



IAM
DISTRICT 141

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United Ground Express (UGE) Negotiations Update

23 June 2025

Dear Sisters and Brothers,

Over the week of June 16–20, our IAM District 141 negotiating team met in Chicago with United Ground Express management. We worked to advance the remaining sections of the UGE Contract. We are pleased to report continued forward movement and several new tentative agreements.

We now have tentative agreements on:

- **Section 1** — Recognition
- **Section 2** — Classification & Vacancies
- **Section 7** — Union Representation
- **Section 8** — Grievance Procedure
- **Section 9 — General:** this Section was a major focus, and includes Jury Duty; Uniform Point allowance; a more acceptable time allotment to obtain any required security badges; Bereavement Leave; Adverse-Conditions language; and Lead step-down protection.

Work continues on **Section 3—Compensation & Benefits**—along with **Section 4 (Hours of Service)**, **Section 5 (Paid Time Off)**, and **Section 6 (Seniority)**.

Negotiations will resume the week of 25 August. We will update you as soon as that session concludes. Please stay engaged, communicate with your Negotiating Team, and be ready to make your voice heard when it is time to vote on a complete tentative agreement. Details on balloting will follow once we reach that point.

In solidarity,

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

IAM District 141 UGE Negotiating Team

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