

Corporate Labor Relations
55 Glenlake Parkway, N.E.
Atlanta, GA 30328



September 1, 2017

Mr. Sean O'Brien
International Brotherhood of Teamsters
Portage Division
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Dear Sean:

This is in response to your letter dated, September 1, 2017, in which you reject an alleged proposal by UPS to create a new job classification called "Full-time Seasonal Personal Vehicle Driver". Your letter is factually and contractually without merit.

The Company did not present any proposal to the Teamsters for review or approval concerning seasonal personal vehicle drivers. Further, UPS is not proposing the creation of a new job classification, as your letter indicates. Rather UPS simply indicated that it was planning to request some seasonal employees to use their personal vehicles to deliver packages. This is a practice which the Company has used in many different locations throughout the United States in past years.

Finally, your letter makes reference to alleged violations of Article 1, Section 4 and the preamble to Article 1 of the National Master Agreement ("NMA"). The preamble states that work will be preserved for "employees covered by this Agreement". Neither of these two sections are in any way relevant to the Company's planned use of seasonal employees. Seasonal employees are, by definition, "employees covered" by the NMA. If there were not NMA covered employees, Teamster locals could not charge any seasonal employee initiation fees or dues. Most locals do exactly that. UPS cannot violate Article 1, Section 4 or the preamble to Article 1 by using bargaining unit employees to perform bargaining unit work.

If you have any further questions about this matter, please call me.

Sincerely,

A handwritten signature in black ink that reads "Allen Gudim". The signature is fluid and cursive, with a long horizontal stroke at the end.

Allen Gudim
President