



IAM
DISTRICT 141

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United Ground Express Negotiations Update

25 November 2025

Dear United Ground Express Members,

As we noted last month, the final non-economic issue we needed to address was the "Wheels Up / Mandatory Overtime" situation. This was among our top priorities last week as we met with United Ground Express (UGE) management in Chicago.

Although occasionally unavoidable in this industry, UGE must reduce the unnecessary use of Mandatory Overtime due to poor planning. We believe we have reached an agreement that will incentivize better shift scheduling, protecting the personal time of union members.

We also presented UGE with a full economic proposal. Our position remains the same - UGE Members deserve pay rates that are in line with comparable vendors across the system. Our proposal will accomplish that important goal.

In addition, we are putting forward proposals that will improve paid holidays, increase Lead premiums, 401k matching, and a ratification bonus based on years of service, among other upgrades.

We are now awaiting UGE's response before setting the next negotiation session. We will inform you as soon as that is scheduled.

Thank you for your continued support, and we wish you and your families a very Happy Thanksgiving.

In Solidarity,

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

IAM District 141 Negotiating Team

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