



**TEAMSTERS**

**United Parcel Service** National Negotiating Committee

25 Louisiana Avenue, NW, Washington, DC 20001

July 29, 2013

Dear UPS Member:

This is to bring you up to date on the status of the 2013 Contract negotiations. As you are aware, the National Agreement was approved by a majority of Teamsters who voted, as was your Supplement. However, 17 Supplements and Riders were not approved.

Unfortunately, until all of the Supplements and Riders have been approved, the wage increases, benefit increases and language improvements dealing with issues such as 9.5, harassment, SurePost, Premium Services, military leave, additional full time jobs, and an increase in the starting wage for part-timers cannot be implemented.

The bargaining committees are working with their members to make changes to the Supplements and Riders that did not receive a majority of votes so that they can address issues and send them out for balloting.

When we went into negotiations UPS was demanding major concessions in health care, including the proposal that UPS employees pay a significant share of the monthly premium currently paid entirely by the Company. We attempted, and we believe we were successful in bargaining a new health care plan, TeamCare, that is comparable to the former UPS company plan and does not require UPS Teamsters to pay a monthly premium. Nevertheless, the prospect of changing health care plans, produced uncertainty among many UPS members and, in some areas, led to a vote against some of the Supplemental Agreements.

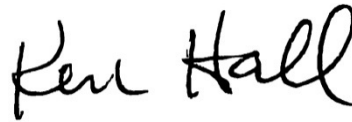
The National Agreement covers economic issues, including health care, and because it was approved by the membership it is a binding agreement that cannot and will not be reopened even though some members voted down their Supplement because they are unhappy with the change to health care.

Now that the new TeamCare plan has been ratified in the National Agreement, we will begin an effort to educate everyone on its basic features. We believe, in the end, you will have a new health care plan on January 1, 2014, at least equal to your current plan and far superior to plans provided to the average American.

Unfortunately, for those of you who voted to ratify both the National Agreement and your Supplement, you will have to wait for the members in the rest of the country to approve their Supplements before you can receive your wage increases, benefits and language improvements contained in the new National Agreement and your new Supplement. The IBT is working diligently to help the Supplemental Committees achieve their members' goals so that we can work towards a speedy resolution and balloting process.

We will send updates as more information becomes available.

Fraternally yours,

A handwritten signature in black ink that reads "Ken Hall". The signature is written in a cursive, slightly slanted style.

Ken Hall  
Co-Chair, National Negotiating Committee

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