

The Pension Divide

The New UPS Pension Plan

\$2,500 for 25-at-57 / \$3,000 for 30-and-out

The accrual rises to just \$158.50 by the end of the contract.

- ▶ **Pays the lowest pension benefits of any fund covering UPS Teamsters**
- ▶ **Covers 44,000 UPS Teamsters in the Carolinas and Central and Southern Regions—the single largest group of UPS Teamsters covered by any plan**

Western Conference

“80-and-out” for UPS, freight, and many others (age + years of service). A UPS worker at age 52 with 28 years service can retire with \$3,500 presently. The accrual (monthly pension increase for a year worked) for a 20-year UPS worker in August 2008 will be \$342, and by 2012 it will be \$464, so UPS Teamster pensions will be approximately \$5,000 per month for Teamsters retiring in 2013.

New England

\$2,500 for 25-at-57 plus \$150 for each additional year of service. \$3,500 for 30 and out at 57. \$150 for each additional year of service, up to \$4,700 for 38 years. Beginning October 2008, a supplement of \$1,000 per month will be paid to those between the ages of 60 and 62 who retire with 30-and-out or 25-at-57 or more.

Washington, D.C. (Local 639)

\$5,000 (approx.) at present for 30-and-out at any age. The accrual for this year is \$445, so pensions will rise quite a bit higher during this contract.

New York State

\$5,500 (approx.) for 30-and-out at any age.

New York City (Local 804)

\$3,100 for 25-and-out at any age.

\$3,600 for 25-at-55, or 30-and-out at any age.

New Jersey (Local 177)

\$3,700 for 25-at-55.

\$3,700 for 30-and-out at any age.

Philadelphia Area

\$3,590 for 30-and-out.

This will increase by \$131 per year, thus will be \$4,248 per month by 2013.

Western Pennsylvania

\$3,500 for 30-and-out at present. By the end of the current contract in 2013 the 30-and-out benefit will be approx. \$4,300 a month.

Central Pennsylvania

\$3,100 for 25 years at age 57. Teamsters can retire with a higher overall amount based on contributions accrued in three separate Central PA plans.

Hagerstown, Md. (Local 992)

\$3,000 for 25-at-57.

\$3,600 for 30-and-out.

\$4,200 for 35-and-out.

Central States

Covers Carolinas, the South and much of the Central Region, but no longer any active UPS Teamsters. A UPS (or freight, carhaul, etc.) Teamster with 30 years can presently retire with \$3,050 at age 62, or \$2,913 at age 57. 25-at-57 is presently \$2,413. The accrual will reach \$196 per year by 2012, so Central States pensions even for early retirees will be greater than the UPS Plan.

Missouri (Local 688)

\$2,600 for 25-at-57; \$3,100 for 30-and-out, \$3,200 for 30-at-57; \$100 extra for each year of age beyond 61 and also for each year of service (e.g. \$4,000 for 35-at-64).

Wisconsin (Local 344)

\$2,000 for 25-and-out at any age; \$3,000 for 30-and-out; \$101 more for each additional year.

Local 705 (Chicago Area)

\$2,500 for 25-and-out, with a lump sum of \$25,000; \$3,000 for 30-and-out, with \$30,000 lump sum; \$3,500 for 35-and-out, with \$35,000 lump sum. Option to reject lump sum and add \$8 per year of service to pension (e.g. \$3,240 for 30-and-out). The Local 705 UPS contract is separate from the national and not bargained yet, so we do not know if there will be pension improvements.

Virginia (Joint Council 83)

\$2,500 for 25-and-out.

\$3,500 for 30-and-out.

\$4,000 for 35-and-out.

West Virginia (Locals 175 and 505)

\$3,000 for 30-and-out.

\$4,250 for 35-and-out.

Local 710 Plan (Parts of Ill., Ind., and Iowa)

\$2,800 for 25-and-out, \$3,300 for 30-and-out, \$3,800 for 35-and-out. The Local 710 UPS contract is separate from the national and not bargained yet.

NOTE: This snapshot, summary information on the various pension plans is intended for general comparison purposes. We have attempted as much as possible to list comparable benefits (e.g. 30-and-out). In this summary, we cannot provide detailed or full information on the range of benefits available in the plans. Also note that this chart omits a few plans. Contact TDU for more info.