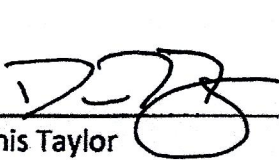


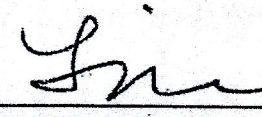
UPS / IBT COVID-19 MOU Outline

- **Duration (3/17/20 until national emergency is lifted)**
 - Will be retro for anyone who went out prior to 3/17/20 but otherwise would have qualified
- **Paid Leave**
 - Only for those directly impacted
 - (1) Employee is diagnosed with COVID-19 or is required by government, public health official, doctor, or UPS to be quarantined
 - (2) Employee's immediate family member who resides in the same household is diagnosed with COVID-19 and is thus forced to quarantine
 - Must provide proof of diagnosis or requirement to quarantine
 - Scenarios 1 and 2 above are the only situations in which paid leave under this MOU applies
 - Pay while on leave:
 - 8 hours per work day for a FT employee, max of 10 work days
 - 3.5 hours per work day for a PT employee, max of 10 work days
 - H&W and Pension contributions will be made as required by the supplement for these hours
 - If an employee self-quarantines, uses paid time off (PTO), and is later diagnosed with COVID-19, the company will re-populate the PTO up to the 80/35 hour limits set forth above
 - After 10 days, employees directly impacted can use accrued PTO as provided by a supplement (sick days, option days, vacation days) irrespective of language in the contract that might require advanced scheduling
- **Attendance**
 - Any employee directly impacted missing work as set forth above will not have those days counted as an attendance infraction
- **Re-evaluation**
 - The parties agree that this COVID-19 situation is unprecedented and that many additional issues may arise as time goes on. This could include governments shutting down cities or towns where UPS does not get special permission to operate as critical infrastructure provider. The parties will communicate on a going forward basis and will pursue further agreements as needed to deal with this issue and others related to the current pandemic.

IBT

UPS

By  3/18/20
Denis Taylor
Chairman, Teamsters National
Negotiating Committee

By  3/18-2020
Lindsay Marshall
President, UPS Labor Relations