UPS-Teamsters 2023-2028 Tentative Agreement 40.6(b) Full-Time Air Drivers Wage Examples

FT Air

Example 1: Seniority of less than one year

	GWI	New Progression	Rate	
7/31/23	---	---	$17.00	
8/1/23	---	$6.00	$23.00	
1-Year Anniversary	---	$1.00	$24.00	
2-Year Anniversary	---	$1.00	$25.00	
3-Year Anniversary	---	$4.00	$29.00	
4-Year Anniversary	---	$12.19	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$6.00**	**35%**
			$26.44	**156%**

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	---	---	$18.00	
8/1/23	---	$6.00	$24.00	
2-Year Anniversary	---	$1.00	$25.00	
3-Year Anniversary	---	$4.00	$29.00	
4-Year Anniversary	---	$11.19	$40.19	
8/1/26	$1.00	---	$41.19	
8/1/27	$2.25	---	$43.44	
		Increase on 8/1/2023	**$6.00**	**33%**
		Total increase	**$25.44**	**141%**

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	---	---	$19.00	
8/1/23		$6.00	$25.00	
3-Year Anniversary	---	$4.00	$29.00	
4-Year Anniversary	---	$10.44	$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	**$6.00**	**32%**
			$24.44	**129%**

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	---	---	$23.00	
8/1/23	---	$6.00	$29.00	
4-Year Anniversary	---	$9.69	$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	**$6.00**	**26%**
		Total increase	**$20.44**	**89%**

Example 5: Full-Time Air Driver 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%**

1. A part-timer with a rate of pay higher than the fill-time progression rate would be red circled at that rate until the progression catches up with their red-circled rate.