

TENTATIVE AGREEMENT Q&A

PART-TIME PAY

Q: What raises will part-timers get under the contract?

A: Every current part-timer will get raises of at least \$7.50 over the life of this contract. Some part-timers will get a raise of \$8.50, \$9, or even \$10 an hour. By the end of the contract, every current part-timer will make a minimum of \$25.75 an hour.

Q: How do I know what my wage increases and pay will be?

A: It depends on how much you are making right now, and how long you've been at UPS.

- All current part-timers making \$18.25/hour or less will be raised to \$21/hour effective August 1 and get a general wage increase every August 1 after that.
- All current part-timers making more than \$18.25/hour will get a \$2.75 raise effective August 1 and get a general wage increase every August 1 after that.
- More than 62,000 part-timers will also get a one-time longevity increase.

Q: What are the general wage increases each year?

A: August 1, 2023: \$2.75/hour (or \$21/hour wage, whichever is higher)
August 1, 2024: \$0.75/hour
August 1, 2025: \$0.75/hour
August 1, 2026: \$1.00/hour
August 1, 2027: \$2.25/hour

Total: \$7.50/hour

Q: How do the longevity increases work?

A: Over 62,000 part-timers will get a one-time longevity increase on top of their general wage increase, based on their number of years working at the company.

5-10 years	+\$0.50/hr	(19,000 workers)
10-15 years	+\$1.00/hr	(17,000 workers)
15+ years	+\$1.50/hr	(26,000 workers)

Q: My building has a market rate adjustment (MRA). How am I affected?

A: Part-time workers working under an MRA will get all general wage increases on top of the MRA.

Q: What about new full-time inside jobs?

A: UPS must create 7,500 new full-time 22.3 jobs.

Q: How do these wage increases compare to the past?

A: These are by far the biggest part-time wage increases ever. In the last contract, the wage increase was \$4.15. This time the raises range from \$7.50 to \$10.

Q: How will pay work for part-timers hired AFTER August 1?

A: Pay for part-timers hired after August 1 will start at \$21/hr. New hires will receive a 50¢ increase every year on their anniversary date. Starting pay will go up to \$23 in 2027. Starting pay went up by \$7.50 from 1982-2022. It will go up \$7.50 in this one contract with a \$5.50 jump in year one.



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empowerment Agathi Glezakos PhD LCSW School of Social Work California State University Long Beach A competency based assessment model integrating DSM classifications for a complete strengths based diagnosis Competency Based Assessments in Mental Health Practice introduces a unique competency based assessment that presents a brief overview of the major mental disorders that practitioners will likely encounter in their work with clients followed by a series of case studies and practical applications This book provides valuable guidance for clinicians to make assessments grounded in client strengths and possibilities for a more therapeutically complete picture of every client s story Organized around selected diagnostic categories from the DSM IV TR this hands on guide offers a multidimensional look at the many factors that play a role in a client s life Its holistic approach to the assessment process considers each client s unique experience with mental illness through a concurrent evaluation of strengths and pathology in order to set the stage for realistic optimism about the potential for change

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After the Pandemic Randy Whitaker,2022-10-10 Many things define a job seeker experience education first impressions connections passion and the value you might bring to the company you wish to work for For decades the perceived ideal candidate would have all of the above most of the above however a good candidate would have a four year college degree To a great extent an employer still would like someone with a four year college degree However I believe this is changing The need for those who work with their hands and those who are willing to work their way up through the various levels of an organization is becoming more and more desired by companies The time it will take you to earn your degree you could be making a nice living and will have accrued zero debt in the process Plus after working in an industry of your choice something you do have an interest in even a passion for you may be on equal footing with a newly hired college grad based on the four years you have been working in your industry of choice as you continue to work your way up through the company You will find the more value you bring to a company the more they will look to you to assume great responsibility Typically the more responsibility the greater the paycheck What makes this book timely is the fact as COVID 19 winds down we are seeing many labor shortages in many areas and industries Now is the absolute best time to go to an industry experiencing a labor shortage or enter one of the numerous industries researched in this book and get yourself the job you always wanted without the cost and time involved with getting a four year college education I have nothing

against getting a degree and there are still many fields where they will always be mandatory however the trades service industries government railroads law enforcement plus many others will welcome you with open arms without the need for a four year degree I hope this book helps **Baltimore and Ohio Employes Magazine** ,1928 **Maintenance management policy** United States. Air Force. Systems Command,1983 *Decisions and Orders of the National Labor Relations Board* United States. National Labor Relations Board,2010 **Decisions and Orders of the National Labor Relations Board, V. 331, April 28, 2000 Through August 31, 2000** , Invincible God Chen Xing,2020-10-24 You want me to calm down Calm your head This father wants to act cool No it wasn t posturing it was truly awesome

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