

### **Why is the Agreement in effect?**

- A majority of UPS members voted in favor of the National Master Agreement in June of 2013.
- 95% of our UPS members have voted to approve their Agreements.
- UPS currently owes Teamster members and our funds more than \$300 million in wages and contributions.
- The union Chairs of the outstanding supplements/rider made it clear to the National Negotiating Committee in March, that the main issue causing rejection of the agreements is the move from UPS health insurance to TeamCare. That issue was voted on and ratified as part of the National Master Agreement and has been settled.
- Under Article XII of the International Constitution, the General Executive Board gave the National Negotiating Committee the authority to declare the contract in place when the members are repeatedly rejecting a supplement/rider based on language that has already been ratified.
- The National Committee voted overwhelmingly to declare the National Master UPS Agreement in effect.

### **What happens next?**

- The contract goes into effect on April 25, 2014. The economics are retroactive to August 1, 2013.
- UPS will expedite payment of retroactive wages for UPS members. The payment will come in a separate check so that they are not taxed at the higher rate.
- UPS will begin making the retroactive contributions to health and welfare and pension funds immediately.
- Health care changes will go into effect on June 1, 2014. Members affected by the new healthcare language will receive mailings from the health care administrators in the coming weeks.

### **What are the highlights of the Agreement?**

- Wages – full and part-time Teamsters will receive \$3.90 in raises over the term of the contract. And the start rate for part time will increase by \$1.50. Based on a 46-hour work week, a full-time driver will earn \$25,000 more under this contract than the last.
- Harassment – new language was added to deal with the underlying issues of harassment due to misuse of technology for discipline, understaffing, 9.5 rights and retaliation for grievance filing and exercising rights under the contract.
- New jobs – the contract provide for an additional 2,350 full-time jobs during the first three years and protects current 22.3 jobs.
- SurePost - new guidelines will protect Teamster jobs, limit the size and weight of SurePost packages, put more SurePost packages back in package cars and give the Union the right to address problems in arbitration.

