



IAM
DISTRICT 141

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United Ground Express Negotiations Update

3 September 2025

Dear IAM District 141 UGE Members,

Your negotiating team met with United Ground Express (UGE) management in Chicago last week to continue bargaining your contract.

Section 4: Hours of Service

We focused heavily on shift bidding and company-initiated shift bids. Some progress was made, but major disagreements remain over:

- **Overtime for part-timers**
- **Pay for mandatory overtime**

It is important to know that the “wheels up policy”—where the company forces employees to stay past their scheduled shift—is only a company policy. It violates your contract. Fixing this issue is the final step needed to complete Section 4.

Section 5: Paid Time Off

We are pleased to report a tentative agreement on Paid Time Off has been reached. The agreement now clearly separates vacation time from sick time, providing better clarity and benefits. This was one of the most-important priorities for Union Members at UGE.

Once Section 4 is resolved, negotiations will shift to economic issues. Our top priorities are:

- **Stronger wage increases**
- **More paid holidays**
- **Aligning benefits with other vendors who perform the same work**

We also reached a Memorandum of Understanding (MOU) stating that UGE will provide members with an annual \$100.00 stipend if you are required by the company to wear safety shoes in the workplace.

The Negotiating Team will return to Chicago the week of October 13, 2025. Our focus remains on winning stronger protections and improving your quality of life at work.

Your involvement is critical. Please stay informed, stay in touch with your Negotiating Team, and be ready to make your voice heard when it is time to vote.

In solidarity,

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

IAM District 141 Negotiating Team

Warren Glenn
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John Staton Jr.
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