

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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Table of Contents Ups Part Time Supervisor Test Questions

1. Understanding the eBook Ups Part Time Supervisor Test Questions
 - The Rise of Digital Reading Ups Part Time Supervisor Test Questions
 - Advantages of eBooks Over Traditional Books
2. Identifying Ups Part Time Supervisor Test Questions
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Ups Part Time Supervisor Test Questions
 - User-Friendly Interface
4. Exploring eBook Recommendations from Ups Part Time Supervisor Test Questions
 - Personalized Recommendations
 - Ups Part Time Supervisor Test Questions User Reviews and Ratings
 - Ups Part Time Supervisor Test Questions and Bestseller Lists

5. Accessing Ups Part Time Supervisor Test Questions Free and Paid eBooks
 - Ups Part Time Supervisor Test Questions Public Domain eBooks
 - Ups Part Time Supervisor Test Questions eBook Subscription Services
 - Ups Part Time Supervisor Test Questions Budget-Friendly Options
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 - ePub, PDF, MOBI, and More
 - Ups Part Time Supervisor Test Questions Compatibility with Devices
 - Ups Part Time Supervisor Test Questions Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Ups Part Time Supervisor Test Questions
 - Highlighting and Note-Taking Ups Part Time Supervisor Test Questions
 - Interactive Elements Ups Part Time Supervisor Test Questions
8. Staying Engaged with Ups Part Time Supervisor Test Questions
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Ups Part Time Supervisor Test Questions
9. Balancing eBooks and Physical Books Ups Part Time Supervisor Test Questions
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Ups Part Time Supervisor Test Questions
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Ups Part Time Supervisor Test Questions
 - Setting Reading Goals Ups Part Time Supervisor Test Questions
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Ups Part Time Supervisor Test Questions
 - Fact-Checking eBook Content of Ups Part Time Supervisor Test Questions
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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