



CANADA COUNCIL OF TEAMSTERS CONSEIL CANADIEN DES TEAMSTERS

October 22, 2015

Dear Sisters and Brothers

This is to notify you that the Memorandum of Agreement has been officially ratified by eighty-one percent (81%) of the voting membership.

The Company has been notified of this acceptance and is starting to work on making the appropriate changes to the payroll system.

We will notify everyone when we know the date the retroactivity will be paid out.

All changes to the collective agreement that were negotiated will become effective today.

It will take some time to have the full legal document finalized then signed by the Company and all Locals. Once this is done contract booklets will be printed and distributed for everyone's use.

I wish to thank everyone involved on the Negotiating Committee for their input and hard work, as well as thank the Membership for their patience and participation. Once again it has been proven there is strength in unity.

In solidarity,

Richard S. Eichel
Chairman of the UPS Negotiation Committee