

UPS Freight
1000 Semmes Ave.
Richmond, VA 23224
804.231.8000 Tel



June 28, 2007

Dear Partner,

Unfortunately, I need to clear up a few rumors and false statements that may have been presented by Teamsters or Teamster-organizers in your area. I also want to address the appearance of a new group, the Association of Parcel Workers of America (APWA), at some UPS Freight locations. Though most Teamster locals across the country have acted responsibly during the past few months, a few have chosen to begin a campaign of deception in the hopes of gaining your support. This letter is intended to help you deal with the untruths spread by the Teamster locals who have conducted themselves in such an irresponsible way.

Contrary to what you may be hearing, there is no current card check agreement with the Teamsters or any other labor organization. The one prior agreement ended when the Indianapolis facility's card check was validated and recognized. Simply put, anyone stating that there is a current card check agreement is not telling you the truth.

Some locals across the country have been telling employees there will be a Master Teamster Agreement, accompanied by regional supplemental agreements for UPS Freight. This is also not true.

We are also aware that some Teamsters have begun making their usual promises; people who join the Teamsters "will see vast improvements in their lives... there cannot help but be positive changes in wages, pension, health benefits, and working conditions." This statement, by Local 340 in Maine, and others like it are rhetoric, pure and simple. All contract issues are subject to the give and take of negotiation, and no one can accurately predict the results of those negotiations and whether employees will be better or worse off in any given area.

The APWA has also initiated a campaign to organize UPS Freight. It filed a petition with the NLRB on Monday, June 25 seeking to represent our partners in Kansas City. The petition will be processed and the majority of the employees there will ultimately have the right to decide in a secret ballot box election whether they want the APWA to represent them. I do not believe the APWA will succeed in this endeavor. The APWA tries to present itself as an alternative to the Teamsters. The truth is that the APWA is a labor organization just like any other. It relies on the same rhetoric and empty promises in its attempt to find members and build its bank accounts with dues and initiation fees.

As I travel around the country and share our vision for the future with you, I am always encouraged by your commitment to our mutual success. You have proven that you understand what it takes to be successful when faced with very competitive carriers in the LTL market. By continuing to work together to ensure that UPS Freight is a growing, vital company, we will all share in the rewards that growth brings. Our efforts are working -- due to our many service improvements, customers are choosing UPS Freight as their LTL carrier of choice more and more each day.

While I regret having to send you a letter like this, I could not stand by and allow these deceptions to continue unaddressed. It is disappointing to know that there are folks who have chosen to deceive you rather than respect your ability to make a decision based on facts.

I hope you will keep that in mind as these people try to convince you to let them represent you and your family in the future.

Thank you,

A handwritten signature in dark ink, appearing to read "J. Holmes".

Jack Holmes
UPS Freight Senior Vice President - Operations