



IAM
DISTRICT 141

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United Ground Express (UGE) Contract Negotiations Update

April 13, 2026

Dear Sisters and Brothers at United Ground Express,

Following our last update, we presented United Ground Express (UGE) with a comprehensive economic proposal covering base pay increases, a ratification bonus, increased lead premiums, and other membership priorities.

UGE has since responded with a counteroffer that is deeply disrespectful. The offer gives the average member a \$.37 cent increase over the life of the contract, which the company proposed 10 Years. In simple math this equates to about \$3.7 cents a year. This offer demonstrates a disregard for employee well-being and the necessity of a living wage, focusing instead solely on business growth.

Furthermore, UGE continues to refuse to address the "Wheels Up" mandatory overtime policy. We want to remind all members that UGE is unlawfully imposing this policy. If the company requires you to remain with an assigned flight, they must follow proper procedures by formally notifying you in writing or verbally. "Wheels Up" is a company preference, not a contractual requirement.

This behavior from UGE is unfortunately consistent with the approach taken by its parent company, United Airlines, in negotiations involving 30,000 IAM members.

Your negotiating team is currently discussing next steps, which may include seeking assistance from the National Mediation Board (NMB). We will update you on these actions as soon as possible.

In the meantime, please contact a District Officer or a member of the negotiating team to ensure you receive accurate information. You can also sign up for updates at iam141.org.

In solidarity,

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

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