



TEAMSTERS WAREHOUSE DIVISION

TEAMSTERS National Costco Negotiating Committee

May 20, 2022

Dear Costco Teamster,

We would like to take the time to thank you for your continued support and patience through the 2021-2022 bargaining process with Costco Wholesale. Enclosed for your review and vote, is Costco's Last, Best, and Final Offer. The National Bargaining Committee heard your concerns and demands in late 2021 and put forth a good faith effort to attain as much of the proposals as possible. Unfortunately, those concerns and demands were not addressed to the Union's satisfaction by Costco prior to the Company placing a Last, Best, and Final Offer on the table. The Teamsters National Costco Bargaining Committee is unanimously recommending a **"NO" VOTE**.

Costco Employees have worked tremendously hard through this pandemic and showed up for their communities in the face of fear, and that deserves to be addressed in this contract. Morale, respect, more protections for your seniority rights, and a dignified wage should be the least of what is addressed in this contract, especially since less than half of you received any substantial permanent raise through it all.

Even as we slowly begin to heal from the pandemic, we are now faced with inflation that most of us have never seen in our lifetimes. We have heard you on how expensive it is just to stay afloat. Gas, food, insurance, rent, etc. have all gone up at a rate that your three (3) year wage package doesn't seem to keep up with. Your Bargaining Committee proposed many options to the Company to help address concerns of our members, but the Company was less than fully willing to explore those ideas.

Under normal circumstances, this may have been a fair deal that the committee could recommend to you. The reality is that short-staffing, scheduling inconsistencies, abuse from Costco Members (customers), low morale, and repeated seniority issues is not what we think of as "normal circumstances". We believe you are worth more, you deserve more, and if they really tried, Costco could give more.

Along with the enclosed language and economic changes, we will be holding meetings via Zoom that our members can attend. Please keep an eye on your Union Bulletin Boards for those meeting dates and how to register.

In Solidarity,

The Teamsters National Negotiating Committee