

Part Time Wage Increases and Progressions in National Master Contract - Sort & Preload

UPS part timers will receive the following increases as part of the new UPS National Master Agreement:

- \$3.90 in general wage increases (GWI) during the contract. \$.70 retroactive to August 2013, \$.70 in August 2014, \$.70 in August 2015, \$.40 in August 2016, \$.40 in February 2017, \$.50 in August 2017 and \$.50 in February 2018.
- Progression that will apply on your anniversary date:
 - New Start Rate \$11.00
 - Seniority Plus 1 Year \$11.50
 - Seniority Plus 2 Years \$12.00
 - Seniority Plus 3 Years \$13.00
 - Seniority Plus 4 Years \$13.50
- \$1.50 increase in starting wage.

The following examples will show how this will impact your hourly wage rate:

Example 1, Preload-Sort employee hired March 1, 2013 (five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$10.50
August 1, 2013 + \$.70	\$11.20
March 1, 2014 (< 1 year)	\$11.50
August 1, 2014 +\$.70	\$12.20
March 1, 2015 (<2 years) (above new progression)*	\$12.90
August 1, 2015 +\$.70	\$13.00
March 1, 2016 (<3 years)	\$13.40
August 1, 2016 +\$.40	\$13.80
February 1, 2017 +\$.40	\$14.30
March 1, 2017 (<4 years) (above new progression)*	\$14.80
August 1, 2017 +\$.50	\$14.80
February 1, 2018 +\$.50	\$14.80

Example 2, Preload-Sort employee hired March 1, 2012 (one year; five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$11.00
August 1, 2013 + \$.70	\$11.70

March 1, 2014 (< 2 years)	\$12.00
August 1, 2014 +\$.70	\$12.70
March 1, 2015 (<3 years)	\$13.00
August 1, 2015 +\$.70	\$13.70
March 1, 2016 (<4 years) (above new progression)*	\$14.10
August 1, 2016 +\$.40	\$14.50
February 1, 2017 +\$.40	\$15.00
August 1, 2017 + \$.50	\$15.50
February 1, 2018 +\$.50	\$15.50

Example 3, Preload-Sort employee hired March 1, 2011 (two years, five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$11.50
August 1, 2013 + \$.70	\$12.20
March 1, 2014 (< 3 years)	\$13.00
August 1, 2014 +\$.70	\$13.70
March 1, 2015(<4years) (above new progression)*	\$14.40
August 1, 2015 +\$.70	\$14.80
August 1, 2016 +\$.40	\$15.20
February 1, 2017 +\$.40	\$15.70
August 1, 2017 + \$.50	\$16.20
February 1, 2018 +\$.50	\$16.20

Example 4, Preload-Sort employee hired March 1, 2010 (three years, five months seniority on August 1, 2013)

July 31, 2013 (current rate)	\$12.00
August 1, 2013 (<3 years)	\$13.00
March 1, 2014 (< 4 years)	\$13.50
August 1, 2014 +\$.70	\$14.20
August 1, 2015 +\$.70	\$14.90
August 1, 2016 +\$.40	\$15.30
February 1, 2017 +\$.40	\$15.70
August 1, 2017 +\$.50	\$16.20
February 1, 2018 +\$.50	\$16.70

For more information go to www.MyTeamCare.org or call 800-323-5000. For more information on the UPS contract go to www.Teamsters89.com.

*If your hourly wage rate is already higher than the progression rate due to the application of the GWI, you will remain at the highest rate until the next GWI or progression step whichever comes first

*** For more information contact your steward or local 89 at 502.368.5885

