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April 3, 2019

ATTENTION:

ALL UPS LOCAL UNION NO. 110 MEMBERS

Re: Teamsters Joint Council 40 and United Parcel Service, Inc.
Ratification Vote on UPS/Western Pennsylvania and Local 926 Carwash Supplement

Dear Brothers and Sisters:

We are asking you one final time to turn out and vote on the UPS/Western Pennsylvania and Local 926 Carwash Supplement. After you overwhelmingly rejected the last offer in March 2019, the IBT National Committee returned to the table with the Company and came back with an improved package. Local 110 and each of the other Local Unions in Joint Council 40 will present this to our members this Saturday, April 6, 2019. This is our last opportunity to secure money from the Company to cover the cost of the increased pension contributions without affecting your wage increases. We need you to turn out this Saturday and VOTE YES in favor of this package.

What has changed from the package that you rejected?

(1) The Company has restored the MOU that will require the Company to pay the required pension contributions. Under the package that you rejected, those contributions would have come out of your hourly wages. Under the package that you will vote on this Saturday, the Company will pay for any additional pension contributions not covered under the National Agreement. **THIS MEANS YOUR WAGE RATE UNDER THE NEW CONTRACT WILL NOT BE REDUCED BY ANY AMOUNT REQUIRED TO BE PAID INTO THE PENSION!**

(2) For the part-timers, the Company has restored the agreement that a sixth- and seventh-day punch will be at time-and-one-half. This is a very important benefit for the part-timers under the new schedules that will be in place.

In addition, if this package is approved, you will receive retroactive payments back to August 1, 2018.

Why is it important to vote this Saturday?

The ratification process for this vote is being imposed by the IBT. This means that if the package is rejected on Saturday, the IBT and UPS will implement the offer that you rejected in March.

Is there any chance to get a package better than the one that will be voted this Saturday?

NO! This is the final step. One of two things will happen: (1) the UPS members in Western Pennsylvania will vote to approve the package, OR (2) if the members vote to reject this package, then the IBT and UPS will impose the package that you rejected in March. The IBT has made clear that there will not be any return to the bargaining table. One or the other of these packages will be the new 2018-2023 Supplement.

The choice is pretty clear. Either you turn out to vote in favor of this package, or you will have the inferior package imposed on you. This isn't the optimal situation, and we are no happier about it than you are. The most important consideration for you to remember: if you vote in favor of the package on Saturday, your wage increases over the five years of the contract WILL NOT be reduced to pay for pension contributions. If you don't turn out to vote, and the IBT and UPS impose the previous offer, your wage increases over the five years of the contract WILL be reduced.

I am urging each of you to turn out this Saturday. You have all been extraordinarily patient and supportive of our Committee, and we are grateful for that support. But we need to take this last step and make sure that we don't end up with the worst possible outcome. Please come out to VOTE YES!

Sincerely,

Teamsters, Chauffeurs, Warehousemen
And Helpers, Local Union No. 110

Thomas N. Heider
Thomas N. Heider
President

Gerald M. DeBiase
Gerald M. DeBiase
Asst. Business Agent

cc: All Members
File