# TENTATIVE AGREEMENT Q&A PART-TIME PAY

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

At 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?

At 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?

At 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?

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?

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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