

## SUMMARY OF PROPOSED CONTRACT BETWEEN IAM DISTRICT LODGE 160 & 751 LOCAL AND NATIONAL MASTER AGREEMENT

# UNION RECOMMENDS ACCEPTANCE

UPS presented your negotiation team with their last, best, and final offer on Friday, June 7, 2024. Members identified wages, maintaining healthcare rates, and subcontracting as top issues. This last, best, offer includes a five-year agreement, wage increases at 2024 \$.75. 2025, \$.75. 2026, \$1.00. 2027 \$2.25, and 2028 as NMUPSA, shift premium pay increase, Safety Boot reimbursement, MLK holiday, additional floating holiday after 20th anniversary, tool allowance increase, frontloaded Sick Leave, (1) week of vacation split into five single days, and five-year duration.

### WAGES:

2024= \$.75 2025= \$.75 2026= \$1.00 2027= \$2.25 and 2028 as NMUPSA

### SHIFT PREMIUM:

Shift starting outside day shift starting time shall be paid a premium .45 per hour over the day shift rate

### HEALTHCARE:

No healthcare increases for 2024. In those areas with IAM Pension Funds that do not have a duly adopted funding improvement plan or rehabilitation plan that requires contribution rate increases, the maximum amount available under this Section 1 (a) for the first four increases due shall be \$.50 per hour. This amount shall be available first for use on H&W, with any remaining amount being available only for pension, 401(k), or trust annuity plan (if applicable). The additional \$.50 per hour referenced in the first paragraph of this Section 1 (a) may only be used to satisfy the requirements of a duly adopted funding improvement plan or rehabilitation plan in those areas with such IAM Pension Plans.

### TOOL INSURANCE:

BaSE and Journeymen mechanics 2024= \$400.00 2025= \$425.00 2026= \$450.00

Trailer mechanics 2024= \$275.00 2025= \$300.00 2026= \$325.00

### HOLIDAY:

Martin Luther King Jr. Day. Up to 7 Floating Holidays (Optional Days). Employee shall receive six floating Holidays. Employees shall not be eligible for the seventh (7<sup>th</sup>) Floating Holiday until they have reached twentieth (20<sup>th</sup>) year anniversary with the employer.

### VACATION:

With two weeks of vacation, employee has the option to split one week into day at a time vacation days.

### SICK LEAVE

On January 1, of each new calendar year the annual accrual shall be front-loaded for all eligible employees.

### SAFETY:

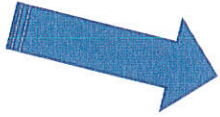
Upon proper submission of itemized receipt, reimburse employees (\$100.00) every two (2) years for prescription safety glasses or safety boots. Boots must meet UPS safety requirements for proper footwear.

### SUB-CONTRACTING:

The Employer agrees to meet quarterly with the Union's Local Business Representative to review the subcontracting provisions of this Article and the Local Agreement for the applicable District.

Your negotiation committee, working on your behalf, recommends you accept this proposal. It's the best package. It shows improvement in many areas identified by you, our members. Review and discuss this proposal with your family prior to vote. While the negotiation committee makes a recommendation, ultimately, it's up to each member to decide if the proposal adequately addresses your issues. We will continue working on your behalf welcome your input and feedback throughout the life of the contract.

Thanks again for your support. Your IAM Negotiating Team.



Voting will be held June 20 & 21 for select Eastside Locations.  
 Voting will be held June 24 & 25 for select West side Locations.

## Voting will be held at

Thursday June 20, 2024 Eastern Washington Idaho on locations  
 Friday June 21, 2024 Eastern Washington Idaho on locations

At LL 86. 4226 E. Mission, Spokane WA. **7:30AM to 4:30PM**

Monday, June 24, 2024 Western Washington locations  
 Tuesday, June 25, 2024 Western Washington locations

At District 160 9125 15<sup>th</sup> PI S, Seattle, WA. **8:00AM to 5:00PM**

**This summary only represents the sections of the CBA that have changes; the rest of the CBA remains unchanged.**

***\*\*Must be a Member in Good Standing to Vote\*\****

### **5-year Collective Bargaining Agreement**

August 1, 2024 to July 31, 2029

The ballot will be:

- to accept or reject the contract
- to authorize strike

Ballot  
 LAM&AW  
 UPS Vote

I accept the Company's Proposal as presented.

Yes  No

Do you agree to and authorize the Union to call a strike if and when necessary?

Yes  No

**What Do the Results Mean:**

- If a majority of voting members vote to **ACCEPT** the contract, the contract is final and signed.
- If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS** vote to strike, the contract is automatically excepted by default. The Union cannot call a strike.
- If the majority of voting members vote to **REJECT** the contract, and **MORE THAN TWO-THIRDS** vote to strike, a strike can be called.

## ***Your Union Committee recommends “Acceptance”***

### **VOTING PROCESS**

- Each member will be given a Ratification and Strike Ballot.
- The Ratification and Strike Ballot will be to vote to **ACCEPT** or **REJECT** UPS offer. Ratification vote must carry by a simple majority. If a majority of voting members across all sites vote to **ACCEPT** the Contract, the Contract is ratified. If a majority of voting members across all sites vote to **REJECT** the contract, but **LESS THEN TWO THIRDS** vote to strike, the contract is automatically accepted by default per the IAM Constitution.
- A Strike will only occur if a majority of voting members across all sites vote to **REJECT** the contract and **TWO-THIRDS (66 2/3%) OR MORE** vote **YES** to Strike.
- Once again, the IAM Constitution provides, in Article XVI, Section 2, that a secret ballot vote by the membership present and voting must carry by a two-thirds (2/3) majority in order to declare a strike. IAM policy further provides that thirty (30) percent of the eligible bargaining unit must participate in the strike vote.

# LOCAL UPS Agreement, Summary of Last and Best Offer From UPS

AUGUST 1, 2019 ~~2024~~ - JULY 31, 2024 ~~2029~~

## ARTICLE 8 - SENIORITY

- (a) Voluntary quit or resignation.
- (b) Discharge for just cause.
- (c) Layoff in excess of one (1) year.
- (d) Leave of absence for injury or illness greater than three (3) years; this provision applies to employees whose leave commences on or after 7/31/2024.

## ARTICLE 11 - SAFETY AND SANITARY CONDITIONS

Upon proper submission of itemized receipt The Employer will ~~supply~~ reimburse employees up to one hundred ~~fifty~~ dollars (~~\$150.00~~) (\$100.00) every two (2) years for prescription safety glasses or safety boots. Boots must meet UPS safety requirements for proper footwear.

## ARTICLE 13 - TRAVEL EXPENSE

~~Actual reasonable expense for eating,~~ Lodging and travel incurred by members of the Union, when away from base station on "company business", shall be paid by the Employer. Upon proper submission of receipts, these employees shall be reimbursed for actual meal expenses up to fifty dollars (\$50.00) per day; if the Company's meal reimbursement policy changes, the new policy shall then apply.

## ARTICLE 15 - GRIEVANCE PROCEDURE

A grievance or dispute submitted to arbitration must be scheduled and heard by an arbitrator within twenty-four (24) months of the date it was submitted to arbitration or it shall be considered withdrawn. All time limits referred to in this grievance procedure may be extended by mutual consent

## ARTICLE 16 - ARBITRATION

A grievance or dispute submitted to arbitration must be scheduled and heard by an arbitrator within twenty-four (24) months of the date it was submitted to arbitration or it shall be considered withdrawn.

## ARTICLE 22 - HOURS OF WORK

Eight (8) hours within nine (9) consecutive hours ~~between 5:00 a.m. and 5:00 p.m.~~ shall constitute a workday, and five (5) consecutive days shall constitute a workweek of forty (40) hours. There shall be two (2) consecutive days' rest period between workweeks (Friday and Saturday, Saturday and Sunday or Sunday and Monday).

Where possible, employees shall receive a one-half (1/2) hour lunch period. The Employer may assign an employee to a one (1) hour lunch when the business requirement necessitates.

By mutual agreement the Company and the Union may meet and agree to alternate workweeks to those stated above, any agreement shall be in writing and include: workday, workweek and how the provisions of Article 26 apply.

## ARTICLE 23 - RATES OF PAY

Effective August 1, 2019 ~~2024~~ - \$~~34.19~~ 45.\*

\* Future increases will be pursuant to Article 8 of the Master Agreement and Article 41 of this supplement.

## ARTICLE 25 - ADDITIONAL SHIFTS

Any shift starting outside of the day shift starting time shall be paid a premium of \$.40 .45 per hour over the day shift rate.

## ARTICLE 27 - HOLIDAYS

The following holidays shall be recognized by the Employer, and no salary deduction shall be made for same:

New Year's Day

Thanksgiving Day

Memorial Day

Day after Thanksgiving

Fourth of July

Christmas Day

Labor Day

December 31<sup>st</sup>

Martin Luther King Jr. Day  
Days)

6 Up to 7 Floating Holidays (Optional

Effective June 1, 2003, newly hired employees will not be eligible to receive named holidays until they have completed twelve (12) months of employment.

**Employee shall receive six floating Holidays**

**Employees shall not be eligible for the seventh (7<sup>th</sup>) Floating Holiday until they have reached twentieth (20<sup>th</sup>) year anniversary with the employer.**

Earned **floating** holidays must be taken within the next anniversary year, unless being used for an ~~optional week's~~ **combination** vacation **week** as posted to the vacation schedule, **or as stated in the following paragraph.**

The floating holidays shall be planned and observed by mutual agreement between the Employer and the employee. **Employees shall submit their request for scheduling of their floating holidays fourteen (14) calendar days prior to the day being requested unless mutually agreed between the employee and their supervisor.** No arrangement to work for additional compensation during their earned holidays will be allowed. Exception: A maximum of ~~two (2)~~ **three (3)** floating holidays may be carried forward to the next anniversary year.

For work performed on a holiday, additional compensation at time and one-half (1 1/2) shall be paid for hours worked.

All holidays presently incorporated in the contract to be paid as such regardless of the day of the week on which the same may fall.

A regular employee is eligible for holiday pay provided he ~~he~~ **they** works the last scheduled workday prior to the holiday and the first scheduled workday following the holiday unless excused by the Employer.

A regular employee laid off ~~or terminated~~ within fifteen (15) days of a holiday shall receive pay for such holiday, ~~unless terminated for just cause.~~

Any employee on leave of absence because of an occupational injury or bona fide or medically certified illness shall be entitled to holiday pay for those holidays specified herein which fall within the first thirty (30) days of authorized leave.

~~Optional~~ **Combination Holiday-Vacation Week**: Upon the employee's anniversary date following August 1, 2019 **2024**, the employee may elect at their choice the option of:

(a) Combine their five (5) floating holidays as a optional **combination** vacation week to be selected (by seniority) during the month of January, to be taken after eligible for holidays. **A combination week of vacation shall pay at the rate of forty (40) hours straight time.**

Take the holidays as earned (except peak season) at any time during the year.

## ARTICLE 28 - VACATIONS

Each employee coming under the jurisdiction of the Union, after having been in the continuous employ of the Employer for the following periods, shall be granted vacations as follows:

after 1 year	- one week
after 2 years	- two weeks
after 7 years	- three weeks
after 10 years	- four weeks
after 20 years	- five weeks
after 25 years	- six weeks

Eighty (80) or more hours worked in any one (1) month will determine that month as counting toward an employee's vacation.

Vacation schedules will be posted in each building by classification in seniority order on November 1st of each year for selection purposes and shall remain until January 1st.

Selection Procedure: Once the schedule is posted, the first full week is allowed for the top 15% to select in seniority order; the second week, the top 30%; the third week, the top 45%; and continuing in a like manner until complete. Those employees not signing up in their scheduled weeks lose their seniority rights to first choice of vacation selection. All selections made in the posting period, once approved, shall be fixed and a senior employee may not displace a junior employee.

All vacations selected after January 1st must be by mutual consent.

Peak Season: No vacations are to be fixed from Monday **the Sunday** following Thanksgiving Day through the week of Christmas Day.

All earned vacation weeks are based on the completion of each anniversary and must be taken within the following anniversary year. EXCEPTION: One **Two (2)** vacation week may be carried forward to the next anniversary year at the time of posting by mutual agreement.

Where the services of an employee are terminated, regardless of reason of termination, after six (6) months' service, vacation pay for the work year in which the termination occurred shall be prorated on the basis that eighty (80) or more hours worked in any one (1) month will determine that month as counting toward the employee's prorated vacation.

If a holiday falls within an employee's vacation period, the employee will be paid for such holiday, or schedule a day off in lieu of, by mutual consent.

Vacation checks shall be given to the employees in advance, if requested at least two (2) weeks in advance of the vacation.

## **ARTICLE 30 - SICK LEAVE**

**Eligibility:** Sick leave shall accumulate after seniority plus one (1) year. Regular full-time employees shall be granted four (4) days of sick leave with pay in any one (1) contract year.

**On January 1 of each new calendar year the annual accrual shall be front loaded for all eligible employees. Sick leave shall accumulate at the rate of one-third (1/3rd) day per month.**

The first working day of any illness will not be compensated for, but the succeeding working days shall be paid for if sufficient time has been accumulated. Employees collecting Worker's Compensation Temporary Disability benefits may not receive sick leave as herein provided; however, if Worker's Compensation benefits on a daily basis are less than the amount of sick leave otherwise available, employee shall, in addition to Worker's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been required to make up the difference. Sick leave benefits are to be coordinated with Health and Welfare Time Loss benefits so as to equal forty (40) hours pay a week.

**Amount of Pay: Full-time employees shall receive eight (8) hours pay. Part-time employees shall receive four (4) hours pay. Sick leave shall be paid in increments to make the employee whole up to their daily guarantee eight (8) hours for Full-time employees and four (4) hours for Part-time employees at the straight time rate of pay. (UPS allows employees to use paid sick leave in increments consistent with our regular payroll practices).**

**Sick Leave Bank: Sick leave allowance shall be used only for bona fide illness of an employee. Benefits shall be payable for bona fide absence caused by illness, injury or accident of the employee or their family member, or other reason as required by law, commencing on the first schedule workday. Sick leave is not to be paid for holidays.**

Any unused sick leave shall be accumulated into a **company-provided** sick leave bank of not more than seven hundred (700) hours; said bank to be used for the future illness of an employee as his needs may require.

~~Employees that have accumulated eight (8) hours in their sick leave bank shall be paid for first day's sick pay.~~

~~Employees who retire from United Parcel Service, at the appropriate age, shall receive one hundred percent (100%) payoff from their bank as pay upon separation.~~

Upon the employee's last day worked, prior to payoff of the employee's Company provided sick leave bank, the employee's bank shall be adjusted based on actual current year accrual at the rate of 1/12<sup>th</sup> annual entitlement per month the employee had compensable hours. If the employee does not have compensable hours, no accrual shall be provided for that month.

In the event an employee takes and receives pay for sick leave in excess of the amount in their sick leave bank prior to termination of employment, UPS shall be permitted to reduce the employee's final paycheck by the amount of sick leave taken in excess of the amount in the bank. This section shall be the specific agreement required by WAC 296-128-730(5).

If employee becomes deceased, their estate or designated beneficiary in their will shall receive one hundred percent (100%) payoff from their company-provided bank.

Additionally, employees whose work domicile is in the State of Washington, effective January 1, 2025, and in January of each year thereafter, shall receive a frontloaded State of Washington safe and sick leave bank equal to their annual contractual sick leave entitlement (32 hours for Full-time Employees and 16 hours for Part-time Employees). Employees hired after January 1 and employees who work in excess of 960 hours in Seattle or 1,280 hours outside Seattle shall earn one (1) hour of sick leave for every forty (40) hours worked or one (1) hour for every thirty (30) hours worked in Seattle during the calendar year (January 1-December 31). Employees shall begin accrual into their State bank on their first date of hire and may use this accrued time upon their ninetieth (90<sup>th</sup>) day of work. Terms of this bank shall be governed by Washington Paid Sick Leave law or the Seattle Paid Sick and Safe Time ordinance, or other applicable local ordinance.

## ARTICLE 31 - MILITARY CLAUSE

~~Employees enlisting or entering the military or naval service of the United States, pursuant to the provisions of the Military Selective Service Act of 1967, as amended, shall be granted all rights and privileges provided by the Act. The Employer shall pay the Health and Pension Fund contributions on employees on leave of absence for training in the military reserves or National Guard, but not to exceed fourteen (14) days, providing such absence affects his credits or coverage for Health and Welfare and/or Pension.~~

**[See the National Master Agreement Article 9 Military Clause](#)**

## ARTICLE 33 - APPRENTICE'S WAGES

### 1st Year

1st 3 months ..... 65% of Journeyman Scale

Next 9 months ..... 73% of Journeyman Scale

### 2nd Year

Full 12 months ..... 77% of Journeyman Scale

### 3rd Year

1st 6 months ..... 80% of Journeyman Scale

2nd 6 months..... 85% of Journeyman Scale

### 4th Year

1st 6 months ..... 90% of Journeyman Scale

2nd 6 months..... 95% of Journeyman Scale

~~Apprentices shall be governed by the Standards set up by the Local Area Automotive Machinists' Joint Apprenticeship Committee and approved by the Washington State Apprenticeship Council.~~

~~Apprentices who receive credit for previous experience shall be paid upon entrance the wage rate of the period to which such credit advances them.~~

~~One (1) apprentice may be employed at any shop where a journeyman is steadily employed and one (1) additional apprentice may be employed for each additional four (4) journeymen employed. Apprentices will constitute the only employees learning the trade and shall be given every opportunity and encouragement to master it.~~

Apprenticeship Training Fund: The Employer agrees to pay into an Apprenticeship Training Fund \$1.50 per month per regular employee covered by the Agreement working within the geographical jurisdiction of a Local or District Lodge and established Joint Apprenticeship Committee, subject to the following conditions:

- (a) An appropriate trust agreement must be adopted by the Joint Apprenticeship Committee involved and the trust agreement and the trust fund must be approved by the Internal Revenue Service.
- (b) The trust agreement shall provide that the fund be used to underwrite the cost involved in the operation and administration of Apprenticeship Training Programs.
- (c) The Employer in the areas involved shall be entitled to representation on the Joint Apprenticeship Committee.

**(d) Subject to the Employer being provided the underlying trust document and the necessary documentation to establish a payment schedule.**

**The Company may hire Full-Time or Part-Time utility employees as apprentices through the Union's Machinists Institute apprenticeship program. These apprentices will be subject to the wage rates as set forth above in this section. A ratio of one (1) apprentice for the Company and one (1) for each four (4) additional Journeyman Mechanics in each auto or maintenance shop may be allowed, except that no Apprentices shall work in outlying centers. In facilities with less than four (4) Journeyman Mechanics the Company and the Union may agree to a lesser ratio in order to attract and grow the membership. Apprentices may do the work that the Employer shall assign them under the supervision of a Journeyman Mechanic. In no instance will a Journey Mechanic be assigned more than one (1) Apprentice at a time.**

**A Journeyman Mechanic training an apprentice shall receive \$.35 additional per hour.**

The Company shall set up a system for the apprentices who shall, during their four-year apprenticeship, be put on all types of work commonly known as mechanics work so that, at the end of their apprenticeship, they shall be full-fledged, qualified journeyman mechanics. A Part-time Utility employee may be promoted to a Full-Time position at this time if available, at the Employer's discretion.

The apprentice shall be assigned to a standard work shift, changing shifts or location no more than once every three (3) months, unless by mutual agreement.

Once an Apprentice becomes qualified, the Employee may be hired as a permanent employee; at that time, the employee must meet the same hiring requirements as a qualified off the street Journeyman Mechanic. An Apprentice hired under this section, shall not be required to complete an additional probationary period. The employee shall be slotted into the appropriate journeyman progression wage rate or be red circled at their current wage rate whatever is greater, until such time as the progression rate catches up.

#### **ARTICLE 34 - COVERALLS**

All coveralls or uniforms necessary in the performance of their work shall be furnished and laundered by the Employer (minimum of five (5) per week per employee). *When requested, the employer will supply insulated coveralls or uniforms if available.* When requested, the Employer will provide protective gloves.

#### **ARTICLE 39 - CALL-IN TIME**

The Employer shall guarantee two (2) hours' call-in time at two (2) times employee's shift rate of pay for emergency call-ins.

Double time pay shall continue for the duration of the emergency or until the start of the next regular scheduled shift of the employee, whichever comes first. For purposes of this Article, emergency is understood to be any time an employee is required to report to work outside of **their** regular shift without prior notification being given during the employee's previous shift of work. This Section does not apply in cases where an employee requests a start time change or volunteers to continue to work after completion of the emergency.

**Call-in will be offered to qualified employees by location, classification and seniority.**

**ARTICLE 40 - HEALTH AND WELFARE PLAN**

Effective June 1, ~~2019~~ 2024, the Employer shall pay to the Machinists Health and Welfare Trust Fund not to exceed the following amounts for each employee who is compensated for eighty (80) hours or more for work covered by this Agreement, regardless of Union membership:

June 1, 2019 2024 (May hours) - ~~\$1,959.43~~ \$2056.07\*

\* Future increases will be pursuant to Article 7 of the Master Agreement and Article 41 of this supplement.

Such employees shall be enrolled in the following benefit plan options currently provided by the Trust Fund: Plan 3, Vision 1, Preventive, \$15,000.00 Life/AD&D and \$250.00 Time Loss.

All payments to the Machinists Health and Welfare Trust Fund shall be paid on or before

**ARTICLE 41 – PENSION**

The bargaining parties agree with Schedule "A" of the Automotive Machinists Pension Trust's Rehabilitation Plan dated 01/09/2013. The contribution rates will be \$5.86-effective as follows on all compensable hours up to a maximum of 173 hours:

Effective:	Regular Contribution	Supplemental Contribution		Total
01/25/2019 <del>21</del>	\$ 5.86	<del>\$8.79</del> \$5.86		<del>\$14.65</del> \$11.72

Future Pension supplemental contributions subject to UPS, District Lodge 160 and 751 Memorandum Of Understanding.

Health & Welfare and Pension increases (\$1.00) set forth in Article 7 of the current National Master UPS/IAM Agreement for all years of the agreement (~~2019-2024~~) (2024- 2029) will be used to satisfy the increased contribution required by the Rehabilitation Plan. As a result, any additional contributions needed for the Lodge 160 Health fund that the Seattle members participate in will be satisfied by the diversion of wages from the affected employees; these wage diversions if needed shall be permanent and survive the expiration of the current collective bargaining agreement.

If the pension trust should emerge from critical status prior to 12/31/~~24~~29, and the trust determines the supplemental contributions are no longer required, these contributions shall be

redirected toward wages, regular pension contributions with benefit accrual and health and welfare equivalent to those specified in the 2009 National Master UPS/IAM Agreement

#### **ARTICLE 45 - TAX DEFERRED SAVINGS PLAN 401(K)**

~~It is further agreed, by the Union and the Employer, that the Employer shall withhold from an employee's earnings amounts mutually agreed between the Employer and the employee and deposit such monies into the Western Employees Benefit Trust 401(k) account in the employee's name in compliance with the Internal Revenue Code and E.R.I.S.A.~~

~~This Plan will be administered by the Union.~~

~~In the event of a need to transfer funds from an existing 401(k) account, the costs associated with any transfer will be at the employee's expense.~~

**See National Master Agreement Article 7, Section 4 401(k) Plan**

#### **ARTICLE 46 - PART-TIME UTILITY EMPLOYEE**

Effective August 01, ~~2019~~ 2024:

Start Rate: Eighty-five percent (85%) of Journeyman scale

Date of seniority plus one year: 100% of Journeyman current rate

Hours of Work: Four (4) hours guarantee - worked over six (6) hours, guaranteed eight (8) hours. Overtime paid after eight (8) hours worked at time and one-half (1 1/2).

No full-time employees would be laid off prior to the lay off of part-time employees.

Part-time employees will be on a separate seniority list.

**Part-time Employees will receive one-half (1/2) the benefit received by a Full-Time Employee for Vacation, Sick Pay, Jury Duty, and Funeral Leave. Floating holidays will be paid at 6.0 hours.**

Health and Welfare and Dental would be paid if they qualify.

All other provisions apply except those stated and the weekly guarantee.

**Part-time Utility Employees hired and working as an apprentice under Article 33 of this Agreement, shall be paid as specified in Article 33 and shall have a four (4) hour daily guarantee.**

## **ARTICLE 49 - DURATION OF AGREEMENT**

This Agreement shall become effective August 1, ~~2019~~ 2024 and shall continue until July 31, 2024 ~~2029~~ and shall remain in full force and effect from year to year thereafter, provided that either party hereto may reopen this contract by giving the other sixty (60) days' notice, in writing, prior to any anniversary date. Upon notice being given, the parties shall enter into negotiations and the period from and after the giving of notice shall be used for negotiating a new Agreement. The new Agreement shall be affected on the first day in August unless mutually agreed to the contrary.



# IAM / UPS NATIONAL MASTER AGREEMENT 2024 - 2029 HIGHLIGHTS AND IMPROVEMENTS

*For reference purposes – full details to be found at ratification*

**ARTICLE 2- Dues Checkoff & Joint Dues Committee:** Union Application and Dues authorization forms will be developed in a standard, electronic form to be included as part of the Company's application process. Business Representatives / Stewards shall be permitted to attend new employee orientations. The Steward shall remain on the clock for the actual time spent in the meeting.

**ARTICLE 3, Section 2 – Automotive Seasonal Hires:** Company will be able to hire seasonal automotive employees during the limited seasonal period. Seasonal hires will become full time employees if retained after peak. Seasonal hires will not diminish full-time automotive mechanic's work or overtime.

**ARTICLE 5 – Holidays:** Martin Luther King Jr. will be added as a named holiday in all Local Agreements.

**ARTICLE 6 – Cost of Living (COLA):** COLA language in agreement shall be maintained, dates changed throughout to reflect new agreement duration. No COLA adjustments will be lost under new agreement.

**ARTICLE 7 – Health & Welfare and Pension:** Existing H&W language updates for duration dates. Funding for healthcare and pension outlined. **Section 2(b):** Weekly contribution for healthcare shall be made for any week in which an employee clocks in, or utilizes paid time off benefits available in local agreements. **Section 3:** Part-time pension increases pursuant to years of service.

**ARTICLE 8 – Wages:** Trailer Repairmen outlined for same yearly increases as Automotive and Journeyman Mechanics. **Section 2:** Part-time wage increases and longevity bonuses. **Section 5:** Progression start at 85%, top rate of classification obtained at 12 months. **Section 10:** Employees will not be denied LTD benefits based on failure to qualify for Social Security Disability benefits.

**ARTICLE 9 – Military Clause:** Time off provided by Local Agreements (option weeks / sick days) shall continue to accrue while on approved military leave.

**ARTICLE 10 – Technological Change:** Bargaining unit employees will perform any new or modified work due to a technology change that replaces, enhances, or modifies

current bargaining unit work. Training provided to bargaining unit when applicable. **Section 3 (new):** Employer shall now post signage identifying the presence of video surveillance at a facility.

**ARTICLE 12 – Tool Allowance / Replacement:** Increases in the tool allowance throughout agreement. Trailer Repairman now included in allowance, no longer only replacement. New language for tool insurance covering personal tools and boxes.

**ARTICLE 13 – Subcontracting:** New strengthened language requiring Company to meet quarterly with the Union to review subcontracting provisions prior to performing work. Stewards to be included in physical previews for projects planned for evaluation prior to quarterly meeting with Union Representative.

**ARTICLE 16 – Nondiscrimination:** New language for nondiscrimination against individuals.

**ARTICLE 17 – Transfers:** Outlines ability for current, full-time employees, who wish to transfer to another location in the country which is covered under an IAM contract. Allows employee to maintain company seniority, and current H&W and Pension benefits from current local agreement, when applicable.

**ARTICLE 18 – Nursing Employees:** Provides language requiring the Company to provide a place, other than a bathroom, for employees to express milk after pregnancy. Time spent shall be considered hours worked.

**ARTICLE 19 – Vacation Selection:** Provides the ability of employees who have obtained 2 weeks of vacation to have the option to split one week into 5 single days. Local agreements that have split vacation provisions in excess of 1 week will suffer no loss of any additional weeks to be split.

**Letter of Agreements:** All letter of agreements renewed. New LOA's established. Non-TeamCare health and welfare local agreements now eligible for supplemental benefits coverages.

*All agreed to items are tentative. Subject to ratification.*