



General Drivers, Warehousemen & Helpers Local Union No. 89

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Tuesday, May 28, 2013

Mr. Ken Hall, General Secretary-Treasurer
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001-2198

Re: **UPS- Part-Time Dues Rate**
IBT Letter dated May 23, 2013

Dear Sir and Brother:

I am appalled by the above-referenced letter you mailed directly to the UPS membership and not to my attention first. Allowing me an opportunity to respond to your false assertions would have been the appropriate measure for a man attesting to be the General Secretary-Treasurer of the IBT and a leader of this great union.

I have now reviewed the May 23, 2013 letter and concluded that it is a blatant and unconscionable misrepresentation of the facts; bordering on a strategic lie intended to debase me in the eyes of my membership. However, you have failed to take one very important thing into consideration. The Truth! Local 89 has made two formal requests (addressed to your attention) back on June 7, 2012 and August 28, 2012, whereby we specifically requested a waiver for UPS part-time employees. I have attached the letters for everyone to review. In the June 7, 2012, letter Local 89 described how the "strict compliance with the constitutionally required dues rate would create an extreme hardship upon countless members." Also in that letter, Local 89 set forth its arguments as to why the UPS part-time employee dues rate should remain unchanged:

"Since around 2002, all UPS part-time employees have paid a standard dues rate of \$22.00/month. This rate was established after Local 89 President Fred Zuckerman requested and later negotiated the rate with IBT representatives.

The basis for the request in 2002 was that UPS part-time employees are only guaranteed 15 hours per week. It seemed patently unfair to charge them a full dues rate when they do not have the opportunity to earn a full 40 hours or more per week. The Local 89 Executive Board still feels that the basis set forth back in 2002 is still valid and viable in 2012."

Again on August 28, 2012, Local 89 requested that you promptly resolve the local union's request for a waiver. Local 89 argued that it was an urgent matter that needed immediate attention. After speaking with you personally about this matter on June 29, 2012 at the Joint Council 94 Executive Board meeting in Louisville, Kentucky, Local 89 Secretary-Treasurer John Bolton stated the following in his letter:

"I have not heard from you and neither has Fred. The billings have now gone out for a second month at the increased rates called for [by] the I.B.T. Constitution.... I know that you know these dues were raised on direct order from the I.B.T. Auditor. Local 89 had prior agreements to keep these dues low by averaging them, and were told to stop that and make adjustments by August 1, 2012."

Subsequent to the August 28, 2012, letter you personally advised Bolton to "stop sending me letters!" Thus, despite our repeated pleas for assistance, you willfully failed to respond to those requests. Now, nearly a year later, you have propagated this false notion that Local 89 did nothing to protect our many UPS part-time employees from unfair dues increases. Do you now think the members will perceive you as a "savior" or "knight in shining armor" with respect to this issue? If so, you are incredibly misguided. The members of Local 89 will soon recognize that your intentions with respect to this matter are impure. If you truly cared about the well-being of our 8000 part-time UPS employees, you would have responded to our calls for help a year ago.¹ I would go as far as to suggest that you are now proffering this letter as a means to deflect responsibility for any complaints you have likely received in your office. But, despite your attempts to politicize this matter, whatever complaints you have received from Local 89 members are not derived from the acquiescence of Local 89. No! In fact, any complaints from our

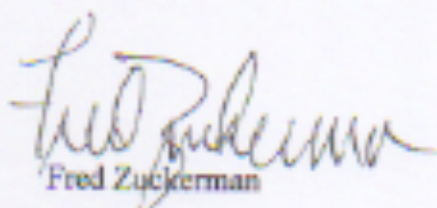
¹ It should be noted that you tendered a letter to Local 89 dated January 11, 2013 in which you requested an update on the local union's measures to implement requisite changes ordered by the IBT Auditor. In a letter dated January 17, 2013, I responded to your January 11, 2013 letter. In my letter I advised you that Local 89 had implemented the requisite changes, including dues increases. Therefore, you were provided with three letters from Local 89 disclosing that increases were made to members' dues pursuant to the Auditor's directive. Since the dues increases took effect last year, the per capita contributions paid to the IBT have increased substantially. To feign ignorance of the nature and timing of the dues increases until May 23, 2013 is indicia of your lack of honesty regarding knowledge of this matter and/or lack of due diligence with respect to the oversight of the IBT treasury. Either of which is unbecoming of a General Secretary-Treasurer.

members about dues increases should fall squarely on your shoulders for failing to consider and address this matter when Local 89 first advised you of it... a year ago.

In any event, Local 89 stands committed to protect the UPS members from hardships imposed upon them by the current dues structure set forth in the IBT Constitution. Please consider this our 3rd request for a waiver of the constitutional dues structure. Furthermore, in light of your unacceptable failure to act upon our initial requests last year, Local 89 would request that the IBT be responsible for any and all "excess dues" paid for by our membership. Let me remind you that this is your responsibility! You created this hardship upon our membership through the direction of YOUR IBT Auditor and YOUR failure to promptly address our concerns. Therefore, any other resolution would not be equitable and would create an additional undue hardship upon the resources and membership of Local 89.

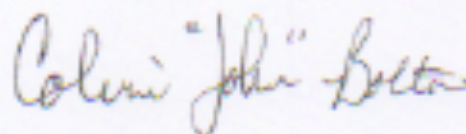
Please do not hesitate to contact me with any questions or concerns that you have with this matter. I would be happy to sit with you to discuss this matter further. However, much like the June 7, 2012 and August 28, 2012 letters, I suspect you will ignore this letter, as well.

Fraternally,



Fred Zuckerman

President, Local 89



Colvin "John" Bolton

Secretary-Treasurer, Local 89

Cc:
Entire Local 89/UPS Part-Time Membership