

March 3, 2026

## Letter of Agreement

United Parcel Service, Inc. (“UPS”) and Teamsters Local 705 (“Union”) agree as follows:

1. UPS shall make the current Driver Choice Program (“DCP”) available to drivers represented by the Union. The terms of the DCP, including eligibility and participation, shall be as set forth in the Decision Guide and Summary Plan Description and other DCP materials.
2. The DCP materials provide that DCP participation may be capped on a facility basis, based on the local needs of the business. In the event the number of applicants at a specific facility exceed any cap that has been established, applications will be approved in full-time seniority order. In addition to what is provided in the DCP materials, UPS agrees that it will not accept more than eighty (80) Union-represented drivers in total for participation in the DCP.
3. UPS agrees it will not make any other voluntary separation/severance program available to drivers represented by the Union for the duration of the parties’ current collective bargaining agreement without the Union’s mutual agreement.
4. In return for UPS’s agreement to limit participation and its commitment regarding future voluntary separation/severance programs, the Union agrees to withdraw and treat as settled, grievance No. 416409 protesting UPS’ 2025 Driver Voluntary Separation Program (“DVSP”), and any other pending grievances protesting the DVSP in the Union’s jurisdiction. Further, the Union agrees to withdraw NLRB charge No. 13-CA-369640.
5. This Agreement is on a non-precedential basis and will not be cited for any purpose except enforcement of its terms. By entering into this Agreement, neither party waives its right to argue in the future about the requirements of Article 55.2 of the parties’ collective bargaining agreement.

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UPS

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UNION

Date: \_\_\_\_\_

Date: \_\_\_\_\_