

Teamsters 959 / WRSA / UPS

2023-2028 Contract Review Highlights

Local Rider

- **Employees certified as hazmat responders** shall receive a minimum hourly premium for all compensated hours of one dollar per hour (\$1.00).
- **Employees performing de-ice and pushback** duties in air hubs and gateways shall be paid an hourly premium for the duration of the shift in which such duties are performed. For de-ice duties the premium shall be one dollar (\$1.00) per hour, for pushback the premium shall be seventy-five cents (\$0.75) per hour.
- **Employees performing k-loading duties**, on aircraft only, shall receive a premium of fifty cents (\$0.50) per hour for the duration of the shift in which such duties are performed.
 - *(Within thirty (30) days of the implementation of the Employer's new payroll processing system, but no later than January 1, 2026,)*
- **One additional backup feeder in the Anchorage center.** Increased from two (2) to three (3)
- **Extended Center Mechanics:** When a location reaches twenty (20) or more bid routes, the parties will meet to determine the feasibility of having the package car mechanic work performed by Company employees.
- **Drivers Daily Layoff rights increased.**
- **Package Car Routes, Bidding, and Daily Elimination:** Routes temporarily vacated due to vacations, disability, or other forms of scheduled leave shall be posted before the start time on Tuesday of the preceding week and awarded the Thursday of said week. Awarded bids shall be reflected on the posted start schedule on Friday for the following week. All other vacancies on the day of shall be filled by seniority order. Area knowledge and legal access will be considered for awarded bids and seniority shall not be circumvented more than one (1) occurrence not to exceed five (5) consecutive workdays for any bid route. **Thereafter the employer will dispatch the Driver by seniority for the route.**
 - The Employer will pay for all time required to secure authorized clearance to a job site. To the extent the documentation on file will satisfy any such requirement; the Employer will certify to the customer any necessary proof.
The Employer recognizes that the principles of seniority shall be given prime consideration in the everyday operation of the business.
- **Food and Lodging While in a Travel Status.** Should the Company desire to offer temporary work to employees from another center within the State to ensure service, **such work shall be bid by seniority.** The Company will handle the necessary expense of travel and lodging.
- **Winter Season Tires.** A mechanism is in place for immediate concerns related to tires.
- **Paid Breaks and Unpaid Lunch.** All full-time employees shall be entitled to a one-hour unpaid lunch.
- **Protective gear** shall be available in sizes large enough to fit over arctic gear and coveralls.
- **Holidays:** Air Ramp employees now get paid the same as drivers on holidays. Overtime for all hours worked and holiday pay.
- **Floating Holidays and option sick** may now be bid on and used individually. The company will now have to respond to requests promptly.
- **Expansion Areas, Talkeetna, Willow,** and annual meeting to review extended areas. The Company affirms its commitment, on an annual basis, to engage with the Union to explore the opportunities to gain new bargaining unit work.
- **In-State Transfer,** Exclusive rights to in-state transfers (excluding Feeder) employees can now transfer to any location within Local 959's jurisdiction.

Pension – Union Negotiating Committee retains the right to divert unspent money allocated for Health & Welfare premiums to Pension each year of the 5-Year Agreement. ****Projected increase 8-1-2023 up to \$0.50 per hour.***

WESTERN REGION SUPPLEMENTAL AGREEMENT

- **Grievance Reform**

1. Mandatory timelines for grievance hearings
2. Penalties for delays
3. Accelerated timelines at grievance panels
4. Empower Stewards to resolve grievances at the lowest possible level
5. Expedited Arbitration for timely resolution of unjust discipline

- **Part-Time Seniority**

1. Expanded Seniority Rights
 - a) Specific Load Positions or Workstations
 - b) Selection of Specific Work Areas
 - c) Protects existing Local practices

- **Feeder / Package Car Driver Seniority**

1. Expanded Seniority Rights
 - a) Feeder schedule changes / increased bumping rights
 - b) Package bid delivery area protection / daily recognition
2. Western Region Transfers
 - a) Increase from 2 to 4 buildings when requesting a transfer
 - b) If you pass on a transfer, you're still eligible for remaining building selections

- **Payroll**

1. The company will have dedicated management representatives available at each location responsible for correcting payroll errors.
2. Increased penalties under the National Master UPS Agreement

The breakdown of wage increases is as follows.

Example 1: Full-time Feeder at Top Rate				
		GWI		Rate
	7/31/2023	---		\$42.35
	8/1/2023	\$2.75		\$45.10
	8/1/2024	\$0.75		\$45.85
	8/1/2025	\$0.75		\$46.60
	8/1/2026	\$1.00		\$47.60
	8/1/2027	\$2.25		\$49.85
			Increase on 8/1/2023	\$2.75 6.49%
			Total increase	\$7.50 17.7%

Example 1a: Full-time Driver/Automotive at Top Rate				
		GWI		Rate
	7/31/2023	---		\$42.10
	8/1/2023	\$2.75		\$44.85
	8/1/2024	\$0.75		\$45.60
	8/1/2025	\$0.75		\$46.35
	8/1/2026	\$1.00		\$47.35
	8/1/2027	\$2.25		\$49.60
			Increase on 8/1/2023	\$2.75 6.53%
			Total increase	\$7.50 17.8%

Example 2: Full-time Inside Clerical/ Combo(22.3/40) at Top Rate				
		GWI		Rate
	7/31/2023	---		\$36.19
	8/1/2023	\$2.75		\$38.94
	8/1/2024	\$0.75		\$39.69
	8/1/2025	\$0.75		\$40.44
	8/1/2026	\$1.00		\$41.44
	8/1/2027	\$2.25		\$43.69
			Increase on 8/1/2023	\$2.75 7.60%
			Total increase	\$7.50 20.7%

Example 3: Part-time—15 and more years of seniority (8/1/08 or later)					
		GWI	\$21 Min	Longevity	Rate
	7/31/2023	---	---	---	\$26.89
	8/1/2023	\$2.75	---	\$1.50	\$31.14
	8/1/2024	\$0.75	---	---	\$31.89
	8/1/2025	\$0.75	---	---	\$32.64
	8/1/2026	\$1.00	---	---	\$33.64
	8/1/2027	\$2.25	---	---	\$35.89
				Increase on 8/1/2023	\$4.25 16%
				Total increase	\$9.00 33%

Example 4: Part-time—10 up to 15 years of seniority (8/2/08 - 8/1/13)				
		GWI	Longevity	Rate
	7/31/2023	---	---	\$20.80
	8/1/2023	\$2.75	\$1.00	\$24.55
	8/1/2024	\$0.75	---	\$25.30
	8/1/2025	\$0.75	---	\$26.05
	8/1/2026	\$1.00	---	\$27.05
	8/1/2027	\$2.25	---	\$29.30
			Increase on 8/1/2023	\$3.75 18%
			Total increase	\$8.50 41%

Example 5: Part-time — 5 up to 10 years of seniority (8/2/13 - 8/1/18)					
		GWI	\$21 Min	Longevity	Rate
	7/31/2023	---	---	---	\$17.85
	8/1/2023	\$2.75	\$0.40	\$0.50	\$21.50
	8/1/2024	\$0.75	---	---	\$22.25
	8/1/2025	\$0.75	---	---	\$23.00
	8/1/2026	\$1.00	---	---	\$24.00
	8/1/2027	\$2.25	---	---	\$26.25
				Increase on 8/1/2023	\$3.65 20%
				Total increase	\$8.40 47%

Example 6: Part-time — Less than 5 years of seniority (8/2/18 - 8/1/23)				
		GWI	Longevity	Rate
	7/31/2023	---	---	\$17.00
	8/1/2023	\$2.75	---	\$21.00
	8/1/2024	\$0.75	---	\$21.75
	8/1/2025	\$0.75	---	\$22.50
	8/1/2026	\$1.00	---	\$23.50
	8/1/2027	\$2.25	---	\$25.75
			Increase on 8/1/2023	\$4.00 24%
			Total increase	\$8.75 51%

Example 7: Part-time—New Hire or no seniority on ratification				
		Start	Progression	Rate
	7/31/2023	\$15.50	---	\$15.50
	8/1/2023	\$21.00	---	\$21.00
	+12 months	---	\$0.50	\$21.50
	+24 months	---	\$0.50	\$22.00
	+36 months	---	\$0.50	\$22.50
	+48 months	---	\$0.50	\$23.00
			Increase on 8/1/2023	\$5.50 35%
			Total increase	\$7.50 48%

Example 1a: Full-time Driver in progression year 3				
		GWI	RPCD Progression	Rate
	7/31/2023	---	---	\$28.75
	8/1/2023	\$2.75	---	\$31.50
	4 year *	---	\$13.35	\$44.85
	8/1/2024	\$0.75	---	\$45.60
	8/1/2025	\$0.75	---	\$46.35
	8/1/2026	\$1.00	---	\$47.35
	8/1/2027	\$2.25	---	\$49.60
			Increase on 8/1/2023	\$2.75 9.57%
			Total increase	\$7.50 26.1%

Example 1a: Full-time Inside (22.3) in progression year 3				
		GWI	Progression	Rate
	7/31/2023	---	---	\$21.00
	8/1/2023	\$2.75	\$4.25	\$28.00
	4 year *	---	\$10.69	\$38.69
	8/1/2024	\$0.75	---	\$39.44
	8/1/2025	\$0.75	---	\$40.19
	8/1/2026	\$1.00	---	\$41.19
	8/1/2027	\$2.25	---	\$43.44
			Increase on 8/1/2023	\$7.00 33.33%
			Total increase	\$7.50 35.7%

1. Current full-time seniority employees covered by an MRA are eligible for GWIs. Please use your current rate and add GWIs to calculate your future rate. See the progression chart if you are in progress. 2. The process for calculating your part-time rate on 8/1/2023 is as follows: first add the GWI to your current rate even if you have an MRA adjustment, second if your rate is still below \$21/hr. move up to \$21.00/hr., and third add your designated longevity increase. After year 1, simply add the GWI each year to calculate your future rate.