



Jim "Cinci" Cianciolo
President

TEAMSTERS LOCAL UNION NO. 243

VAN DRIVERS, FURNITURE HANDLERS, WAREHOUSEMAN & PACKERS

Affiliated with International Brotherhood of Teamsters
38420 Schofield/Plymouth Twp., Michigan 48170
(734) 420-6800 • Fax (734) 420-2610
Website — www.teamsters243.org

Gregory J. Lowren
Secretary-Treasurer

LETTER OF UNDERSTANDING

THIS AGREEMENT between Teamsters Locals 7, 164, 243, 332, 337, 406, 486, 580 and United Parcel Service State of Michigan.

1. It is agreed between the parties that the seasonal period will be extended on a one (1) time basis from January 1, 2011 thru January 21, 2011.
2. Seasonal employees, current Part Time employees working as seasonals and/or outside hire shall not gain seniority for time worked during January 1, 2011 thru January 21, 2011.
3. The Company will have all seasonal employees sign a form outlining bullet point two (2) before working this period.
4. All Full Time Drivers will be offered all available hours up to twelve (12) hours a day. The Company will continue to honor Drivers who have 9.5 grievances on record.
5. No Driver will work as a Helper if vehicles are available.
6. If there are more Regular Full Time Drivers than vehicles available, then the Drivers in reverse seniority order will be allowed to work as a Helper and will be guaranteed eight (8) hours a day at Drivers' wages.
7. Once all Regular Full Time Drivers and Air Drivers are offered work, the Company will have the right to use all Part Time Employees and outside hires who worked as seasonal employees.
8. All Helpers will receive Helper rate of pay per contract.
All Helpers will receive overtime after eight (8) hours worked in a day and forty (40) hours in a week.
All Helpers will be used by seniority.

IN WITNESS WHEREOF, the parties hereto set their hands and seals this 16th
day of December, 2010.

Matt Loughlin
Matt Loughlin/District Labor Relations Manager

Ken Wilson
Ken Wilson/Labor Manager

Tim Krygiel
Tim Krygiel/Labor Manager

Dwayne Meeks
Dwayne Meeks/President, Great Lakes District

Tracey Dillard-Parks
Tracey Dillard-Parks/North Package Operations Manager

Tim Croft
Tim Croft/South Package Operations Manager

Chris Meulman
Teamsters Local 7

Bob Rame
Teamsters Local 164

Gregory Loran
Teamsters Local 243

Jim Kang
Teamsters Local 392

James Parnille
Teamsters Local 337

John
Teamsters Local 406

DJR
Teamsters Local 486

David Wilkey
Teamsters Local 580