



TEAMSTERS LOCAL UNION 117

Affiliated with the International Brotherhood of Teamsters

General Public and Private Sector Employees and Special Services Employees in King and Pierce Counties and Employees of the State of Washington

August 5, 2025

Greetings:

I am writing to inform you about a serious and escalating labor dispute involving one of your main sponsors, Lineage Logistics. This situation poses significant reputational risks to individuals and organizations associated with the company and requires your immediate attention.

Lineage Logistics employees 45 members of Teamsters Local 117 at its cold storage facility in Seattle, WA. These workers perform physically demanding work in the extreme conditions of a refrigerated warehouse environment, often facing temperatures well below freezing while handling heavy freight and operating complex machinery.

Since January 2025, Teamsters Local 117 has been negotiating with the company in a good faith effort to achieve a successor labor agreement that ensures that the workers are fairly treated and equitably compensated. Unfortunately, Lineage has consistently refused to provide a fair contract for its workers, and we believe the company has violated federal labor law requirements to bargain in good faith. Lineage employees have been working under an expired contract since April 1, 2025 – over four months.

Over the course of negotiations, Lineage's conduct has been so egregious that Teamsters Local 117 has filed a number of Unfair Labor Practice charges with the National Labor Relations Board. These charges allege that Lineage:

- Unlawfully engaged in direct dealing with workers over furloughs;
- Misrepresented worker eligibility for critical health and welfare coverage;
- Unilaterally changed working conditions without fulfilling its obligation to bargain.

Rather than engaging in good faith negotiations as mandated by federal labor law, Lineage has resorted to anti-union intimidation tactics. The company has sent threatening letters directly to workers' homes regarding negotiations—a practice that workers report has created anxiety for their families. Most telling, Lineage refuses to offer the same compensation provided to workers at another Lineage facility located less than 30 miles away, demonstrating clear inequitable treatment of Seattle workers.

With Lineage Logistics as your sponsor, your reputation is directly linked to Lineage's corporate conduct. We respectfully request that you contact the company immediately and urge them to resolve any pending Unfair Labor Practice charges and negotiate an equitable agreement with Teamsters Local 117 before August 10, 2025. Please contact me directly at 206-794-6677 or paul.dascher@teamsters117.org if you have questions or to discuss this matter further.

Thank you for your prompt attention to this critical issue and for your consideration of the hardworking members of Teamsters Local 117.

Sincerely,

Paul Dascher
Secretary-Treasurer