

# UPS FREIGHT CONTRACT IMPROVES AND PROTECTS BENEFITS AND WORKING CONDITIONS

We all know that most LTL companies are struggling. Many are cutting wages and benefits. Our UPS Freight Agreement provides for major economic improvements and protects our work and jobs.

## The new agreement:

- Provides for \$2.50 in wage increases during the life of the agreement, making UPS Freight members the highest paid in the industry;
- Improves pension benefits for more than 80 percent of Teamsters, while protecting and maintaining the benefits of those at the top of the wage scale;
- Lowers the cost of health insurance premiums paid by employees by 10 percent for those in the buy-up plan, while maintaining the benefit levels. Coverage will now be administered by TeamCare;
- Those in the current free plan will continue to have no monthly contribution. While there are some changes, the new plan administered by TeamCare is an overall better plan;
- Provides strong protections for Road Driver work and jobs;
- Provides a solution that will reduce the number of subcontractors; guarantees the number of Road Driver positions at terminals where LHDs are used; makes it easier to convert LHD runs to regular Road Driver runs by considering terminals within 30 miles of each other as one terminal when determining if there is two-way freight; and gives the union the right to reject the creation of any LHD run;
- Obligates the company to recall all Road Drivers to full employment within their classification within 90 days from ratification at all terminals where subcontractors are being used;
- Creates new full-time jobs on the dock;
- Provides stronger bumping and seniority rights;
- The 10 percent of employees that had no guarantee under the last contract will now get a 4-hour guarantee;
- Improves vacation benefits for those serving in the military, allowing them to continue to accrue vacation while they are serving our country; and
- Significantly reduces monthly cost to retirees for health insurance.



**FOR MORE INFORMATION  
contact your Local Union.**

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