



Important Update on UPS® Freight Shipments

UPS and the Teamsters Freight National Bargaining Committee concluded the current round of discussions on October 25, 2018. UPS's offer, which we believe should be ratified, is an offer that rewards our employees with wages and benefits at the top of the industry and compensates them for their contributions to the success of the company.

A union-hall vote, in which Teamster employees will go to their local union halls to cast ballots, is expected to take place November 7-11. At this point, there is no extension in place to the current UPS Freight contract with the Teamsters.

To help you plan to maintain business continuity while we do not have a contract extension, please note that UPS Freight can only guarantee delivery of ground freight (LTL) shipments through November 8, after which we recommend you seek alternate arrangements.

The last days for ground freight (LTL) pickup will be as follows:

- *Thursday, November 1 for 5-day shipping commitments*
- *Friday, November 2 for 4-day shipping commitments*
- *Monday, November 5 for 3-day shipping commitments*
- *Tuesday, November 6 for 2-day shipping commitments*
- *Wednesday, November 7 for 1-day shipping commitments*

Call 1-800-333-7400 for questions or further assistance.

If you have a bundled contract, or incentives dependent upon UPS Freight volume, we will ensure the lack of freight volume does not prevent you from receiving the incentives you would have normally received.

The UPS Small Package National Master Agreement (NMA) has been ratified. You can remain confident UPS is ready to continue to serve our small package customers throughout the holiday season and beyond.

We appreciate your patience as we work through this negotiation. We will resume normal UPS Freight operations as soon as a new contract is in place.