

UPS-Teamsters 2023-2028 Tentative Agreement - RPCD and Feeder Driver Progression Wage Rates

41.1-2

Example 1: FT Driver—Seniority of less than one year

	<u>GWI</u>	<u>Progression</u>	<u>Rate</u>
7/31/2023	---	---	\$21.00
8/1/2023	\$2.75	---	\$23.75
1-Year Anniversary	---	\$0.25	\$24.00
8/1/2024	\$0.75	---	\$24.75
2-Year Anniversary	---	\$0.25	\$25.00
8/1/2025	\$0.75	---	\$25.75
3-Year Anniversary	---	\$5.00	\$30.75
8/1/2026	\$1.00	---	\$31.75
4-Year Anniversary	---	\$15.00	\$46.75*
8/1/2027	\$2.25	---	\$49.00
Increase on 8/1/2023		\$2.75	13%
Total increase		\$28.00	133%

Example 4: FT Driver—3 but less than 4 years of seniority (8/2/19 - 8/1/20 seniority date)

	<u>GWI</u>	<u>Progression</u>	<u>Rate</u>
7/31/2023	---	---	\$28.75
8/1/2023	\$2.75	---	\$31.50
4-Year Anniversary	---	\$12.75	\$44.25*
8/1/2024	\$0.75	---	\$45.00
8/1/2025	\$0.75	---	\$45.75
8/1/2026	\$1.00	---	\$46.75
8/1/2027	\$2.25	---	\$49.00
Increase on 8/1/2023		\$2.75	10%
Total increase		\$20.25	70%

Example 2: FT Driver—1 but less than 2 years of seniority (8/2/21 - 8/1/22 seniority date)

	<u>GWI</u>	<u>Progression</u>	<u>Rate</u>
7/31/2023	---	---	\$23.00
8/1/2023	\$2.75	---	\$25.75
2-Year Anniversary	---	---	\$25.75
8/1/2024	\$0.75	---	\$26.50
3-Year Anniversary	---	\$4.25	\$30.75
8/1/2025	\$0.75	---	\$31.50
4-Year Anniversary	---	\$14.25	\$45.75*
8/1/2026	\$1.00	---	\$46.75
8/1/2027	\$2.25	---	\$49.00
Increase on 8/1/2023		\$2.75	12%
Total increase		\$26.00	113%

Example 5: FT Driver at Top Rate (seniority date on or before 8/1/19)

	<u>GWI</u>	<u>Progression</u>	<u>Rate*</u>
7/31/2023	---	---	\$41.50
8/1/2023	\$2.75	---	\$44.25
8/1/2024	\$0.75	---	\$45.00
8/1/2025	\$0.75	---	\$45.75
8/1/2026	\$1.00	---	\$46.75
8/1/2027	\$2.25	---	\$49.00
Increase on 8/1/2023		\$2.75	7%
Total increase		\$7.50	18%

Example 3: FT Driver—2 but less than 3 years of seniority (8/2/20 - 8/1/21 seniority date)

	<u>GWI</u>	<u>Progression</u>	<u>Rate</u>
7/31/2023	---	---	\$24.00
8/1/2023	\$2.75	---	\$26.75
3-Year Anniversary	---	\$4.00	\$30.75
8/1/2024	\$0.75	---	\$31.50
4-Year Anniversary	---	\$13.50	\$45.00*
8/1/2025	\$0.75	---	\$45.75
8/1/2026	\$1.00	---	\$46.75
8/1/2027	\$2.25	---	\$49.00
Increase on 8/1/2023		\$2.75	11%
Total increase		\$25.00	104%

1. The full-time top rate for RPCD drivers used in this chart is the average top rate. Your rate may be higher or lower. Please check your supplement or rider for your RPCD top rate.

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