

**NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT**

and

**CENTRAL REGION  
Supplemental Agreement**

and

**OHIO RIDER**



**For The Period:  
August 1, 2023  
through July 31, 2028**

**Ohio Rider to the  
Central Region**

and

**United Parcel Service  
Supplemental Agreement**

to the

**NATIONAL MASTER  
UNITED PARCEL SERVICE  
AGREEMENT**

**For The Period August 1, 2023  
through July 31, 2028**



## **TABLE OF CONTENTS**

GRIEVANCES .....	.277
Ohio State Committee .....	.277
VACATIONS .....	.277
DISCHARGE AND SUSPENSION .....	.278
Scat Trailer.....	.279
LOCAL #407 .....	.279
LETTER OF UNDERSTANDING .....	.282



**Ohio Rider**  
**To the Central Region of Teamsters**  
**UPS**  
**Supplemental Agreement and**  
**National Master UPS**  
**Agreement**

**August 1, 2023  
through July 31, 2028**

The following Articles and subsections of this Ohio State Rider shall supersede the corresponding Articles and subsections of the Supplemental Agreement and National Master Agreement.

**GRIEVANCES**

**Ohio State Committee**

There will be an Ohio State Committee composed of an equal number of representatives from the Company and the Union. The Committee's rules of procedure shall apply.

**VACATIONS**

One year employment	One (1) week
Two years employment	Two (2) weeks
Eight years employment	Three (3) weeks
Fifteen years or more	Four (4) weeks
Twenty years or more	Five (5) weeks
Twenty-five years or more	Six (6) weeks

Past practice shall prevail as to the time of taking vacations. In addition to the above schedule, employees shall receive additional vacation as outlined in Article 16 of the Central Region of Teamsters Supplemental Agreement language.

Vacation Administration will be changed to a January to December calendar pursuant to Article 16 of the Central Region of Teamsters Supplemental Agreement language.

Effective August 1, 2002 employees shall have the option at vacation selection time of selecting two weeks vacation pay in lieu of vacation time off.

Single Vacation Day administration will be pursuant to Article 16 of the Central Region Supplemental Agreement.

## **DISCHARGE AND SUSPENSION**

(a). Article 17 of the Central Conference of Teamsters Supplemental Agreement shall apply.

(b). Any employee who fails to report to work for three (3) consecutive working days and does not properly notify the Company at the beginning of their starting time on the third (3) day will be considered as having quit their job, unless it is proved by the employee that notification was beyond their control.

(c). All warning letters issued by the employer shall be deemed automatically protested by the Local Union on behalf of the employee. Warning letters will be held in abeyance until if and when any subsequent discipline is issued.

	<b>Rate of Pay</b>				
	<b>\$2.75</b>	<b>\$0.75</b>	<b>\$0.75</b>	<b>\$1.00</b>	<b>\$2.25</b>
<b>Classification</b>	<b>8/1/23</b>	<b>8/1/24</b>	<b>8/1/25</b>	<b>8/1/26</b>	<b>8/1/27</b>
Drivers	\$44.34	\$45.09	\$45.84	\$46.84	\$49.09
T.T. Drivers	\$44.44	\$45.19	\$45.94	\$46.94	\$49.19
T.T. Dbl Drivers	\$44.89	\$45.64	\$46.39	\$47.39	\$49.64
T.T. Dbl 40-Train Drivers	\$45.24	\$45.99	\$46.74	\$47.74	\$49.99

All Other Full-Time Inside Employees except for those covered by Article 22, Section 3 of the National Master Agreement.

<b>8/1/23</b>	<b>8/1/24</b>	<b>8/1/25</b>	<b>8/1/26</b>	<b>8/1/27</b>
\$42.65	\$43.40	\$44.15	\$45.15	\$47.40

**Part-Time Inside Employees Hired Prior to 7/02/82**

<b>8/1/23</b>	<b>8/1/24</b>	<b>8/1/25</b>	<b>8/1/26</b>	<b>8/1/27</b>
\$45.84	\$46.59	\$47.34	\$48.34	\$50.59

Full-Time employees hired after 8/1/97, in compliance with Article 22, Section 3, shall comply with the wages outlined in Article 41, Section 3.

**Scat Trailer**

When an employee pulls a scat trailer, they will be paid an additional ten cents (10 cents) per hour.

Part-time employees' wage schedule as contained in Article 22, Section 5 of the National Master Agreement.

Air employees' wage schedule as contained in Article 40 of the National Master Agreement.

Starting wages for full-time employees as contained in Article 41, Section 2 of the National Master Agreement.

Any employee receiving a "red-circled" rate of pay for a classification listed above shall maintain that rate of pay as long as the employee remains in the same job.

**LOCAL 407**

The following shall apply exclusively to the Delivery Information Center (D.I.C.) in the Cleveland Office under the jurisdiction of IBT Local 407.

In addition to the current wage rate each employee shall receive the following hourly wage increase on the effective date.

	<b>8/1/23</b>	<b>8/1/24</b>	<b>8/1/25</b>	<b>8/1/26</b>	<b>8/1/27</b>
Group I Clerk Typist	\$2.75	\$0.75	\$0.75	\$1.00	\$2.25
Group II Clerk	\$2.75	\$0.75	\$0.75	\$1.00	\$2.25
Teletype Operator	\$2.75	\$0.75	\$0.75	\$1.00	\$2.25
Group III Tracer	\$2.75	\$0.75	\$0.75	\$1.00	\$2.25

The “red-circled” rates shall be in accordance with the National Master Agreement.

The Cleveland Local 407 D.I.C. shall be regarded as a separate center in a separate building and shall be governed by the seniority provision described in the Area Agreement.

In cases where the Union alleges excessive discipline notices are being administered to employees, the Union, District Operations Manager, or designee, and District Labor Manager will meet to discuss the matter.

## **OHIO CONFERENCE OF TEAMSTERS**

**Pat Darrow, Chair  
Carl Snodgrass, Co-Chair  
Paul Wojnar, Co-Chair  
Mark Bresky  
Tom Croft  
Bill Davis  
Kenny Howard  
Brandon Jackenheimer  
Rich Sandberg  
Mark Schmiehausen  
Scott Wilson**

## **RANK AND FILE COMMITTEE MEMBERS**

**Jon Browning  
James Zolciak**

### **UPS**

**Frank Williams, Chair  
Matt Faulstick  
Leslie Gleue  
Matt Richter  
Scott Galchick  
Tracy Brown**

## **LETTER OF UNDERSTANDING**

Local 348 will maintain their current Health and Welfare Plan for the life of this Agreement.