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Teamsters Local Union 769

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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September 7, 2018

To: All Teamsters Local 769 Members Employed by UPS

Re: Contract Vote

By now you have all heard that after several months a Tentative Agreement has been reached between the Teamsters National Negotiating Committee and UPS. The next step in the process is for Teamsters members throughout the country to vote on the proposed National Agreement as well as the Supplement Agreement – which is the Southern Region Supplement for 769 members.

You have likely heard from those who are “for” and those who are “against” the Tentative Agreement and many of you have asked for our thoughts on the matter. This is why we are writing this letter to you.

First, you will recall that we (Local 769) sent a survey to all 769 members employed by UPS before negotiations began asking members to rank their priorities for the upcoming contract. Among those responding, the overwhelming top economic priority of our members was securing and maintaining your pension plan. The second top economic priority was to maintain your Health and Welfare (Health Insurance) and not have members pay for their insurance. A distant third top economic priority was wage increases.

As you should all know by now, all three of these areas of the contract were not only maintained, but were **improved** in the proposed agreement. While not all pension benefit levels were increased, they all were at least maintained and **several pension benefits levels were enhanced for retiring UPS Teamsters.**

The schedule of benefits for full-timers Health Insurance will be improved if the agreement is ratified and **the Company will again be fully responsible for the employees' healthcare premiums throughout the life of the agreement.**

The wage increases that were negotiated are even **higher than the last contract**, with significant immediate wage increases for current low seniority part-time members.

Also, you should know that the number one (1) non-economic issue among our responding members was excessive overtime / 9.5 hours. Clearly some type of relief is needed for package car drivers working ridiculously long days. This is one of the reasons that Article 22.4 combination position was developed. The 22.4 drivers will be designated to perform weekend work (Tuesday through Saturday or Wednesday through Sunday), so that current drivers are not forced to do so. Additionally, all current package car driver jobs (RPCDs) are protected in the proposed Collective Bargaining Agreement—meaning 22.4 combo drivers cannot take the place of RPCDs. As full-time employees, the 22.4 Combination Drivers will accrue full-time pension credit along with full-time Health and Welfare. More Pension Participants benefit ALL UPS Teamsters members now and for the future sustainability of the Pension Fund. **These are just a few of the many negotiated improvements to the proposed Collective Bargaining Agreement.**

Some (especially on social media) have been critical of the 22.4 Driver Concept and have attempted to create an atmosphere that “the sky is falling.” Much of this is motivated by who negotiated the proposed contract (or more like who didn’t) rather than the contract itself. Further, some political factions within the Teamsters have tried to make a mockery of the ratification process and turn this into “Good vs. Evil” with Villains, as if this was a cartoon or some kind of wrestling match. Well it is not a cartoon or wrestling match, with “Villains” and “Good Guys.” It is your proposed Collective Bargaining Agreement that will continue to keep you all at the top level of compensation, retirement and health insurance in the industry and with the addition of 22.4 jobs, the excessive overtime for drivers may now be moderated.

Ultimately, how you vote on this Agreement is up to you and we respect your right to vote the way you wish. We will also support the will of the majority. But please, vote on the issues and the content of the contract, not on the rumors being spread by a disgruntled few.

We sincerely believe that this is a strong contract and we encourage you to vote **“YES”!**


Fraternally,

TEAMSTERS LOCAL UNION NO. 769

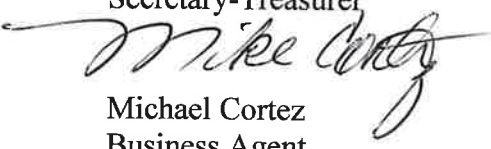


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