

**State of Michigan**

**and**

**United Parcel Service  
Rider**

**to the**

**NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT**

**For The Period August 1, ~~2018~~ 2023  
through July 31, ~~2023~~ 2028**



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SCHEDULE OF WAGES						
CLASSIFICATION	8/1/2018 <del>23</del>	8/1/2019 <del>24</del>	8/1/2020 <del>25</del>	8/1/2021 <del>26</del>	8/1/2022 <del>27</del>	
P/U & Delivery Dr	\$37.00 <u>\$44.35</u>	\$37.75 <u>\$45.10</u>	\$38.55 <u>\$45.85</u>	\$39.45 <u>\$46.85</u>	\$40.45 <u>\$49.10</u>	
Tractor-Trailer Dr	\$37.01 <u>\$44.36</u>	\$37.76 <u>\$45.11</u>	\$38.56 <u>\$45.86</u>	\$39.46 <u>\$46.86</u>	\$40.46 <u>\$49.11</u>	
Tractor-Trailer Dr-Double Bottoms	\$37.46 <u>\$44.81</u>	\$38.21 <u>\$45.56</u>	\$39.01 <u>\$46.31</u>	\$39.91 <u>\$47.31</u>	\$40.91 <u>\$49.56</u>	
Tractor-Trailer Dr-Db Btm 40's & Trains	\$37.81 <u>\$45.16</u>	\$38.56 <u>\$45.91</u>	\$39.36 <u>\$46.66</u>	\$40.26 <u>\$47.66</u>	\$41.26 <u>\$49.91</u>	
Porters, Clerks, Car Wash	\$35.30 <u>\$42.65</u>	\$36.05 <u>\$43.40</u>	\$36.85 <u>\$44.15</u>	\$37.75 <u>\$45.15</u>	\$38.75 <u>\$47.40</u>	
F/T Sorters	\$36.35 <u>\$43.70</u>	\$37.10 <u>\$44.45</u>	\$37.90 <u>\$45.20</u>	\$38.80 <u>\$46.20</u>	\$39.80 <u>\$48.45</u>	
F/T Preloaders	\$36.35 <u>\$43.70</u>	\$37.10 <u>\$44.45</u>	\$37.90 <u>\$45.20</u>	\$38.80 <u>\$46.20</u>	\$39.80 <u>\$48.45</u>	
*Journeyman Mechanic	\$37.40 <u>\$44.75</u>	\$38.15 <u>\$45.50</u>	\$38.95 <u>\$46.25</u>	\$39.85 <u>\$47.25</u>	\$40.85 <u>\$49.50</u>	
**Apprentice Mechanic	\$36.65 <u>\$44.00</u>	\$37.40 <u>\$44.75</u>	\$38.20 <u>\$45.50</u>	\$39.10 <u>\$46.50</u>	\$40.10 <u>\$48.75</u>	
All Others	\$34.30 <u>\$41.65</u>	\$35.05 <u>\$42.40</u>	\$35.85 <u>\$43.15</u>	\$36.75 <u>\$44.15</u>	\$37.75 <u>\$46.40</u>	
NOTE: Part Time rates – Article 22 Section 5, National Master NOTE: Cost of Living see Article 33 National Master						

NOTE: Cost of Living see Article 33 National Master

# **NATIONAL MASTER AGREEMENT**

## **ARTICLE 3 UNION SHOP AND DUES**

No change.

## **ARTICLE 14 HEALTH AND WELFARE**

No change.

# **CENTRAL CONFERENCE SUPPLEMENT**

## **ARTICLE 3, SETION 8 – FULL TIME JOBS**

Any employee moving from one (1) classification to another shall remain in that job for not less than one (1) year, except those employees who move because of a layoff. However, a 22.2 or 22.3 employee may bid a job opening within their current classification one (1) time in that year. The year period shall begin upon the employee being awarded the original bid pursuant to Article 3, Section 8 of the Central Region of Teamsters Supplemental Agreement.

## **ARTICLE 16 VACATION**

Vacations: Eight (8) years or more - Three (3) weeks.

An employee may at ~~his/her~~ their discretion sell back up to two (2) weeks of vacation. The employee must request the ~~ASell Back@~~ sell back weeks by December of the current selection period.

## **ARTICLE 17 GRIEVANCE PROCEDURE**

The Employer shall have ten (10) calendar days including date of knowledge to issue discipline to an employee by proper written notice with a copy to the Local Union.

It shall be the responsibility of the employee to reduce a grievance to writing from the date of knowledge and/or the date of discipline issued and submit the grievance to the Employer within ten (10) calendar days.

**All warning letters issued by the employer shall be deemed automatically protested by the Union on behalf of the employee. Warning letters will be held in abeyance until if and when any subsequent discipline is issued.**

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager or Designee and District Labor Manager will meet to discuss matter.

## **ARTICLE 18 MEAL PERIOD**

No change.

## **MECHANICS**

1. Any mechanic called back to work after completing ~~his/her~~ their scheduled workday shall be guaranteed four (4) hours work or pay at time and one-half (1 1/2).

2. One change of uniform per day.
3. Foul weather gear.
4. Apprenticeship program.

An employee receiving “Red Circled” rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

## **CENTRAL CONFERENCE SUPPLEMENT**

### **ARTICLE 19, SECTION 4**

No change.

WITNESS WHEREOF, the parties hereto set their hands and seals this 1<sup>st</sup> day of August 2018. 2023

**For the Employees:**

**For the Employer:**

**BY:** \_\_\_\_\_

**BY:** \_\_\_\_\_

Ellis Wood, Chairman  
John Goodin  
Scott Quenneville  
Ryan Skodack  
Josh Graham  
Dave Boaf  
Katina Reyna

Robert Eans, Chairman  
Leslie Gleue  
Kenneth Ramsey  
Margaret Miller  
Subrina Borr