



IAM
DISTRICT 141

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United Ground Express Negotiations Update

21 October 2025

Last week, your negotiating team met with United Ground Express (UGE) management in Chicago to continue discussions regarding your contract.

As we mentioned last month, the final issue to be addressed before moving on to economic discussions is the **"Wheels Up Policy / Mandatory Overtime"** – a policy that UGE unlawfully imposes on our members daily. UGE expects you to remain with your assigned flight; however, "Wheels Up" is merely a company preference, **not a contractual requirement!**

You, the members, have made it clear through surveys and proposals that the company expects you to stay beyond your scheduled shifts – and that this ongoing frustration continues without compensation for your additional work.

During the past two negotiation sessions, we have voiced this frustration on your behalf. The company's response has been to minimize the concern, claiming that employees don't mind working late or adhering to the daily mandated hours. As a result, they remain firmly opposed to including any financial penalties or limits on the maximum hours you may be required to work in the contract.

We believe we cannot accept their terms on your behalf until we can significantly improve your working conditions and overall quality of life.

We are currently consulting with our legal team to determine the next steps in this process. Once a decision is reached, we will promptly inform you.

In Solidarity,

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

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