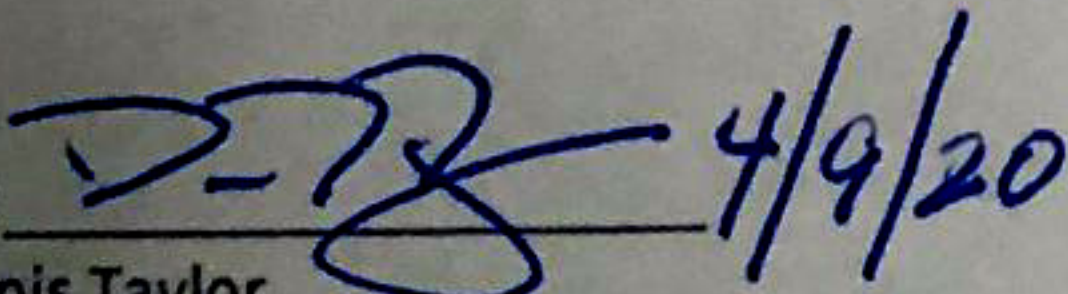


UPS / IBT COVID-19 Vacation Bank MOU

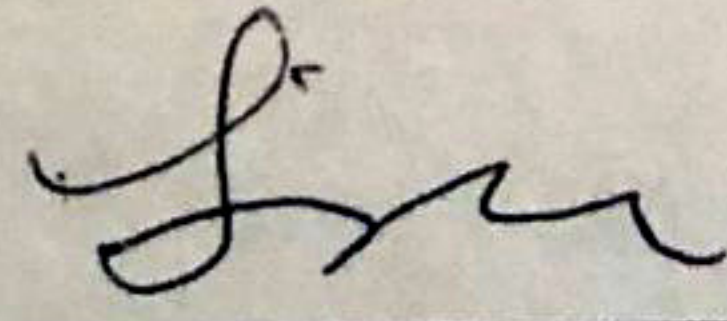
- Due to the uncertain nature of the current crisis, the parties are agreeing to this MOU that will allow FT employees to bank vacations that they can later use for income protection in the event of a qualifying event listed below. If not used, these banked vacations will later be paid off at the rate called for in the supplement, rider, or addendum
- Program is for vacation weeks scheduled from week ending May 23<sup>rd</sup> through the end of 2020
- Program is completely voluntary
- Message goes out to all FT employees on April 16th that notifies them of the program
- By April 22nd they would have to notify their center via a signed form (attached) that indicates which, if any, remaining 2020 vacation weeks they wish to bank. Only full scheduled vacation weeks in 2020 can be banked. Single days of vacation that are allowed under some supplements are not eligible to be banked. If a form is not turned in, they will be required to take their scheduled vacation weeks.
- The decision is irrevocable and the center teams will remove these from the scheduled vacation list in Time and Labor
- The vacation schedule stays the same. UPS will not rebid any weeks. The weeks chosen will no longer be considered scheduled vacation weeks
- Pay for working these vacations will be at straight time, as this is a voluntary program. If an employee chooses not to bank vacation weeks and later is forced or mutually agrees to work a scheduled vacation week, pay will be as per the supplement, rider, or addendum
- Payouts of these banked vacations can occur all at once or a week at a time. They can only be paid out if (1) the employee is diagnosed with COVID-19; (2) the employee is required by government, public health official, doctor, or UPS to be quarantined, or (3) an immediate family member who resides in the same household is diagnosed with COVID-19 and is thus forced to quarantine. Employees must provide proof of diagnosis or requirement to quarantine. If they qualify for the 10 days of paid leave under the MOU, these vacation payouts would only occur after the 10-days of paid leave
- If all the vacation weeks are not used, the bank gets paid off on the same date that unused entitlements are paid off under the supplement, rider, or addendum. The parties will discuss the option of extending this date in November of 2020 if circumstances dictate that it is needed
- This MOU supersedes contrary language in a supplement, rider, or addendum
- This does not change supplemental language for vacation payoffs upon retirement or termination. It also does not change how many hours are paid in each vacation week
- This MOU applies to all locals and all FT classifications. If due to unique circumstances, however, such as layoffs, a local union wants to exclude a building or a classification from this MOU, they may do so by email notification to the District Labor Manager no later than April 20<sup>th</sup>.

IBT

By:  4/9/20

Denis Taylor  
Chairman, Teamsters National  
Negotiating Committee

UPS

By:  4-9-2020

Lindsay Marshall  
President, UPS Labor Relations