

March 11, 2026

LETTER OF AGREEMENT

Between Teamsters Local 705 and United Parcel Service, Inc.

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 based on Company seniority within the building by job classification (i.e. feeder and package separately). At a minimum, one driver (either feeder or package) will be accepted from each building. 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. Employees who are selected for participation will be paid for unused entitlements in accordance with Articles 52.1.d (vacations); 52.1.e.(5) (option days); and 53 (Teamster UPS Days).
6. 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.

TEAMSTERS LOCAL 705:

UNITED PARCEL SERVICE:

Date _____

Date _____