

TEAMSTERS LOCAL 89 RECOMMENDS ALL MEMBERS  
**VOTE YES**  
FOR THE MOST HISTORIC LABOR CONTRACT IN AMERICA



NATIONAL MASTER AGREEMENT  
CENTRAL REGION SUPPLEMENT  
LOUISVILLE AIR RIDER

## UPS WORLDPORT FREQUENTLY ASKED QUESTIONS

**Q:** Are there any concessions in the new contract?

**A:** No. There is not a single section of any agreement where we went backwards from the previous contract.

**Q:** How much are the yearly raises in the new contract?

**A:** The General Wage Increases (GWI) total **\$7.50** over the life of the agreement, with the initial **\$2.75** being applied immediately upon ratification of the contract. This is nearly double any prior UPS contract.

**Q:** I'm under a Market Rate Adjustment (MRA); will I receive the yearly raises (GWI)?

**A:** Yes. Seniority employees will receive yearly raises on top of the MRA rate they were at as of August 1, 2023.

*Example: A seniority employee who is at \$20 per hour due to an MRA will receive the initial \$2.75 raise upon ratification of this contract and move to \$22.75. They will then see an additional increase each August 1st for the life of the agreement.*

**Q:** I'm in Full-Time Progression; will I receive the yearly raises (GWI)?

**A:** Yes. Based on correspondence Local 89 received from the International's Package Division, it is their position that members in Full-Time Progression should receive the yearly increases outlined in the new contract, and in no case make less than the rate of progression defined in the contract.

**Q:** How does the Part-Time Longevity Bonus work?

**A:** The Part-Time Longevity Bonus is broken into three tiers as follows:

- Part-time members who have worked at UPS for 5-10 years will receive an additional \$0.50 cent raise upon ratification, on top of the initial \$2.75 General Wage Increase for a total of \$3.25 upon ratification.
- Part-time members who have worked at UPS for 10-15 years will receive an additional \$1.00 dollar raise upon ratification, on top of the initial \$2.75 General Wage Increase for a total of \$3.75 upon ratification.
- Part-time members who have worked at UPS for 15 or more years will receive an additional \$1.50 dollar raise upon ratification, on top of the initial \$2.75 General Wage Increase for a total of \$4.25 upon ratification.

**Q:** Can we still receive COLA raises in the future?

**A:** Yes. The COLA language in the National Master Agreement is still in effect. If the COLA formula was to indicate members should receive additional wages in the future, those would be applied on top of the contractual raises.

**Q:** How will the changes to part-time vacations work?

**A:** Part-time vacation weeks will now be paid at 22.5 hours per week, up from 20, and will increase to 25 hours per week by the end of the contract.

**Q:** There was healthcare language struck from Article 5B in the Louisville Air Rider, does this mean I am losing healthcare benefits?

**A:** No. This was simply a "clean up" of language left over from 2008 when UPS members were under the UPS company healthcare plan. This language has been inactive since 2013 when UPS members healthcare plan was changed to Teamcare, and its removal has no bearing whatsoever on your current healthcare benefits.

**Q:** There are a lot of other things also scratched through in the contract. Why is that? Did I lose anything?

**A:** No. Like the healthcare language explanation above, this was primarily "clean up" of old language that was no longer relevant. There were also cases where language was moved to a different part of the contract where it was a better fit.

*Example: the creation of full-time jobs was moved out of Article 8 – Six Hour Jobs, and moved to Article 4 – Full Time Positions, Section I.*

**Q:** I'm on dayshift. Can we get our Friday sort back in the contract?

**A:** No. This is not a contractual issue. The Friday day sort was scaled back due to the USPS choosing to internally handle a significant amount of the volume they previously had contracted to UPS. This cannot be changed in any Collective Bargaining Agreement. The only way Friday day sort may return is if that volume returns.

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## UPS WORLDPORT FAQ CONTINUED

**Q:** How will the new sick days work at Worldport?

**A:** Sick day language is included in both the Louisville Air Rider and the Central Region Supplement. For UPS Worldport, we would go by language in the Louisville Air Rider and would work as follows:

### **Louisville Air Rider Sick Days**

Employees will have the right to designate one week of their broken vacation block to be converted into "Sick Days". Designated Sick Days cannot be denied and do not count towards the minimum number of employees the Company must allow off on vacation. In effect, you would be "upgrading" one of your normal broken vacation weeks into sick days that cannot be denied.

**Q:** How will the 300 full-time jobs be filled?

**A:** The 300 full-time jobs will be filled as follows:

- A minimum of 50 of these will be bid in the first year of the contract.
- A minimum of 100 will be bid by the end of the second year.
- A minimum of 150 will be bid by the end of the third year.
- A minimum of 200 will be bid by the end of the fourth year.
- If any of the 300 have not been bid, they will be bid in the last year of the contract.

**Q:** How will the new shuttle language work?

**A:** The new shuttle language will work as follows:

- All Worldport workers represented by Local 89 will receive a \$1,000 dollar bonus within 30 days after ratification
- Immediately upon ratification a new "20 Minutes Out" rule will be implemented to go with the current "20 Minutes In" rule
  - "20 Minutes In"
    - Additional badge readers will be installed at shuttle stops, including the Edgewood parking lot.
    - As long as you badge in at the main guard shack or the Edgewood parking lot 20 minutes prior to your start time, you cannot be considered late to work and must be paid from your scheduled start time even if the shuttle ride takes longer than 20 minutes.
  - "20 Minutes Out"
    - After you badge out at the end of your shift, you will badge again at your shuttle stop when you arrive there to leave.
    - When you arrive at the main guard shack or the Edgewood parking lot at the end of your shuttle trip, you will badge again.
    - If the time between those two badges is greater than 20 minutes, notify your supervisor in writing within 72 hours and you will be paid the excess time.

*Example: If you badge at your shuttle stop, board a shuttle when it arrives, and badge again at the main guard shack or Edgewood parking lot and the amount of time between those badges was 25 minutes and you notified your supervisor of this within 72 hours, you will be paid 5 minutes due to the shuttle ride taking 25 rather than 20.*

- The Company will begin overhauling the shuttle system to speed up times and move to a "15 Minutes In" and "15 Minutes Out" model – until they accomplish this, members who ride the shuttles will continue to receive a yearly bonus.

*Example: If the company is unable to implement the "15 Minutes In" and "15 Minutes Out" rule until 2026, members who ride the shuttle would receive a \$1000 bonus for 2025 in addition to the one they receive on ratification.*

- How the new "15 Minutes In" and "15 Minutes Out" rules will work

- "15 Minutes In"
  - Same as "20 Minutes In" explained above, but changed to 15 minutes.
- "15 Minutes Out"
  - Same as "20 Minutes Out" explained above, but changed to 15 minutes.

*Example: If you badge at your shuttle stop, board a shuttle when it arrives, and badge again at the main guard shack or Edgewood parking lot and the amount of time between those badges was 25 minutes and you notified your supervisor of this within 72 hours, you will be paid 10 minutes due to the shuttle ride taking 25 rather than 15.*