

UPS Contract Update

National contract negotiations at UPS and UPS Freight begin January 22.

UPS is making record profits. But, the company is demanding concessions. We can't let that happen again. UPS Teamsters are organizing ourselves and uniting to prevent givebacks and win a better contract. Here are *some* of the issues that we're fighting for.

WAGES

- No split raises.
- Shorten the progression.
- Improve substandard pay for air combos.
- Close Article 40 loopholes.

HEALTHCARE

- Protect and improve health benefits. Restore the benefits lost in the last contract.

PENSIONS/RETIREE H&W

- Protect and improve pensions. Reverse the increases in retiree healthcare premiums from the last contract.

HIGHER PART-TIME PAY

- Increase starting part-time pay to \$15 an hour.
- Catch-up wage increases for current part-timers and 4-hour daily guarantee.

MORE FULL-TIME JOBS

- Create 15,000 new 22.3 jobs. Require UPS to maintain all 22.3 jobs in the locals where they are created.

HARASSMENT

- Tough language that stops harassment and nonstop contract violations.

EXCESSIVE OVERTIME

- Strong, enforceable protections against forced overtime, including during peak.
- No forced sixth punch or forced work on holidays.
- All package drivers and inside workers put on 9.5 list. Employees who want more overtime can opt-out of 9.5.
- 9.5 penalty pay automatically appears in next paycheck.
- Make all work after 9.5 hours in a day voluntary.

UNFAIR DISCIPLINE

- Fix the broken grievance procedure and close contract loopholes that allow management to discipline members on trumped up charges.

JOB SECURITY

- Fight subcontracting of feeder work and job elimination through SurePost, Access Point, PVDs, and more.

UPSERS HAVE A RIGHT TO SEE THE CONTRACT PROPOSALS

The International Union promised members that there would be no information brownout this time. But so far, the proposals for the national contract and almost all supplements have been kept secret from the members. After negotiations open on January 22, management will have the proposals. There is no excuse for Hoffa's Package Division to keep the national and supplemental bargaining proposals secret from the members who have to work under the contract.



WWW.TEAMSTERSUNITED.ORG/UPS

Text CONTRACT to 94253 to sign up for contract updates.

Teamsters United is independent of the Hoffa administration and the IBT.