

UPS/Western PA and Local 926 Car Wash Letter of Agreement

United Parcel Service Inc. ("UPS" or "Company") and the Teamster National UPS Negotiating Committee on behalf of the Western PA Negotiating Committee ("Union") agree to the following in connection with the negotiation of the 2018-2023 Western Pennsylvania and Local 926 Car Wash Supplement ("West PA Supplement"). The parties agree that all of the terms of the first tentative Western PA Supplement for 2018-2023 will be included in the new Supplemental agreement except as follows:

1. The Memorandum of Understanding dated July 9, 2018 pertaining to a 4-10 schedule for New Stanton feeder drivers shall be included as a part of the new Supplement.
2. The overtime enhancement for part-time employees working a 6th or 7th punch will be included in this offer.
3. This paragraph shall replace the Memorandum of Agreement between the parties pertaining to pension contribution included as part of the first vote on the Western PA Supplement:
 - a. The parties agree, as a part of Article 34, Section 1 of the 2018-2023 National Master Agreement (NMA), that there will be up to a fifty (\$0.50) allocation to pension each year of the contract. Further, the following additional amounts will be available to the Western PA Pension Fund each year as set forth below. However, if Teamcare's allocation for years 2021 and 2022 is forty-seven (\$0.47) or forty-five cents (\$0.45) or less, respectively, than the Western PA Pension Fund will receive the amount available pursuant to Article 34, Section 1.a.

<u>8-1-18</u>	<u>8-1-19</u>	<u>8-1-20</u>	<u>8-1-21</u>	<u>8-1-22</u>
<u>\$0.30</u>	<u>\$ 0.00</u>	<u>\$0 .01</u>	<u>\$0 .03</u>	<u>\$0 .05</u>

- b. The hourly increases in contributions provided in paragraph a. above shall be applied in accordance with the existing Supplement and Plan documents.
- c. In order to cover the cost of these increased contributions, the Union agrees that work on the day after Thanksgiving shall be at the straight time rate for full-time employees except to the extent a full-time employee exceeds his daily guarantee. For employees represented by Local 926, the holiday shall be paid at time-and-one-half. This paragraph shall supersede the terms of the Western PA Supplement and will become effective beginning November 2022.

4. The enhancements made available through this Letter of Agreement are only available as a Company offer through May 10, 2019. If this Letter of Agreement is not accepted by the Union by May 10, 2019, it will become null and void. The Company's offer which was the subject of a vote on March 5, 2019 will become UPS' official available offer for a new tentative agreement after May 10, 2019..

Union

UPS

Date: _____

Date: _____