

## LETTER OF UNDERSTANDING

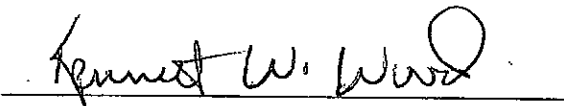
### IMPLEMENTATION OF ARTICLE 46.2, 49.7, 59.3(c)

September 16, 2013

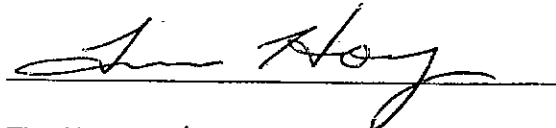
The SRAPGC Co-Chairs have met several times to discuss issues that might arise if and when the new collective bargaining agreement is ratified and implemented during "Peak Season" 2013. Without the implementation of the newly negotiated Southern Region UPS Supplemental Agreement, "Peak Season" procedures agreed to by the Locals/UPS Districts would possibly be inconsistent with the new language and create a great concern; more specifically the application of Article 46 Section 2, Article 49 Section 7 and Article 59 Section 3(c).

To avoid potential problems, the SRAPGC Co-Chairs have agreed to implement the newly ratified language in Article 46 Section 2, Article 49 Section 7 and Article 59 Section 3(c) of the 2013-2018 Southern Region UPS Agreement effective October 1, 2013.

This agreement covers all Local Unions and UPS Districts governed by the Southern Region UPS Agreement.



Kenneth W. Wood, Union /SRAPGC Co-Chair



Tim Hoy UPS/SRAPGC Co-Chair