



HISTORIC RAISES. HISTORIC WINS.

UPS Teamsters 2023-2028 Tentative Agreement Highlights

After Teamsters organized one of the most intimidating strike threats in all of labor, tens of billions of dollars are coming back from UPS and Wall Street and going directly into the pockets of hardworking families. Teamsters won the most lucrative contract for workers in the history of UPS.

WAGE INCREASES FOR EVERYONE

- 2023: \$2.75 per hour *(compared to \$0.70 raise in 2018)*
- 2024: \$0.75 per hour *(compared to \$0.75 raise in 2019)*
- 2025: \$0.75 per hour *(compared to \$0.80 raise in 2020)*
- 2026: \$1.00 per hour *(compared to \$0.90 raise in 2021)*
- 2027: \$2.25 per hour *(compared to \$1.00 raise in 2022)*
- \$7.50 per hour raise over five years *(compared to \$4.15 per hour raise under previous contract)*

All existing part- and full-timers will get an immediate **\$2.75 an hour raise** when the contract takes effect — an unprecedented first-year gain — and **\$7.50 an hour total wage increases** over the life of the agreement.

All UPS Teamsters earning more money under a Market Rate Adjustment will keep their MRA and receive all general wage increases to compound your earnings.

ENDING PART-TIME POVERTY

The agreement increases the starting part-time wage from **\$15.50 an hour to \$21 an hour**. Right now, there are more than 40,000 part-timers stuck making \$16.65. The new contract will award them hourly raises of \$9.10 over length of agreement.

Part-timers who have been at UPS between 5-10 years will get raises of \$8.50 per hour over the course of the contract and part-timers with more than 15 years or more of seniority will get raises of \$9 per hour over the five years of the contract.

The \$21 an hour part-time starting rate progresses to \$23 an hour over the life of the agreement. This will attract more new part-timers while also rewarding existing, long-term part-timers with higher wages that will remain competitive.

Part-time UPS Teamsters earning more than \$21 an hour under market rate adjustments will also receive the same general wage increases to keep their wages high. Overall, existing part-time workers will receive a 48 percent average total wage increase from the contract.

On top of new raises, part-timers with five or more years of seniority can receive up to \$1.50 per hour in longevity wage increases:

- Part-timers with 5-10 years: extra \$0.50 per hour in 2023
- Part-timers with 10-15 years: extra \$1.00 per hour in 2023
- Part-timers with 15 years or more: extra \$1.50 per hour in 2023

REWARDING FULL-TIMERS

The new agreement will keep full-time UPS Teamsters the highest paid delivery drivers in the nation, topping out at an average of **\$49 per hour** by 2027. This amounts to an average 18 percent hourly wage increase for full-timers.

22.4 NO MORE!

The unfair 22.4 classification that was forced on members in 2018 has been abolished in the current tentative agreement. This alone is a massive accomplishment as eliminating two-tier wage systems is virtually unheard of in labor agreements.

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Under the new contract, 22.4 drivers would be reclassified immediately as Regular Package Car Drivers and placed in seniority. Their pay would be adjusted to the appropriate RPCD rate and they would be eligible for the 9.5 list for the first time.

MORE TIME WITH OUR FAMILIES

Under the new agreement, **forced 6th punch has been abolished.** Drivers will keep one of two workweek schedules and cannot be forced into overtime on scheduled days off.

In addition, all workers will now receive **Martin Luther King Day** as a full paid holiday for the first time.

HISTORIC HEAT PROTECTIONS

One of the most historic achievements in the agreement is the installation of in-cab air conditioning in all larger delivery vehicles, sprinter vans, and package cars purchased after January 1, 2024. A year ago, this was considered by many to be unthinkable.

The long overdue installation of air conditioning in UPS vehicles is an historic first. New language will eventually update UPS's entire fleet with modern vehicles equipped with A/C. UPS will replace and modernize at least 28,000 vehicles under the new contract.

All package cars will be retrofitted with two fans, exhaust heat shields, and air induction vents in the cargo compartments.

The company will also provide thousands of new ice machines and water fountains in the buildings.

MORE WORK FOR TEAMSTERS

A total of **7,500 new full-time Teamster jobs** will be established under the new agreement, creating more opportunities for part-timers. The company has also committed in the contract to fulfill 22,500 open positions.

Part-timers will have priority to do all seasonal work using their own vehicles. This means that more work currently done by PVDs will now be done by Teamsters.

Part-timers doing seasonal work will get a locked-in 8-hour guarantee. Seasonal PVD work for anyone hired off the street will be limited to five weeks only from November through December.

The weight and size of packages that UPS can divert to Surepost has been reduced in the agreement, which will put more packages back into the UPS system to be handled by Teamsters. While the previous contract only redirected 42 percent of Surepost volume back to UPS, **the company must now put 50 percent of Surepost packages on UPS trucks.** This gives Teamsters millions of more packages and creates more part- and full-time jobs.

In other language that will lead to more work for our members, full- and part-timers will receive more penalty money and get it faster when managers perform union work in violation of the contract.

PROTECTED FROM TECH AND UNFAIR DISCIPLINE

New technology language in the tentative agreement protects Teamster jobs against drones, driverless vehicles, and AI. There will be no inward-facing cameras or recording devices, and outward-facing cameras cannot be used for discipline.

No data from driver-facing sensors will be recorded or provided to management. For the first time ever, no UPS Teamsters in any classification can be disciplined based solely on technology.

A \$30 BILLION WIN

This historic agreement includes more than 60 total changes and improvements – and not a single concession from the rank-and-file. The union has secured more gains for UPS members in this contract than under any previous contract.

The previous contract in 2018 was valued at \$13 billion. This time, our credible strike threat forced UPS to put \$30 billion in new money on table, making this the most expensive UPS Teamsters contract ever.

VOTE 'YES' FOR THE UPS TEAMSTERS CONTRACT!