



141

January 21, 2025

United Ground Express (UGE) Contract Negotiations Update

Dear Sisters and Brothers at United Ground Express,

Over the last several months, your IAM District 141 negotiating team has been diligently reviewing your surveys and proposals in preparation for our first contract negotiations with United Ground Express, Inc (UGE) since our initial collective bargaining agreement eight years ago.

Last week, we met with UGE management in Chicago, Illinois, and began these important contract negotiations. During our first session, we addressed several topics of high importance to our members based on your feedback. These included Classifications and Vacancies, Hours of Service, and Paid Time Off.

We were able to successfully advocate for a fairer system for filling vacancies, ensuring that seniority plays a more significant role in the decision-making process. This was a major concern expressed by many of you in the survey.

Additionally, we gave the company proposals to convert Paid Time Off to vacation and paid sick time. We also submitted proposals about shift bidding, both of which are areas of significant interest to our members. We're awaiting the Company's response to those proposals.

We will continue to work hard to represent your interests and achieve a fair contract. Most importantly, every member of UGE should understand that no tentative agreement we come to with the Company will go into effect until you, the members, have your voices heard and vote on whether to accept or refuse any such tentative agreement.

Negotiations will resume in Houston over the week of February 24.

Thank you for your continued support.

Sincerely,

Michael G Klemm
President and Directing General Chair,
International Association of Machinists and
Aerospace Workers, District 141

IAM District 141 Negotiating Team

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