

New York State Teamsters Conference Pension & Retirement Fund

Rehabilitation Plan Selection Ballot

UPS - Full Time

| UPS Full-Time | Current | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | Multiplier |
|-------------------------------------|---------|---------------|----------|---------------|----------|----------------|----------|----------|------------|
| Default Plan (Age 65) | \$8.565 | \$8.993 | \$9.443 | \$9.915 | \$10.411 | \$10.931 | \$11.314 | \$11.710 | 1.00% |
| Hourly Rate Increases Required | | \$0.428 | \$0.450 | \$0.472 | \$0.496 | \$0.521 | \$0.383 | \$0.396 | |
| Schedule A (Age 65) with Transition | \$8.565 | \$8.993 | \$9.443 | \$9.915 | \$10.411 | \$10.931 | \$11.478 | \$11.880 | 0.30% |
| Hourly Rate Increases Required | | \$0.428 | \$0.450 | \$0.472 | \$0.496 | \$0.521 | \$0.547 | \$0.402 | |
| Schedule B (Age 62) with Transition | \$8.565 | \$8.993 | \$9.578 | \$10.200 | \$10.863 | \$11.570 | \$12.322 | \$13.061 | 0.50% |
| Hourly Rate Increases Required | | \$0.428 | \$0.585 | \$0.623 | \$0.663 | \$0.706 | \$0.752 | \$0.739 | |
| Schedule C (Age 60) with Transition | \$8.565 | \$8.993 | \$9.578 | \$10.200 | \$10.863 | \$11.570 | \$12.322 | \$13.122 | 0.30% |
| Hourly Rate Increases Required | | \$0.428 | \$0.585 | \$0.623 | \$0.663 | \$0.706 | \$0.752 | \$0.801 | |
| Schedule D (Age 57) with Transition | \$8.565 | \$8.993 | \$9.938 | \$10.981 | \$12.134 | \$12.923 | \$13.763 | \$14.657 | 0.50% |
| Hourly Rate Increases Required | | \$0.428 | \$0.944 | \$1.043 | \$1.153 | \$0.789 | \$0.840 | \$0.895 | |
| Schedule E (Age 55) with Transition | \$8.565 | \$8.993 | \$10.027 | \$11.181 | \$12.466 | \$13.277 | \$14.140 | \$15.059 | 0.50% |
| Hourly Rate Increases Required | | \$0.428 | \$1.034 | \$1.153 | \$1.286 | \$0.810 | \$0.863 | \$0.919 | |
| | | 5.0% Increase | | 6.0% Increase | | 10.5% Increase | | | |
| | | 3.5% Increase | | 6.5% Increase | | 11.5% Increase | | | |

Instructions:

- Below are the six (6) options available to your collective bargaining agreement.
- Please place an 'X' next to the plan you would like to enroll in.
- The plan receiving a majority of the votes cast will be the plan the group will participate in.
- In the event one plan does not receive a majority of the votes cast, a second vote will be held for the top two (2) choices.
- This vote authorizes the New York State Supplemental Negotiating Committee to negotiate with your Employer over the effects of enrolling into the chosen plan and the possibility of additional increases that may be required to come out of current and future wage increases.

- Default Plan

- Schedule "A" - Age 65 with Transition

- Schedule "B" - Age 62 with Transition

- Schedule "C" - Age 60 with Transition

- Schedule "D" - Age 57 with Transition

- Schedule "E" - Age 55 with Transition