

State of Michigan

and

**United Parcel Service
Rider**

to the

**NATIONAL MASTER
UNITED PARCEL SERVICE
AGREEMENT**

For The Period August 1, ~~2018~~ 2023
through July 31, ~~2023~~ 2028



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SCHEDULE OF WAGES

CLASSIFICATION	8/1/2018-23	8/1/2019-24	8/1/2020-25	8/1/2021-26	8/1/2022-27
P/U & Delivery Dr	\$37.00 <u>\$44.35</u>	\$37.75 <u>\$45.10</u>	\$38.55 <u>\$45.85</u>	\$39.45 <u>\$46.85</u>	\$40.45 <u>\$49.10</u>
Tractor-Trailer Dr	\$37.01 <u>\$44.36</u>	\$37.76 <u>\$45.11</u>	\$38.56 <u>\$45.86</u>	\$39.46 <u>\$46.86</u>	\$40.46 <u>\$49.11</u>
Tractor-Trailer Dr-Double Bottoms	\$37.46 <u>\$44.81</u>	\$38.21 <u>\$45.56</u>	\$39.01 <u>\$46.31</u>	\$39.91 <u>\$47.31</u>	\$40.91 <u>\$49.56</u>
Tractor-Trailer Dr-Db Btm 40's & Trains	\$37.81 <u>\$45.16</u>	\$38.56 <u>\$45.91</u>	\$39.36 <u>\$46.66</u>	\$40.26 <u>\$47.66</u>	\$41.26 <u>\$49.91</u>
Porters, Clerks, Car Wash	\$35.30 <u>\$42.65</u>	\$36.05 <u>\$43.40</u>	\$36.85 <u>\$44.15</u>	\$37.75 <u>\$45.15</u>	\$38.75 <u>\$47.40</u>
F/T Sorters	\$36.35 <u>\$43.70</u>	\$37.10 <u>\$44.45</u>	\$37.90 <u>\$45.20</u>	\$38.80 <u>\$46.20</u>	\$39.80 <u>\$48.45</u>
F/T Preloaders	\$36.35 <u>\$43.70</u>	\$37.10 <u>\$44.45</u>	\$37.90 <u>\$45.20</u>	\$38.80 <u>\$46.20</u>	\$39.80 <u>\$48.45</u>
*Journeyman Mechanic	\$37.40 <u>\$44.75</u>	\$38.15 <u>\$45.50</u>	\$38.95 <u>\$46.25</u>	\$39.85 <u>\$47.25</u>	\$40.85 <u>\$49.50</u>
**Apprentice Mechanic	\$36.65 <u>\$44.00</u>	\$37.40 <u>\$44.75</u>	\$38.20 <u>\$45.50</u>	\$39.10 <u>\$46.50</u>	\$40.10 <u>\$48.75</u>
All Others	\$34.30 <u>\$41.65</u>	\$35.05 <u>\$42.40</u>	\$35.85 <u>\$43.15</u>	\$36.75 <u>\$44.15</u>	\$37.75 <u>\$46.40</u>

NOTE: Part Time rates – Article 22 Section 5, National Master

NOTE: Cost of Living see Article 33 National Master

NATIONAL MASTER AGREEMENT

ARTICLE 3 UNION SHOP AND DUES

No change.

ARTICLE 14 HEALTH AND WELFARE

No change.

CENTRAL CONFERENCE SUPPLEMENT

ARTICLE 3, SETION 8 – FULL TIME JOBS

Any employee moving from one (1) classification to another shall remain in that job for not less than one (1) year, except those employees who move because of a layoff. However, a 22.2 or 22.3 employee may bid a job opening within their current classification one (1) time in that year. The year period shall begin upon the employee being awarded the original bid pursuant to Article 3, Section 8 of the Central Region of Teamsters Supplemental Agreement.

ARTICLE 16 VACATION

Vacations: Eight (8) years or more - Three (3) weeks.

An employee may at ~~his/her~~ their discretion sell back up to two (2) weeks of vacation. The employee must request the ~~ASell Back@~~ sell back weeks by December of the current selection period.

ARTICLE 17 GRIEVANCE PROCEDURE

The Employer shall have ten (10) calendar days including date of knowledge to issue discipline to an employee by proper written notice with a copy to the Local Union.

It shall be the responsibility of the employee to reduce a grievance to writing from the date of knowledge and/or the date of discipline issued and submit the grievance to the Employer within ten (10) calendar days.

All warning letters issued by the employer shall be deemed automatically protested by the Union on behalf of the employee. Warning letters will be held in abeyance until if and when any subsequent discipline is issued.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager or Designee and District Labor Manager will meet to discuss matter.

ARTICLE 18 MEAL PERIOD

No change.

MECHANICS

1. Any mechanic called back to work after completing ~~his/her~~ their scheduled workday shall be guaranteed four (4) hours work or pay at time and one-half (1 1/2).

2. One change of uniform per day.
3. Foul weather gear.
4. Apprenticeship program.

An employee receiving "Red Circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

CENTRAL CONFERENCE SUPPLEMENT

ARTICLE 19, SECTION 4

No change.

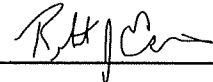
WITNESS WHEREOF, the parties hereto set their hands and seals this 1st day of August 2018. 2023

For the Employees:

BY: 

Ellis Wood, Chairman
John Goodin
Scott Quenneville
Ryan Skodack
Josh Graham
Dave Boaf
Katina Reyna

For the Employer:

BY: 

Robert Eans, Chairman
Leslie Gleue
Kenneth Ramsey
Margaret Miller
Subrina Borr