



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

SPECIAL UPS REPORT

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“WE’VE CHANGED THE GAME”: TEAMSTERS WIN HISTORIC UPS CONTRACT



Deal Results in Higher Wages, More Jobs, Equal Pay, A/C, MLK Day, Part-Time Rewards

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(WASHINGTON) – Today, the Teamsters reached the most historic tentative agreement for workers in the history of UPS, protecting and rewarding more than 340,000 UPS Teamsters nationwide. The overwhelmingly lucrative contract raises wages for all workers, creates more full-time jobs, and includes dozens of workplace protections and improvements. The UPS Teamsters National Negotiating Committee unanimously endorsed the five-year tentative agreement.

“Rank-and-file UPS Teamsters sacrificed everything to get this country through a pandemic and enabled UPS to reap record-setting profits. Teamster labor moves America. The union went into this fight committed to winning for our members. We demanded the best contract in the history of UPS, and we got it,” said Teamsters General President Sean M. O’Brien. “UPS has put \$30 billion in new money on the table as a direct result of these negotiations. We’ve changed the game, battling it out day and night to make sure our members won an agreement that pays strong wages, rewards their labor, and doesn’t require a single concession. This contract sets a new standard in the labor movement and raises the bar for all workers.”

“UPS came dangerously close to putting itself on strike, but we kept firm on our demands. In my more than 40 years in Louisville representing members at Worldport — the largest UPS hub in the country — I have never seen a national contract that levels the playing field for workers so dramatically as this one. The agreement puts more money in our members’ pockets and establishes a full range of new protections for them on the job,” said Teamsters General Secretary-Treasurer Fred Zuckerman. “We stayed focused on our members and fought like hell to get everything that full-time and part-time UPS Teamsters deserve.”



“Rank-and-file members served on the committee for the first time, so we got to show up every day to support our fellow Teamsters and share their stories,” said Brandy Harris, a part-time UPS Teamster with Local 174 in Seattle and a member of the Teamsters National Negotiating Committee. “Our hard work has paid off — from those members and leaders negotiating for more at the table to my sisters and brothers building a credible strike threat around the country. Our union was organized and we were relentless. We’ve hit every goal that UPS Teamster members wanted and asked for with this agreement. It’s a ‘yes’ vote for the most historic contract we’ve ever had.”

Highlights of the tentative 2023-2028 UPS Teamsters National Master Agreement include:

- Historic wage increases. Existing full- and part-time UPS Teamsters will get \$2.75 more per hour in 2023, and \$7.50 more per hour over the length of the contract.
- Existing part-timers will be raised up to no less than \$21 per hour immediately, and part-time seniority workers earning more under a market rate adjustment would still receive all new general wage increases.
- General wage increases for part-time workers will be double the amount obtained in the previous UPS Teamsters contract — and existing part-time workers will receive a 48 percent average total wage increase over the next five years.
- Wage increases for full-timers will keep UPS Teamsters the highest paid delivery drivers in the nation, improving their average top rate to \$49 per hour.
- Current UPS Teamsters working part-time would receive longevity wage increases of up to \$1.50 per hour on top of new hourly raises, compounding their earnings.
- New part-time hires at UPS would start at \$21 per hour and advance to \$23 per hour.
- All UPS Teamster drivers classified as 22.4s would be reclassified immediately to Regular Package Car Drivers and placed into seniority, ending the unfair two-tier wage system at UPS.
- Safety and health protections, including vehicle air conditioning and cargo ventilation. UPS will equip in-cab A/C in all larger delivery vehicles, sprinter vans, and package cars purchased after Jan. 1, 2024. All cars get two fans and air induction vents in the cargo compartments.
- All UPS Teamsters would receive Martin Luther King Day as a full holiday for the first time.
- No more forced overtime on Teamster drivers’ days off. Drivers would keep one of two workweek schedules and could not be forced into overtime on scheduled off-days.
- UPS Teamster part-timers will have priority to perform all seasonal support work using their own vehicles with a locked-in eight-hour guarantee. For the first time, seasonal work will be contained to five weeks only from November-December.
- The creation of 7,500 new full-time Teamster jobs at UPS and the fulfillment of 22,500 open positions, establishing more opportunities through the life of the agreement for part-timers to transition to full-time work.
- More than 60 total changes and improvements to the National Master Agreement — more than any other time in Teamsters history — and zero concessions from the rank-and-file.

On July 31, representatives of the 176 UPS Teamster locals in the U.S. and Puerto Rico will meet to review and recommend the tentative agreement. All UPS rank-and-file members will receive a list of improvements in the contract. Locals will conduct member meetings and Teamsters will have several weeks to vote on the offer electronically. Member voting begins August 3 and concludes August 22.

The UPS Teamsters National Master Agreement is the single largest private-sector collective bargaining agreement in North America.