

# LETTER OF UNDERSTANDING

**THIS AGREEMENT** between Teamsters Locals 7, 164, 243, 332, 337, 406, 486, 580 and United Parcel Service State of Michigan.

1. It is agreed between the parties that the seasonal period will be extended on a one (1) time basis from January 1, 2011 thru January 21, 2011.
2. Seasonal employees, current Part Time employees working as seasonals and/or outside hire shall not gain seniority for time worked during January 1, 2011 thru January 21, 2011.
3. The Company will have all seasonal employees sign a form outlining bullet point two (2) before working this period.
4. All Full Time Drivers will be offered all available hours up to twelve (12) hours a day. The Company will continue to honor Drivers who have 9.5 grievances on record.
5. No Driver will work as a Helper if vehicles are available.
6. If there are more Regular Full Time Drivers than vehicles available, then the Drivers in reverse seniority order will be allowed to work as a Helper and will be guaranteed eight (8) hours a day at Drivers' wages.
7. Once all Regular Full Time Drivers and Air Drivers are offered work, the Company will have the right to use all Part Time Employees and outside hires who worked as seasonal employees.
8. All Helpers will receive Helper rate of pay per contract.  
All Helpers will receive overtime after eight (8) hours worked in a day and forty (40) hours in a week.  
All Helpers will be used by seniority.