

UPS Freight Indianapolis AGREEMENT HIGHLIGHTS

One Company,
UNION



- UPS Freight employees now receive an improved health care plan with lower costs. Additionally they get a guarantee that there will be no increases in what they pay toward their plan during the term of the contract.
- The agreement reduces the cost of retiree health insurance for most retirees and freezes the rates for the term of the contract (5 years, 10 months).
- Employees won overtime after working 8 hours a day or 40 hours a week. Previously in Indianapolis, UPS Freight employees had to work 43 hours a week to get overtime pay.
- Employees will be paid for all time spent in the service of their employer. They won paid Delay Time, where previously they received none.
- UPS Freight employees will lock in their current pension benefits.
- Employees won wage increases of \$4.65 per hour over the term of the contract.
- In addition, Indianapolis UPS Freight employees won a lump sum payment of 50 cents per hour and 1.25 cents per mile, for every hour and every mile worked or driven from January 2007 to the date of contract ratification.
- Ninety percent of full-time UPS Freight employees holding bid jobs won minimum daily and 40-hour weekly guarantees.
- Casual employees won four-hour guarantees.
- Casual employees won health insurance and pension benefits.
- The company will pay for medical exams required by the government or the company.
- The agreement contains "Maintenance of Standards" language to protect existing practices.
- The company will provide equipment and assistance to employees to obtain a CDL.
- Casual employees, as well as full-time employees, are now covered under the FMLA (Family and Medical Leave Act).
- Employees are eligible to participate in the Teamsters National 401(k) plan.