UPS-Teamsters 2023-2028 Tentative Agreement Wage Examples

FT/PT

Example 1: Full-time at Top Rate

	GWI		Rate	
7/31/23	---		$41.50*	
8/1/23	$2.75		$44.25	
8/1/24	$0.75		$45.00	
8/1/25	$0.75		$45.75	
8/1/26	$1.00		$46.75	
8/1/27	$2.25		$49.00	
		Increase on 8/1/2023	**$2.75**	**6.63%**
		Total increase	**$7.50**	**18.1%**

*The current (7/31/23) full-time top rate is an average. Your supplemental rate may be higher or lower. Add the GWIs to your actual current wage to determine your new wage.

Example 2: Part-time—New Hire or no seniority on ratification

	Start	Progression	Rate	
7/31/23	$15.50	---	$15.50	
8/1/23	$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 3: Part-time — Less than 5 years of seniority (8/2/18 - 8/1/23)

	GWI	$21 Min	Longevity	Rate	
7/31/23	---	---	---	$16.65	
8/1/23	$2.75	$1.60	---	$21.00	
8/1/24	$0.75	---	---	$21.75	
8/1/25	$0.75	---	---	$22.50	
8/1/26	$1.00	---	---	$23.50	
8/1/27	$2.25	---	---	$25.75	
			Increase on 8/1/2023	**$4.35**	**26%**
			Total increase	**$9.10**	**55%**

Example 4: Part-time —5 up to 10 years of seniority (8/2/13 - 8/1/18)

	GWI	$21 Min	Longevity	Rate	
7/31/23	---	---	---	$17.85	
8/1/23	$2.75	$0.40	$0.50	$21.50	
8/1/24	$0.75	---	---	$22.25	
8/1/25	$0.75	---	---	$23.00	
8/1/26	$1.00	---	---	$24.00	
8/1/27	$2.25	---	---	$26.25	
			Increase on 8/1/2023	**$3.65**	**20%**
			Total increase	**$8.40**	**47%**

Example 5: Part-time—10 up to 15 years of seniority (8/2/08 - 8/1/13)

	GWI	$21 Min	Longevity	Rate	
7/31/23	---	---	---	$20.80	
8/1/23	$2.75	---	$1.00	$24.55	
8/1/24	$0.75	---	---	$25.30	
8/1/25	$0.75	---	---	$26.05	
8/1/26	$1.00	---	---	$27.05	
8/1/27	$2.25	---	---	$29.30	
			Increase on 8/1/2023	**$3.75**	**18%**
			Total increase	**$8.50**	**41%**

Example 6: Part-time—15 and more years of seniority (8/1/08 or later)

	GWI	$21 Min	Longevity	Rate	
7/31/23	---	---	---	$26.89	
8/1/23	$2.75	---	$1.50	$31.14	
8/1/24	$0.75	---	---	$31.89	
8/1/25	$0.75	---	---	$32.64	
8/1/26	$1.00	---	---	$33.64	
8/1/27	$2.25	---	---	$35.89	
			Increase on 8/1/2023	**$4.25**	**16%**
			Total increase	**$9.00**	**33%**

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 progression chart if you are in progression.
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 rates.