

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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General President Hoffa
And Members of the General Executive Board

Brothers and Sisters:

I write on an urgent matter: the move by UPS Negotiating Committee Chairman Denis Taylor to impose the supplement in Western Pennsylvania and the rider in Metro Detroit after decisive rejections by the members and by the involved local unions.

I believe that the GEB needs to take action as soon as possible to right this ship: stop the imposition of the contract, and support the locals and members in winning a satisfactory settlement and prompt ratification.

The proposed imposition violates the IBT Constitution. The Constitution, at Article XII, Section 2, spells out in detail the proper procedure when supplements and riders are rejected. It states in part that ... "In the event such special rider or supplement is not approved by the affected members... the master negotiating committee shall assist the supplemental negotiating committee when bargaining resumes... In the event the parties cannot reach a negotiated settlement, the master negotiating committee shall have the authority to determine the appropriate action to be taken, including authorizing a strike. When further bargaining results in a revised tentative agreement, the proposal shall be submitted to the affected members for another vote... In the event no new tentative agreement is reached, or if the members reject the new tentative agreement, the master committee shall conduct a separate strike authorization vote..."

The IBT constitution does not allow for imposition of the supplements or riders. It requires the national negotiating committee to assist the supplement and rider negotiating committees.

Secondly, the imposition would violate the trust and solidarity of our members and local unions. The local unions involved have bargained in good faith and with the obvious support of the members, as shown by the 96% rejection in Western Pa and the 88% rejection in Metro Detroit.

We are aware that in 2013, the then-constituted GEB voted in accord with Article XII, Section 6, to temporarily amend the IBT Constitution to allow the imposition of three supplements and riders.

However, that vote was under different circumstances. First, it was after three rejections and attempts to negotiate. Second, the temporary amendment was to override the members' vote because "...the members have rejected the supplement or rider because of a provision in the ratified agreement..." That clause is no longer in the IBT Constitution as adopted at the 2016 IBT Convention.

AVRAL THOMPSON, Central Region Vice President
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Further, that situation does not apply here. It appears that in Western Pennsylvania and in Metro Detroit, the unions are bargaining over legitimate supplemental and rider issues.

The threat to impose by Denis Taylor is so egregious that Locals 30 and 585 have issued letters stating that they will consider legal action if the contract is imposed on them. And they are not alone in this consideration.

We request that this issue be taken up by the GEB, so we can support these members and send the union committees back to the table with UPS, with the full support of the International Union to get a quick settlement and ratification by the members.

Thank you.

Fraternally,

A handwritten signature in black ink that reads "Avral Thompson". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Avral Thompson

Central Region Vice President