



August 25, 2026

Dear Sisters and Brothers at United Ground Express,

Last week in Chicago, we concluded our second session with the National Mediation Board (NMB) over the last two months. Regrettably, the company's proposal has not improved. Their offer of an average increase of \$0.37 over the life of the contract equates to only about 3.7 cents per year.

Consequently, we must ask you to begin preparing for a potential strike. We are not yet close to a release, as we are likely **at least 8 to 10 months away** from the NMB declaring an impasse (please see the attached chart). However, strike preparation takes time and must start now. Please begin setting aside funds to ensure you have a financial cushion should a strike become necessary.

In the meantime, we will begin informing the public who use United Ground Express (UGE) vendor services at airlines such as **United, American, Southwest, Frontier, Breeze, and Alaska** about how poorly UGE treats its employees and how future travel may be disrupted. We plan to organize informational pickets in front of terminals across the country to demonstrate that this offer will not be tolerated.

Our next meeting with the NMB is scheduled to be held at NMB headquarters in Washington, D.C., the week of November 2.

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
District 141 – IAM Union

IAM UNION, District 141

UGE Negotiating Committee

Warren Glenn

Robert Jesel

Chris Lusk

John Staton, Jr.

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