

UPS-Teamsters 2023-2028 Tentative Agreement Progressions and Mileage Rates - REVISED

P&M

Full-time wage progression (Article 41.2) Package Car and Feeder Drivers

	<u>Old Progression</u>	<u>New Progression</u>	<u>Increase</u>
Start Rate	\$21.00	\$23.00	9.52%
+12 months	\$23.00	\$24.00	4.35%
+24 months	\$24.00	\$25.00	4.17%
+36 months	\$28.75	\$30.75	6.96%
+48 months	<u>Top Rate</u>	<u>Top Rate</u>	---

Full-time inside wage progression (Article 41.3)

	<u>Old Progression</u>	<u>New Progression</u>	<u>Increase</u>
Start Rate	\$16.00	\$23.00	44%
+12 months	\$17.00	\$24.00	41%
+24 months	\$18.00	\$25.00	39%
+36 months	\$21.00	\$28.00	33%
+48 months	<u>Top Rate</u>	<u>Top Rate</u>	---

Full-time air operations progression (Article 40.6(b))

	<u>Old Progression</u>	<u>New Progression</u>	<u>Increase</u>
Start Rate	\$17.00	\$23.00	35%
+12 months	\$18.00	\$24.00	33%
+24 months	\$19.00	\$25.00	32%
+36 months	\$23.00	\$29.00	26%
+48 months	<u>Top Rate</u>	<u>Top Rate</u>	---

Part-time air operations progression (Article 40.6(a))

	<u>Old Progression</u>	<u>New Progression</u>	<u>Increase</u>
Start Rate	\$15.00	\$23.00	53%
+12 months	\$16.00	\$24.00	50%
+24 months	\$17.00	\$25.00	47%
+36 months	\$21.00	\$29.00	38%
+48 months	<u>Top Rate</u>	<u>Top Rate</u>	---

Mileage progression (Article 43.2(11))

	<u>Old Progression</u>			<u>New Progression</u>			<u>Increase</u>
	<u>Single</u>	<u>Double</u>	<u>Triple</u>	<u>Single</u>	<u>Double</u>	<u>Triple</u>	
Start Rate	0.5816	0.5939	0.6062	0.6370	0.6504	0.6639	9.52%
+12 months	0.6203	0.6335	0.6466	0.6473	0.6611	0.6747	4.35%
+24 months	0.6591	0.6731	0.6871	0.6866	0.7012	0.7158	4.17%
+36 months	0.6979	0.7127	0.7275	0.7465	0.7623	0.7781	6.96%
+48 months	<u>Top Rate</u>			<u>Top Rate</u>			---

Mileage Top Rates (Article 43.3) *

		<u>Increase</u>			<u>Increase (%)</u> <u>in Top Rate</u>
		<u>Single</u>	<u>Double</u>	<u>Triple</u>	
7/31/23	0.9517	0.9717	0.9919		
8/1/23	1.0148	1.0361	1.0577	0.0631 0.0644 0.0658 6.63%	
8/1/24	1.0320	1.0537	1.0757	0.0172 0.0176 0.0180 1.81%	
8/1/25	1.0492	1.0713	1.0937	0.0172 0.0176 0.0180 1.81%	
8/1/26	1.0721	1.0947	1.1176	0.0229 0.0234 0.0239 2.41%	
8/1/27	1.1237	1.1474	1.1714	0.0516 0.0527 0.0538 5.42%	

1. Members currently in progression will receive the greater of the GWI or progression rate retro to August 1, 2023, then receive GWI's and, if applicable, progression increases.