

UPS-Teamsters 2023-2028 Tentative Agreement 40.6(b) Full-Time Air Drivers Wage Examples

FT Air

Example 1: Seniority of less than one year			
	GWI	New Progression	Rate
7/31/2023	---	---	\$17.00
8/1/2023	---	\$6.00	\$23.00
1-Year Anniversary	---	\$1.00	\$24.00
2-Year Anniversary	---	\$1.00	\$25.00
3-Year Anniversary	---	\$4.00	\$29.00
4-Year Anniversary	---	\$12.19	\$41.19
8/1/2027	\$2.25	---	\$43.44
Increase on 8/1/2023			\$6.00 35%
			\$26.44 156%

Example 2: 1 but less than 2 years of seniority (8/2/21 - 8/1/22 seniority date)			
	GWI	New Progression	Rate
7/31/2023	---	---	\$18.00
8/1/2023	---	\$6.00	\$24.00
2-Year Anniversary	---	\$1.00	\$25.00
3-Year Anniversary	---	\$4.00	\$29.00
4-Year Anniversary	---	\$11.19	\$40.19
8/1/2026	\$1.00	---	\$41.19
8/1/2027	\$2.25	---	\$43.44
Increase on 8/1/2023			\$6.00 33%
Total increase			\$25.44 141%

Example 3: 2 but less than 3 years of seniority (8/2/20 - 8/1/21 seniority date)			
	GWI	New Progression	Rate
7/31/2023	---	---	\$19.00
8/1/2023	---	\$6.00	\$25.00
3-Year Anniversary	---	\$4.00	\$29.00
4-Year Anniversary	---	\$10.44	\$39.44
8/1/2025	\$0.75	---	\$40.19
8/1/2026	\$1.00	---	\$41.19
8/1/2027	\$2.25	---	\$43.44
Increase on 8/1/2023			\$6.00 32%
			\$24.44 129%

Example 4: 3 but less than 4 years of seniority (8/2/19 - 8/1/20 seniority date)			
	GWI	New Progression	Rate
7/31/2023	---	---	\$23.00
8/1/2023	---	\$6.00	\$29.00
4-Year Anniversary	---	\$9.69	\$38.69
8/1/2024	\$0.75	---	\$39.44
8/1/2025	\$0.75	---	\$40.19
8/1/2026	\$1.00	---	\$41.19
8/1/2027	\$2.25	---	\$43.44
Increase on 8/1/2023			\$6.00 26%
Total increase			\$20.44 89%

Example 5: Full-Time Air Driver at Top Rate (seniority date on or before 8/1/19)			
	GWI	Rate	
7/31/2023	---	\$35.94	
8/1/2023	\$2.75	\$38.69	
8/1/2024	\$0.75	\$39.44	
8/1/2025	\$0.75	\$40.19	
8/1/2026	\$1.00	\$41.19	
8/1/2027	\$2.25	\$43.44	
Increase on 8/1/2023		\$2.75	8%
Total increase		\$7.50	21%

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