



# Make UPS Deliver

.org

## Summary of Economics in the Proposed Contract

**It's our contract. Get the facts on the proposed new five-year deal with UPS.**

### Wages

Wage increases are as follows: \$.70/hour on August 1, 2013; \$.70/hour on August 1, 2014; \$.70/hour on August 1, 2015; \$.40/hour on August 1, 2016 and \$.40/hour on Feb. 1, 2017; \$.50/hour on August 1, 2017 and \$.50/hour on Feb. 1, 2018.

The progression has been increased from three-years to four-years so new 22.3s and drivers will have to wait longer to reach full union scale. The details are in Article 41.

The wage increases total \$3.90. The wage increases in the 2008 contract totaled \$4.00, which taking into account five years of inflation would now be \$4.40.

### Part-Time Wages

The International Union announced that part-time wages are going up by \$1.50. But the real increase is only 50 cents.

That's because the \$1 raise that you get after 90 days in the present contract has been eliminated. In the proposed contract, part-timers don't get their first increase until the one-year mark.

The contract does not include any catch-up raises for part-timers, just the regular annual wage increases.

See the chart to the right for details.

### Health Benefits

All members presently in the company-based health plan are being moved out, into the Central States Health and Welfare Fund or other funds with inferior benefits.

### Retiree Health Benefits

Members in company-based plans will face much larger payments for retiree health care. Instead of paying \$50/month to cover a retiree and spouse, it will go to \$100, then \$200 and \$300/month by the third year of the contract (\$150 for a retiree alone).

In the West, where Teamsters have "maintenance of benefits" language to protect against health care cuts, any maintenance of benefits funding will come from reduced pension funding.

### IBT-UPS Plan Pensions

*Covers nearly 50,000 Teamsters in the Central and Southern Regions and the Carolinas*

The 30-and-out benefit will go from \$3,000 to \$3,200 in 2014 and to \$3,400 in 2017. The 25-and-out and 25-at-57 benefits are frozen at \$2,000 and \$2,500/month. The annual accrual, presently \$170, remains frozen for five years and will go up by \$5 in 2018.

#### Part-Time Wages: 2008 Contract vs. 2013 Contract

		2008	2013
<b>Start</b>	Preloader/Sort	\$9.50	\$11
	All others	\$8.50	\$10
<b>Start +90 Days</b>	Preloader/Sort	\$10.50	\$11
	All Others	\$9.50	\$10
<b>Start Plus 1 yr</b>	Preloader/Sort	\$11	\$11.50
	All Others	\$10	\$10.50

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The full text of the contract, and more informational bulletins, are online at [www.makeupsdeliver.org](http://www.makeupsdeliver.org).