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March 7, 2025

United Ground Express (UGE) Contract Negotiations Update

Dear Sisters and Brothers at United Ground Express,

Many of you have asked what happens when our contract reaches its amendable date on March 5, 2025. We want to be clear: your contract does not expire on that date. It remains in effect until a new agreement is negotiated, finalized, and approved by a membership vote, as specified in Section 10 of the agreement. This means you will continue to work under the same pay, benefits, and protections while we push for improvements at the bargaining table.

Last week, the Negotiating Team convened in Houston, where we continued to exchange and discuss proposals concerning Section 4 (Hours of Service), Section 6 (Seniority and Leaves of Absence), and Section 8 (Grievance Procedure).

We are also close to finalizing language in Section 7 regarding union representation, a standard protection in most airline contracts. Additionally, we continue to push for improvements to Section 5, which would allow workers to convert their Paid Time Off (PTO) into vacation days and paid sick leave.

The Negotiating Team will return to the bargaining table next week in Chicago to continue our discussions with UGE. We remain focused on securing stronger protections and improvements to your quality of life.

Wages, job security, and financial stability are critical concerns. We are actively negotiating these issues and will provide updates as soon as concrete progress is made.

Your voice is critical in this process. Stay informed, talk to your Negotiating Team, and be ready to make your voice heard when the time comes to vote.

In Solidarity,

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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