



# UPS Teamster Times

Worldwide Services  
Synchronizing the world of commerce

## Supervisors working: Same supervisor 3x in a rolling 9 month period = TRIPLE TIME

One of the biggest contract violations part-timers deal with is SUPERVISORS WORKING. They just can't seem to help themselves!

The new proposed contract includes a major improvement to the Supervisors Working language. Once this agreement is ratified, any time you catch the same supervisor doing Teamster work for the third (or more) time in a rolling nine month period, the penalty will be TRIPLE YOUR HOURLY RATE for the amount of time they were doing

your work.

Given how UPS's supervisors can't seem to keep their hands off the packages, this will likely translate into some big paydays for you and your coworkers.

Your Teamster Business Agent will keep track of how many grievances have been filed against the same supervisor over that 9-month period. Your job is to stay vigilant and keep filing grievances when you see supervisors stealing your work.

## Part-timers healthcare kicks in after 9 months — for individual AND family coverage!

Prior to this new contract, you had to wait 12 months for individual and family healthcare coverage to begin. In a huge victory for our part-timers, that waiting period has dropped significantly! Once this contract is ratified, the waiting period for healthcare to kick in is now going to be 9

months for both individual and family coverage.

This also means that any part-timer who has been working at UPS for longer than 9 months but less than 12 months will *immediately* receive coverage once this contract is ratified.

# **Are you getting paid above the printed rate in the contract? If so, YOU KEEP THAT and get General Wage Increases on top of it!**

The printed pay rates in the proposed National Master UPS Agreement are significantly higher than they were before ... but for many part-timers in the Seattle area, those new printed pay rates don't mean much, because you are not currently being paid the printed rate in the contract.

The reason for this is the Market Rate Adjustments (MRAs) that raise your pay rate above the contractual rate. These were enacted so that UPS could recruit and hire enough part-timers to staff their operation in our geographical area.

The Company planned for all of those MRAs to expire on July 31, 2018, sending you all back to the printed rates in the contract — in other words, UPS wanted to give you a pay cut.

The Teamsters made it clear to UPS that we would *not* stand for any of our members taking a pay cut under this new contract. And we were successful! UPS is not only leaving your MRA payments intact, but the General Wage Increases (GWIs) in the contract will be applied on top of those.

This means that over the next five years after ratification, you will receive a pay raise each August 1. The increases are:

2018: \$.70; 2019: \$.75; 2020: \$.80; 2021: \$.90; and 2022: \$1.00.

This adds up to a total increase of \$4.15/hr over five years.

Once the contract is ratified, the first \$.70 pay increase will be retroactive to August 1, 2018.

# **Your defined benefit pension will still be here in 2023 and beyond!**

Apparently, a rumor has been spreading that at the end of this contract term, the Teamsters have agreed to allow UPS to "opt out" of Teamster pensions without penalty or consequence. This ridiculous rumor is based on a complete misreading of a Letter of Understanding between UPS and the Teamsters, which was written in 2008 and updated during these negotiations. The people peddling this rumor are either maliciously lying to the members, or they are

utterly misinterpreting the actual meaning of the Letter of Understanding. However, we would like to emphasize again: YOUR PENSION FUND IS IN EXCELLENT FINANCIAL HEALTH AND IT IS NOT GOING ANYWHERE.

UPS did take away (nonunion) management's defined benefit pension plan, forcing them all into a 401(k) instead ... Boy, isn't it great to be a Teamster?