00
 - Seniority Plus 3 Years \$13.00
 - Seniority Plus 4 Years \$13.50
- \$1.50 increase in starting wage.

The following examples will show how this will impact your hourly wage rate:

Example 1, Preload-Sort employee hired March 1, 2013 (five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$10.50
August 1, 2013 + \$.70	\$11.20
March 1, 2014 (< 1 year)	\$11.50
August 1, 2014 +\$.70	\$12.20
March 1, 2015 (<2 years)	(above new progression)*
August 1, 2015 +\$.70	\$12.90
March 1, 2016 (<3 years)	\$13.00
August 1 2016 +\$.40	\$13.40
February 1, 2017 +\$.40	\$13.80
March 1, 2017 (<4 years)	(above new progression)*
August 1 2017 + \$.50	\$14.30
February 1, 2018 +\$.50	\$14.80

Example 2, Preload-Sort employee hired March 1, 2012 (one year, five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$11.00
August 1, 2013 + \$.70	\$11.70
March 1, 2014 (< 2 years)	\$12.00
August 1, 2014 +\$.70	\$12.70
March 1, 2015 (<3 years)	\$13.00
August 1, 2015 +\$.70	\$13.70
March 1, 2016 (<4 years)	(above new progression)*
August 1 2016 +\$.40	\$14.10
February 1, 2017 +\$.40	\$14.50
August 1 2017 + \$.50	\$15.00
February 1, 2018 +\$.50	\$15.50

Example 3, Preload-Sort employee hired March 1, 2011 (two years, five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$11.50
August 1, 2013 + \$.70	\$12.20
March 1, 2014 (< 3 years)	\$13.00
August 1, 2014 +\$.70	\$13.70
March 1, 2015 (<4 years)	(above new progression)*
August 1, 2015 +\$.70	\$14.40
August 1 2016 +\$.40	\$14.80
February 1, 2017 +\$.40	\$15.20
August 1 2017 + \$.50	\$15.70
February 1, 2018 +\$.50	\$16.20

Example 4, Preload-Sort employee hired March 1, 2010 (three years, five months seniority on August 1, 2013)

July 31 2013 (current rate)	\$12.00
August 1, 2013 (<3 years)	\$13.00
March 1, 2014 (< 4 years)	\$13.50
August 1, 2014 +\$.70	\$14.20
August 1, 2015 +\$.70	\$14.90
August 1 2016 +\$.40	\$15.30
February 1, 2017 +\$.40	\$15.70
August 1 2017 + \$.50	\$16.20
February 1, 2018 +\$.50	\$16.70



For more information on the UPS contract speak to your local union or go to www.teamster.org/divisions/package

*If your hourly wage rate is already higher than the progression rate due to the application of the GWI, you will remain at the higher rate until the next GWI or progression step whichever comes first.

**The progression rates for Pre-Load and Sorter classification is \$1.00 above the "all other" rates

For more information contact your steward or Local Union.