



## General Drivers, Warehousemen & Helpers Local Union No. 89

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Friday, April 11, 2014

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

**RE: -UPS NEGOTIATIONS  
-Local 89 Air Supplement**

Dear Sir and Brother,

By roughly 94% margin, hard-working Teamsters employed at UPS within the jurisdiction of Local 89 voted yesterday to reject the most recent Local 89 Air Supplement proposal tendered by UPS. This is the second time our membership has resoundingly rejected a UPS supplement offer. Without a doubt the rejections are a testament to two things. The first being: UPS is hell bent on serving up a fundamentally substandard contract in the Louisville area. The second being: Local 89 members have too much pride in their work, as well as themselves, to succumb to a garbage agreement that fails to embody the most essential elements of an organized workforce; fair and reasonable wages and benefits. Let me be very clear - when it comes to indispensable workplace dignity, Local 89 and its membership are unwilling to make compromises!

**Local 89 members deserve better and they will repeatedly vote "no" until they get what they deserve.**

For far too long you have personally sat on the sidelines of this battle between Local 89 and the UPS negotiating committee while my members have fought valiantly to achieve fair and reasonable terms within the Local 89 Air Supplement. Sure, as the IBT's chief negotiator for the National Agreement, you have been physically present



during the countless national negotiation sessions. But, your "spectator only" status as it relates to the Local 89 Air Supplement has been well documented through your systemic disregard for the letters and requests for assistance that I have sent to you over the last 18 months. Repeatedly, and on behalf of my members, I have inquired about relevant matters related to these negotiations.

For instance, I have made repeated requests for you to disclose whether there have been procedural errors surrounding the submission of contract re-opener notices and FMCS filings. As you already know, failure to timely submit certain filings and notices can adversely impact a union's ability to negotiate. In some cases, failure to make those submissions causes a contract to automatically rollover and strips a union of its economic leverage or its ability to strike. Did the contract rollover? Do we have any economic leverage? Can we strike, if necessary? Sadly, I have received only one response to those inquiries. However, that response was vague, ambiguous and misleading. In it you merely stated that certain notices and filings were not submitted for "strategic" purposes. Yet, you failed to explain the "strategic" purpose or even how the admitted failure to timely submit certain notices will not adversely affect our union's ability to negotiate. Thus, I am forced to draw an adverse inference from the non-responsive tone of your letter. Which leads me to this next point. If the IBT did fail to timely file required notices and the contract has already rolled over for a year, I believe it would be highly prudent of the IBT to correct the error of its ways and promptly file the required notices before history repeats itself.

In closing, I believe it is time that you listen to the collective voices of the Local 89 membership and answer our questions. It's time for you to act with the courage and determination expected of a Package Division Director for this great union by engaging my membership in a productive dialogue regarding the concerns that I have repeatedly articulated to you. It is time for you to wade into the fray along side those same members you profess to represent and exhibit the requisite leadership skills by looking them in the eyes and telling them the truth.

Thank you for attention to this matter. I look forward to your response.

Fraternally,

A handwritten signature in cursive script that reads "Fred Zuckerman". The signature is written in black ink and is positioned below the word "Fraternally,".

Fred Zuckerman  
President, Local 89

CC:  
Mr. James P Hoffa, IBT General President  
W.C. Smith (Office of the General President)  
Chuck Whobrey-International Representative  
Bill Moore-International Representative