

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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June 6, 2023

To all UPS Teamsters:

Your UPS Teamsters National Negotiating Committee has unanimously made the decision to conduct a strike authorization vote regarding the UPS National Master Agreement. A strike may only be called with authorization of the membership in accordance with the Constitution of the International Brotherhood of Teamsters. An authorized strike would only be called by your national committee in the event UPS fails to come to terms on the strongest possible contract.

It is your National Negotiating Committee's desire to avoid a strike and reach a new collective bargaining agreement with UPS as soon as possible. But your union must be prepared for all eventualities. The Teamsters need to show our strength and unity to ensure we win the wages, benefits, and rights that all members at UPS have earned and deserve.

A **"Yes"** vote authorizes a strike to be called at your National Negotiating Committee's discretion and without additional approval if a new contract is not reached by or before Monday, July 31, 2023. A **"No"** vote would prevent your National Negotiating Committee from calling a strike without seeking additional approval. This would weaken your committee's ability to secure the best contract that members need.

Here are some things to consider before casting your vote:

- Nobody wants a strike. However, a credible strike threat is a necessary tool for your National Negotiating Committee to have access to while working to secure the best possible contract. We have to show UPS we are not afraid to call a strike.
- In fact, a strong vote authorizing your committee to call a strike can help prevent one from ever happening. Your **"Yes"** vote sends a clear message to UPS that we are unified, that your National Negotiating Committee has the support of the membership, and that we are all committed to winning the strongest contract for UPS Teamsters without compromise or concession.

For these reasons, your National Negotiating Committee urges you to vote YES.

Your local union will be providing information and instructions over the next few days for how to vote on the strike authorization. Voting will be conducted either at the union hall, a hotel, public area (with a tent or similar form of shelter) or another location near your work facility, depending on your local. Strike authorization votes will be submitted by secret ballot, will be tallied by your local union, and the total vote count will be announced Friday, June 16, by your National Negotiating Committee.

Fraternally,

A handwritten signature in black ink, appearing to read "S.M. O'Brien".

Sean M. O'Brien

A handwritten signature in black ink, appearing to read "Fred Zuckerman".

Fred Zuckerman

TEAMSTERS UPS NATIONAL NEGOTIATING COMMITTEE