

PART-TIMERS ARE KEY

In 2023

Without UPS part-timers, the company's record profits simply would not be possible. **Isn't it time for you to get a share of the success made possible by your hard work?**

The only way to make that happen is by standing together as part of a union and fighting for what part-timers deserve. Next year, the Teamsters Union will be negotiating a new contract for UPS workers and we need everyone standing united in this fight. The larger our membership is going into negotiations, the stronger we are in demanding wages and workplace policies that part-timers deserve at UPS, including:

- **AN END to part-time wage discrimination.** UPS's selective use of MRAs (Market Rate Adjustments) has to stop. We need to raise the starting wage rate for ALL part-timers and demand catch-up raises for existing part-timers.
- **AN END to "paid day" violations.** We need to stop the practice in which part-timers are sent home early and denied pay for negotiated shift guarantees while supervisors take the work. This has the effect of lowering part-timers' paid day and undermining job conditions.
- **An END to production speed-ups.** While UPS pushes back part-timers' start time and shortens shift hours, it wants to process the same volume of packages. Not only does this affect part-timers' pay, it creates more dangerous working conditions.
- **An END to high turnover.** UPS can hire and retain more part-timers by providing health care much sooner. Part-timers should not have to wait nine months to get health care.
- **An END to loopholes that allow UPS to avoid creating more full-time inside jobs.** We need to stand together and demand more full-time inside jobs for those part-timers who are not interested in becoming drivers.

You can send a message to UPS right now by signing up to join the union!

Your membership will give the union more strength at the bargaining table and show the company that its part-timers are serious about winning higher wages and better working conditions in 2023.



For more information, call the Teamsters Organizing Department at 202-624-8718.