



IAM
DISTRICT 141

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United Ground Express (UGE) Contract Negotiations Update

April 21, 2026

Dear Sisters and Brothers of United Ground Express (UGE),

Following our last communication, we have decided to file for assistance with the National Mediation Board (NMB). While we had hoped to reach an agreement directly, the lack of respect UGE management has shown its employees has made it clear that we cannot secure a fair deal without federal intervention.

The NMB will now assign a neutral mediator to oversee our negotiations. This mediator will work with both sides to facilitate communication and bridge gaps. Please be aware that this process can take weeks or months, and the NMB will now determine the timing and location of all future meetings.

There are two primary outcomes to mediation:

Both parties reach a tentative agreement for the members to vote on.

Or, if mediation fails, the NMB may offer binding arbitration. If either side refuses arbitration, a 30-day "cooling off" period begins, after which a strike or lockout becomes legally permissible.

The Railway Labor Act (RLA), which governs transportation sector unions, requires this process to prevent disruptions to national transportation. For this reason, RLA-covered contract negotiations are often slower than similar talks in other industries.

UGE's current proposals—such as increases as low as 3.7 cents an hour—demonstrate a significant lack of appreciation for your hard work. We must be prepared to show our collective strength, whether through verbal expression or informational picketing, to let the company and the flying public know that we deserve a contract comparable to other vendors in the industry.

While a strike is always a last resort, we must be prepared to take that step if we do not receive a fair offer.

In Solidarity,

Michael G Klemm
President and Directing General Chair,
International Association of Machinists and
Aerospace Workers, District 141

IAM District 141 Negotiating Team

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