

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

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[www.teamster.org](http://www.teamster.org)

VIA FACSIMILE AND EMAIL

TO: ALL U.S. UPS LOCAL UNIONS

FROM: JAMES P. HOFFA, GENERAL PRESIDENT  
KEN HALL, GENERAL SECRETARY-TREASURER

DATE: May 30, 2013

RE: REFERENDUM FOR THE NATIONAL MASTER UNITED PARCEL  
SERVICE (UPS) AGREEMENT, SUPPLEMENTS AND RIDERS

BALLOTS ON THE PROPOSED CHANGES TO THE ABOVE-REFERENCED REFERENDUM FOR MEMBERS HAVE BEEN MAILED. PLEASE POST THE ATTACHED "NOTICE OF REFERENDUM" AT THE LOCAL UNION HALL, ON ALL UPS WORKSITE BULLETIN BOARDS, AND ANY OTHER APPROPRIATE PLACES.

PLEASE WAIT UNTIL AFTER THURSDAY, JUNE 6, 2013, TO REQUEST NEW OR DUPLICATE BALLOTS. STARTING FRIDAY, JUNE 7, 2013, THE LOCAL SHOULD HANDLE ANY REQUEST FROM MEMBERS REQUESTING A BALLOT. A REQUEST FORM WILL BE FORWARDED TO YOU VIA FACSIMILE ON THURSDAY, JUNE 6, 2013. CONFIRM THAT THE INDIVIDUAL REQUESTING THE BALLOT IS AN ELIGIBLE VOTER EMPLOYED BY UPS, AND FORWARD THE REQUEST FORM TO IBT DIVISION SUPPORT SERVICES BY FAX AT 202-624-6925. DO NOT PHONE IN REQUESTS. REQUESTS FOR NEW BALLOTS WILL BE ACCEPTED UNTIL 12:00 P.M. EASTERN TIME ON THURSDAY, JUNE 13, 2013. AFTER THAT DATE, IT WILL NOT BE POSSIBLE TO SEND A NEW BALLOT IN TIME TO BE RETURNED BY THE DEADLINE.

AS INDICATED IN PREVIOUS TITANS, BALLOTS WILL BE MAILED TO ALL MEMBERS WHO ARE ELIGIBLE AS OF TUESDAY, MAY 28, 2013, BASED ON THE TITAN RECORDS AT THAT TIME. IF THERE ARE ANY MEMBERS WHO BECOME ELIGIBLE WHILE THE REFERENDUM IS BEING CONDUCTED, THE LOCAL UNION SHOULD REQUEST A BALLOT FOR THEM. IF THERE ARE ANY MEMBERS WHO WERE INCLUDED ON THAT LIST BUT HAVE SINCE BECOME INELIGIBLE, THE LOCAL UNION MAY SUBMIT A LIST OF CHALLENGES BY CLOSE OF BUSINESS WEDNESDAY, JUNE 19, 2013.

TO BE COUNTED, ALL BALLOTS MUST BE RECEIVED AT THE LANHAM, MARYLAND, POST OFFICE BY 10:00 A.M. ON THURSDAY, JUNE 20, 2013.

THE BALLOT COUNT WILL BE SUPERVISED BY AN INDEPENDENT SUPERVISOR. IN ADDITION, THERE WILL BE AN OPPORTUNITY FOR UP TO TWO (2) MEMBERS PER SUPPLEMENT TO ACT AS OBSERVERS FOR THE PROCESS OF COLLECTING, OPENING AND COUNTING THE BALLOTS. ANY LOCAL THAT WISHES TO SEND AN OBSERVER (AT THE LOCAL'S EXPENSE) SHALL SEND THE NAME OF THE MEMBER REQUESTING TO BE AN OBSERVER TO THE INDEPENDENT SUPERVISOR NO LATER THAN 12 NOON EASTERN TIME FRIDAY, JUNE 14, 2013. REQUESTS SHOULD BE ADDRESSED TO TEAMSTERS C/O EDWARD HARTFIELD, INDEPENDENT REFERENDUM SUPERVISOR, AND FAXED TO 202-624-6925.

IF THERE ARE MORE THAN TWO (2) REQUESTS TO BE OBSERVERS FROM ANY AREA, THE INDEPENDENT SUPERVISOR WILL CONDUCT A LOTTERY TO DETERMINE WHO WILL BE THE DESIGNATED OBSERVERS. HE WILL NOTIFY THE OBSERVERS THAT HAVE BEEN SELECTED.

OBSERVERS MUST BE TEAMSTER MEMBERS IN GOOD STANDING AND REPORT TO THE IBT HEADQUARTERS IN WASHINGTON, D.C., NO LATER THAN 9:00 A.M. BECAUSE OF LIMITED SPACE AT THE COUNT SITE, ONLY THOSE MEMBERS CREDENTIALLED BY THE INDEPENDENT ELECTION SUPERVISOR MAY BE PRESENT AT THE COUNT SITE. THE IBT WILL PROVIDE TRANSPORTATION TO AND FROM THE POST OFFICE AND COUNT SITE. THE COUNT IS EXPECTED TO BE FINISHED TUESDAY, JUNE 25, 2013, BUT COULD EXTEND THROUGH WEDNESDAY, JUNE 26, 2013, DEPENDING ON THE VOLUME OF BALLOTS RETURNED AND THE TIME REQUIRED TO SORT AND COUNT THEM.

THE NOTICE OF THE UPS REFERENDUM IS ON A SEPARATE PAGE

\*\*\* PLEASE POST \*\*\*

**NOTICE OF NATIONAL MASTER UNITED PARCEL SERVICE AGREEMENT,  
SUPPLEMENTS AND RIDERS FOR PROPOSED CHANGES TO THE AGREEMENT  
FOR UPS:**

THERE WILL BE A REFERENDUM ON WHETHER TO ACCEPT THE PROPOSED CHANGES TO THE NATIONAL MASTER UNITED PARCEL SERVICE AGREEMENT, SUPPLEMENTS AND RIDERS.

THE REFERENDUM IS BEING CONDUCTED BY MAIL BALLOT. BALLOTS WILL BE MAILED TO ALL ELIGIBLE MEMBERS ON OR ABOUT TUESDAY, MAY 28, 2013. ALL BALLOTS MUST BE RECEIVED AT THE DESIGNATED POST OFFICE BOX IN LANHAM, MARYLAND, BY 10:00 A.M. ON THURSDAY, JUNE 20, 2013, TO BE COUNTED.

MEMBERS WHO HAVE NOT RECEIVED A BALLOT BY THURSDAY, JUNE 6, 2013, SHOULD CONTACT THEIR LOCAL UNION OFFICE AT (     ) - TO REQUEST A BALLOT. BALLOTS MAY BE REQUESTED THROUGH THURSDAY, JUNE 13, 2013, 12:00 PM. EASTERN TIME.

INSTRUCTIONS FOR COMPLETION OF THE BALLOT ARE ENCLOSED IN THE BALLOT PACKAGE.

\*\*\* PLEASE POST \*\*\*