



TEAMSTERS / UPS

NOR CAL

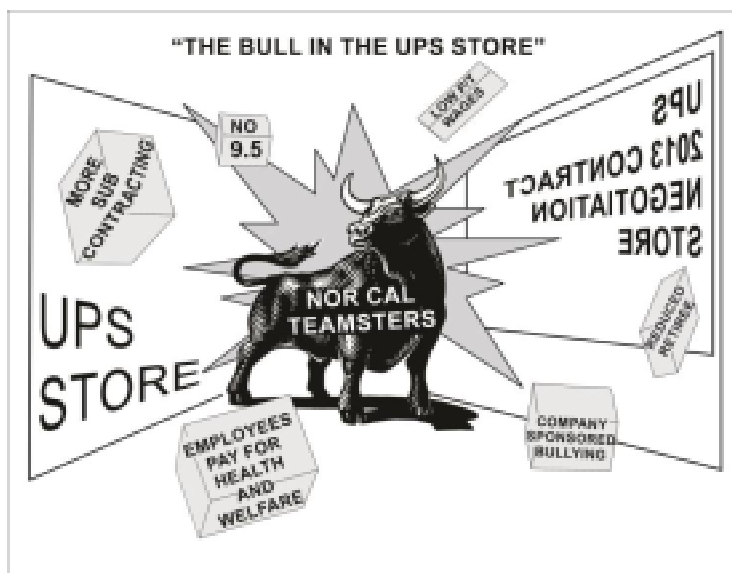
COMMITTEE

INTERNATIONAL BROTHERHOOD of TEAMSTERS

NOR CAL COMMITTEE April 2013 CONTRACT UPDATE!

Both the UPS National and the UPS Nor-Cal Negotiations wrapped up another round of negotiations at the end of March with no resolution in sight. The goal was to have the UPS negotiations completed by March 28, 2013; instead it has been extended for another round starting April 15, 2013 with a NEW deadline for completion by April 26, 2013.

Health Care remains the number one reason for the delay in reaching an agreement. UPS has proposed to terminate the UPS Company Health and Welfare Plan which currently affects over 100 thousand UPS employees nationwide. The Union is now challenged with the task of developing a Health and Welfare plan, with the same level of benefits our members currently enjoy and with an administrator that can handle the geographical area of all the plan participants.



If this scenario were not bad enough, it gets worse; UPS is still proposing that UPS employees, who have broken their backs for this Company, now pay a portion of the H/W premium. The UPS proposal calls for Teamster members with a family, to contribute \$90.00 per week for health care. In addition, if health care costs increase more than the negotiated monies can absorb, UPS wants those increased costs to come out of your wages. Under the UPS proposal it is conceivable that some Part Time Employees would essentially be paying UPS for the privilege to work there. Retiree Health and Welfare is at stake too, as this proposal would raise the cost for retirees'.

The Teamsters Nor-Cal Negotiation Committee will continue to keep you informed of all new developments and will be working hard to get a fair agreement that is beneficial to both sides. It remains to be seen whether UPS will allow corporate greed to get in the way of a fair agreement or if UPS will recognize the amount of sacrifice their employees endure to make UPS what it is today.

For now, continue to be strong in your resolve to fight for a fair agreement. Prepare yourself and your family for the possibility that a fair agreement will have to be won. It's better to prepare for the worse and be ready, than to be caught unprepared. Please keep April 27th to May 5th, 2013 open in case it becomes necessary to hold meetings to keep you updated on the latest developments. **PLEASE CONTINUE TO GO TO: Teamsters150.org** for updated information that is accurate. Click on the UPS icon for contract updates.

In Solidarity, Marty Frates- Nor-Cal Committee Chairman, Peter Núñez- Nor-Cal Committee Recording--Secretary
In Solidarity, Lealon Raley, Alan Daurie, Perry Hogan-Nor-Cal Committee Members, Business Agents, Teamsters Local 150, IBT