



22 April 2025

United Ground Express (UGE) Contract Negotiations Update

Dear Sisters and Brothers at United Ground Express,

Your IAM District 141 Negotiating Team and United Ground Express (UGE) management met last week in Chicago to continue contract negotiations on behalf of our UGE members.

We exchanged and discussed proposals regarding Section 4 (Hours of Service), with a focus on improving work schedules, meal periods, break times, and mandatory overtime—among other topics raised in your surveys and contract proposals. While we've made some progress, we have not yet reached a tentative agreement on these crucial quality-of-life issues.

Additionally, we continued discussions on Section 5 (Paid Time Off) and Section 6 (Seniority and Leaves of Absence).

I'm pleased to report that we have reached a tentative agreement on Section 8 (Investigations, Grievances, and Arbitration)—key provisions that will enhance members' ability to access the grievance procedure when the company violates the contract.

This brings us to a total of four tentative agreements:

- **Section 1: Recognition**
- **Section 2: Classifications and Vacancies**
- **Section 7: Union Representation**
- **Section 8: Investigations, Grievances, and Arbitration**

Your Negotiating Team will return to the bargaining table the week of May 19th in Chicago to continue discussions with UGE. We remain committed to securing stronger protections and improvements to your quality of life.

Wages, job security, and financial stability remain top priorities. We will be negotiating these issues directly and will provide updates as soon as we have progress to report.

Your input is essential to this process. Please stay informed, stay in touch with your Negotiating Team, and be prepared to make your voice heard when it's time to vote.

In Solidarity,

Michael G. Klemm
President and Directing General Chair,
District 141, IAM Union

IAM District 141 Negotiating Team

Warren Glenn
Robert Jesel
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