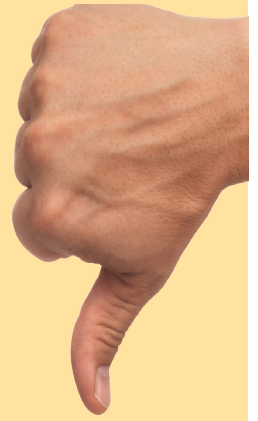


VOTE NO



On the Local 243 UPS Metro-Detroit Rider

UPS wants you to accept an inferior Offer that does not address concerns raised by the membership during contract negotiations.

Local 243's Negotiating Committee, Stewards and Members Say ... NO!

The Company's Offer fails to address key membership issues:



- (1) Does the Company's Offer clarify National language for RPCDs who do not work on Monday granting the right to work on a Saturday or Sunday before a 22.4 Driver in order to assure that they receive their 40-hour guarantee? **NO!**
- (2) Does the Company's Offer include the Union's proposal to grant RPCDs the day off by seniority when reducing the workforce? **NO!**
- (3) Does the Company's Offer bring UPS members at Adrian, Jackson and Lansing buildings into Local 243's Metro-Detroit Rider? **NO!**
- (4) Does the Company's Offer address members' concerns about being paid for time spent obtaining or renewing an Airport Badge? **NO!**

Bottom line: NO + NO + NO + NO does not equal yes.

The best way to convince UPS to stop playing games and start listening to their workers is for Local 243 members to **REJECT the Company's latest Offer**