UPS-Teamsters 2023-2028 Tentative Agreement 22.3 Full-Time Inside Employees Wage Examples

22.3

Example 1: Seniority of less than one year

	GWI	New Progression	Rate	
7/31/23	---	---	$16.00	
8/1/23	$2.75	$4.25	$23.00	
1-Year Anniversary	---	$1.00	$24.00	
8/1/24	$0.75	---	$24.75	
2-Year Anniversary	---	$0.25	$25.00	
8/1/25	$0.75	---	$25.75	
3-Year Anniversary	---	$2.25	$28.00	
8/1/26	$1.00	---	$29.00	
4-Year Anniversary	---	$12.19	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$7.00**	**44%**
			$27.44	**172%**

Example 2: 1 but less than 2 years of seniority (8/2/21 - 8/1/22 seniority date)

	GWI	New Progression	Rate	
7/31/23	---	---	$17.00	
8/1/23	$2.75	$4.25	$24.00	
2-Year Anniversary	---	$1.00	$25.00	
8/1/24	$0.75	---	$25.75	
3-Year Anniversary	---	$2.25	$28.00	
8/1/25	$0.75	---	$28.75	
4-Year Anniversary	---	$11.44	$40.19	
8/1/26	$1.00	---	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$7.00**	**41%**
		Total increase	**$26.44**	**156%**

Example 3: 2 but less than 3 years of seniority (8/2/20 - 8/1/21 seniority date)

	GWI	New Progression	Rate	
7/31/23	---	---	$18.00	
8/1/23	$2.75	$4.25	$25.00	
3-Year Anniversary	---	$3.00	$28.00	
8/1/24	$0.75	---	$28.75	
4-Year Anniversary	---	$10.69	$39.44	
8/1/25	$0.75	---	$40.19	
8/1/26	$1.00	---	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$7.00**	**39%**
			$25.44	**141%**

Example 4: 3 but less than 4 years of seniority (8/2/19 - 8/1/20 seniority date)

	GWI	New Progression	Rate	
7/31/23	---	---	$21.00	
8/1/23	$2.75	$4.25	$28.00	
4-Year Anniversary	---	$10.69	$38.69	
8/1/24	$0.75	---	$39.44	
8/1/25	$0.75	---	$40.19	
8/1/26	$1.00	---	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$7.00**	**33%**
		Total increase	**$22.44**	**107%**

Example 5: Full-Time Inside at Top Rate (seniority date on or before 8/1/19)

	GWI	Rate	
7/31/23	---	$35.94	
8/1/23	$2.75	$38.69	
8/1/24	$0.75	$39.44	
8/1/25	$0.75	$40.19	
8/1/26	$1.00	$41.19	
8/1/27	$2.25	$43.44	
	Increase on 8/1/2023	**$2.75**	**8%**
	Total increase	**$7.50**	**21%**

Example 6: PT employee who transferred to a 22.3 FT inside position 24 months ago

	GWI	New Progression	Rate	
7/31/23	---	---	$24.00	
8/1/23	$2.75	---	$26.75	
3-Year Anniversary	---	$1.25	$28.00	
8/1/24	$0.75	---	$28.75	
4-Year Anniversary	---	$10.69	$39.44	
8/1/25	$0.75	---	$40.19	
8/1/26	$1.00	---	$41.19	
8/1/27	$2.25	---	$43.44	
	Increase on 8/1/2023		**$2.75**	**11%**
	Total increase		**$19.44**	**81%**

1. Current full-time seniority employees covered by an MRA are eligible for GWIs. The process for calculating your year 1 rate is to add the GWI to your current rate, then move up to your new progression rate if you are still below that level. After year 1, add the GWI each year on August 1 and move up to the next progression step rate on your anniversaries if you're still below that to calculate your future rates.
2. A part-timer with a rate of pay higher than the progression rate would be red circled at that rate until the progression catches up with their red-circled rate.