



International Brotherhood of Teamsters

25 Louisiana Avenue, NW
Washington, DC 20001



Have You Received Your Ballot?

You should have received your UPS or UPS Freight ballot by now. Ballots were mailed by May 28th.

If you have your ballot, vote **YES** now to ratify the Proposed Agreements between UPS or UPS Freight and the International Brotherhood of Teamsters and drop it in the mail right away.

If you haven't received your ballot yet, contact your local union immediately to request a new or duplicate ballot. Requests for new or duplicate ballots will be accepted until noon (Eastern time), **Thursday, June 13**. Remember, to be counted, all ballots must be received at the Lanham, Maryland post office by 10:00 a.m., Thursday, June 20.

Complete voting instructions are included in the ballot package.

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*UPS and UPSF
Teamsters*

**Have You Received
Your Ballot?**





Package Division

International Brotherhood of Teamsters
25 Louisiana Avenue, NW • Washington, DC 20001



Ballots Due October 9

**All ballots must be received at the post office by 10 a.m.,
Wednesday, October 9.**

A postcard was mailed that misstated the due date and we regret the error. You should have received your revised UPS agreement ballot by now. Ballots were mailed on September 18. If you have your ballot, your Negotiating Committee urges you to vote YES now to ratify the Proposed Agreements between UPS and the Teamsters and drop it in the mail right away. **Remember, to be counted, all ballots must be received by 10 a.m. October 9.**

If you haven't received your ballot yet, contact your local union immediately to request a new or duplicate ballot. Requests for new or duplicate ballots will be accepted until noon (Eastern time), **Wednesday, October 2.**

**Complete voting instructions are included
in the ballot package.**

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UPS Teamsters:
Have You Received
Your Revised
Agreement Ballot?

CORRECT BALLOT DUE DATE OCTOBER 9





Package Division

International Brotherhood of Teamsters
25 Louisiana Avenue, NW • Washington, DC 20001



Have You Received Your Ballot?

You should have received your revised UPS agreement ballot by now. Ballots were mailed on September 18.

If you have your ballot, your Negotiating Committee urges you to vote YES now to ratify the Proposed Agreements between United Parcel Service and the Teamsters and drop it in the mail right away.

If you haven't received your ballot yet, contact your local union immediately to request a new or duplicate ballot. Requests for new or duplicate ballots will be accepted until noon (Eastern time), **Wednesday, October 2**. Remember, to be counted, all ballots must be received at the post office by 10:00 a.m., Wednesday, October 29.

Complete voting instructions are included in the ballot package.

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QUESTION: HOW DO UPS TEAMSTERS GET OUR \$3.90 WAGE INCREASE?

ANSWER: VOTE YES ON THE CENTRAL SUPPLEMENT AND
THE LOCAL 243 AND THE METRO DETROIT RIDER

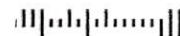
*Both full-time and part-time
workers will receive the
following wage increases
when we vote yes on the
supplement and any riders.*

August 2013: **70 cents**
(will be paid retroactively)
August 2014: **70 cents**
August 2015: **70 cents**
August 2016: **40 cents**
February 2017: **40 cents**
August 2017: **50 cents**
February 2018: **50 cents**



International Brotherhood of Teamsters
25 Louisiana Avenue NW
Washington, DC 20004

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**Mail your ballot back NO LATER THAN OCTOBER 5th
to make sure it is received by the 9th and counted.**

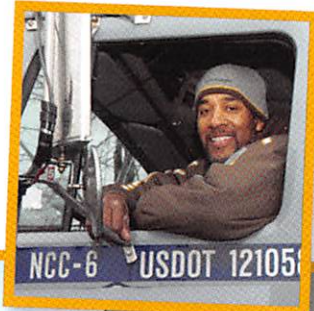
YOUR YES VOTE IS WORTH A LOT TO YOU

In order for us to get the wage increases and improved benefits contained in the UPS master contract, we must vote yes on our supplement and any riders.



If you do not receive your ballot by September 25th, call your Local Union to get another ballot.

- ✓ **VOTE YES** for \$3.90 wage increase!
- ✓ **VOTE YES** for excellent health care coverage for you and your family for which you pay no premiums!
- ✓ **VOTE YES** for new language protections that make it easier to get on the 9.5 list and provide access to 9.5 penalty pay on the first week of the violation after going on the list.
- ✓ **VOTE YES** for new language that gives us new tools to prevent harassment due to misuse of technology.
- ✓ **VOTE YES** for new language that sets guidelines for the size and weight of SurePost packages, puts more packages back on UPS trucks and protects our Teamster work.



VOTE YES

**ON THE CENTRAL SUPPLEMENT
AND THE LOCAL 243 AND THE
METRO DETROIT RIDER AND
WE WILL RECEIVE:**

- › **\$3.90 hourly wage increase**
- › **Excellent health insurance for ourselves and our families for which we pay no premiums**
- › **New language protections for harassment, 9.5 and grievance filings**

***Mail your ballot back NO LATER THAN OCTOBER 5th
to make sure it is received by the 9th and counted.***

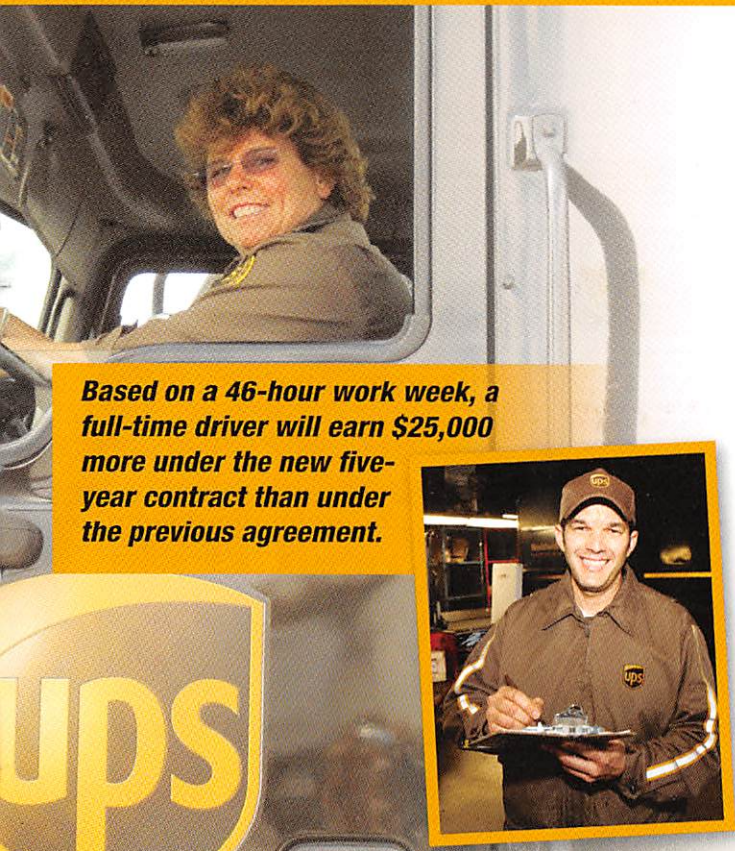


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UPS Members, Let's **Vote Yes** On Supplements To Ensure We Get Pay Increases and Increased Benefit Contributions



Based on a 46-hour work week, a full-time driver will earn \$25,000 more under the new five-year contract than under the previous agreement.

UPS members must **VOTE YES** on all supplements and riders in order for us to receive the wage increases and improved benefits contained in the new master contract.

VOTE YES FOR WAGE INCREASES

Both full-time and part-time workers will receive the following wage increases when we pass the supplements and riders.

- August 2013: 70 cents (delayed, but will be paid retroactively)
- August 2014: 70 cents
- August 2015: 70 cents
- August 2016: 40 cents
- February 2017: 40 cents
- August 2017: 50 cents
- February 2018: 50 cents

VOTE YES FOR NEW LANGUAGE PROTECTIONS

New language makes it easier to get on the 9.5 list and provides access to 9.5 penalty pay on the first week of the violation after going on the list.

New language sets guidelines for the size and weight of SurePost packages, puts more packages back on UPS trucks and protects our Teamster work.

New language prohibits the company from piling on work at the end of the week and allows the union to address inadequate staffing.



VOTING YES IS WORTH A LOT TO ALL OF US

- ▶ Vote yes to make sure we get our \$3.90 wage increase over the next five years!
- ▶ Vote yes to get your retroactive check from August.



International Brotherhood of Teamsters

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Vote yes to make sure we get the pay raise and increased benefits we deserve!



A full-time driver will make \$25,000 more (based on a 46 hour work week) than under the previous agreement.

Here's the bottom line:

We need to pass our supplement and riders to make sure we get the \$3.90 pay raise over the next five years as part of our master contract that has already been passed by our members.

As both full- and part-time workers, we will receive the following general wage increases when we pass the supplement and riders.

- August 2013: 70 cents (paid retroactively back to August)
- August 2014: 70 cents
- August 2015: 70 cents
- August 2016: 40 cents
- February 2017: 40 cents
- August 2017: 50 cents
- February 2018: 50 cents

We all need this money. We have worked hard for it.

Let's take care of OUR bottom line. Vote Yes!

*Mail your
ballot back
NO LATER THAN
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sure it is received
by the 9th and
counted.*

VOTING YES IS WORTH A LOT TO ALL OF US

Vote yes to get
the \$3.90* wage
increase, including
a retroactive check
from August 2013.

*\$3.90 raise is over 5 years.

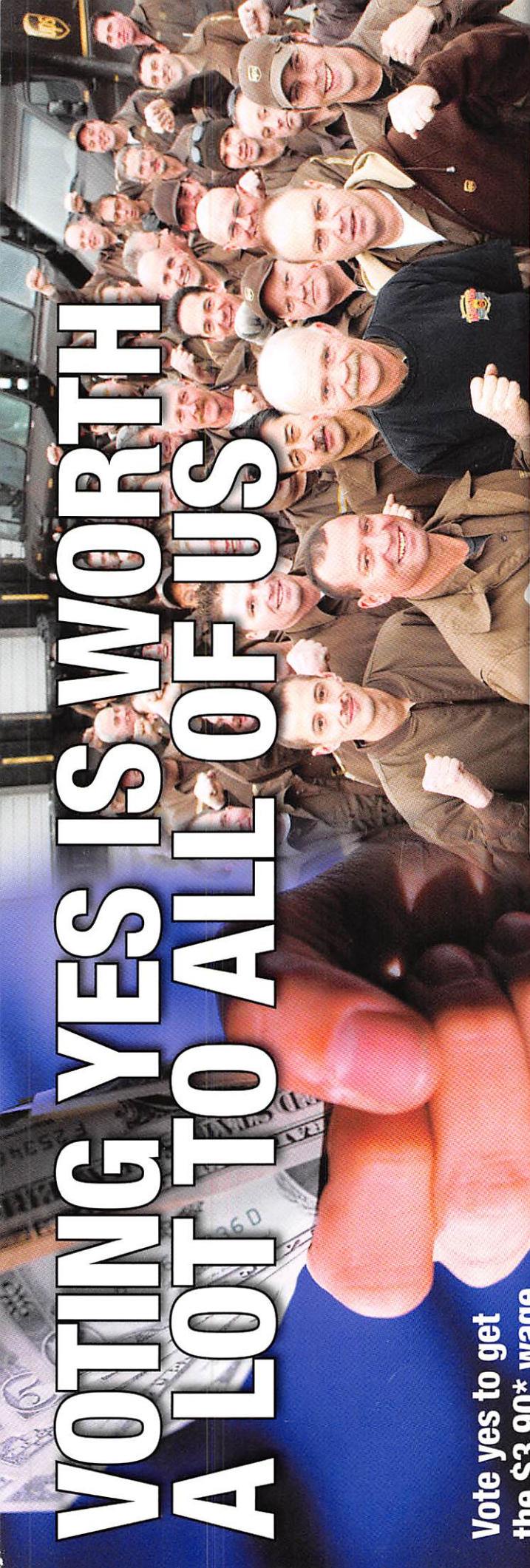
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International Brotherhood of Teamsters
25 Louisiana
Washington

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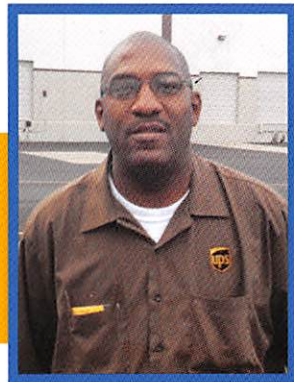


VOTING YES IS WORTH A LOT TO ALL OF US



"I am voting yes to get the \$3.90 wage increase, including the retroactive check from August contained in the UPS master contract."

—DON REYNOLDS, LOCAL 326



"My wife checked out the TeamCare website and said I'd be crazy if I didn't vote yes on the contract!"

—RON EDMONDSON, LOCAL 957

In order for us to get the wage increases and improved benefits contained in the UPS master contract, we must pass our supplement and any riders.

✓ **VOTE YES** for the \$3.90 wage increase over five years!

✓ **VOTE YES** for excellent health care coverage for you and your family for which you pay no premiums!

✓ **VOTE YES** for new language protections that make it easier to get on the 9.5 list and provide access to 9.5 penalty pay on the first week of the violation after going on the list.



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