



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

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Thursday, September 24, 2015

Mr. James P Hoffa  
General President  
International Brotherhood of Teamsters  
25 Louisiana N.W.  
Washington D.C. 20001

**RE: 2015 Negotiations - National Master Automobile Transporters Agreement  
(along with Supplements)**

Dear Sir and Brother:

I write to you today demanding the immediate suspension of all IBT member voting pertaining to the tentative National Master Automobile Transporters Agreement (and Supplements). The basis for this request is simple. The IBT has failed to completely and thoroughly disclose the negotiated terms of the tentative agreement.

I was at the two man review meeting held on September 22, 2015. I received a packet of information from the IBT consisting of an incomplete summary of changes and general monetary proposals. I have read the packet of information in its entirety countless times trying to understand what is alleged to have been negotiated on behalf of the membership. Unfortunately, the summary of changes fails to make readily available answers to fundamental wage rate concerns. For example, Page 1 of the *2015 NMATA Joint Negotiations – Tentative Agreement* establishes a completely revamped method of pay; eliminating compensation rates for loading, fueling, and some unloading of units. A "blended" rate has been proposed in order to ostensibly compensate drivers for the loss of the loading, fueling, and unloading rates. However, with respect to the Central and Southern Areas Supplement, the summary of monetary proposals fails to disclose how the relevant Supplemental Articles (i.e. 58, 59 & 61) have been modified in accordance with the general provisions outlined on Page 1 of the summary (*Section 1. General Wage Increases*). Therefore, it is impossible to know exactly how the general monetary proposal changes will impact the drivers in the Central and Southern areas. In my eyes the summary is carelessly incomplete in its current form. Considering the IBT has

tentatively proposed to make drastic changes to wage rates (the same rates the membership has long relied upon in order to be fairly compensated for certain job-related activities), I find the IBT's lack of disclosure absolutely bush league.

When I challenged IBT representatives (and certain lawyers retained by the IBT to help the IBT peddle this tentative agreement to the membership), I was met with blank stares and unanswered questions pertaining to my concerns. On multiple occasions I specifically and directly asked the IBT representatives to explain several issues, including how the blended rate would affect drivers under the Central and Southern Area Supplement. What I learned was...nothing. To be fair that's not entirely accurate. I did learn that the IBT representatives charged with the responsibility of negotiating a fair contract on behalf of the IBT membership don't even have a clue what terms they purportedly negotiated. If our own negotiators don't know what they bargained for, then how are our members suppose to know? It's a case of the blind leading the blind. You cannot honestly expect local union leaders to present only part of the terms of the tentative agreement to the rank and file membership. How are we expected to answer questions like the ones I raised at the two man review during the Local Union explanation meetings without a complete overview of the terms? Or is it that you think the local union leaders and the rank and file members are so blindly ignorant that they will simply rubber stamp the tentative agreement during a ratification vote without any specific information? Give me a break! You cannot make wholesale changes to wage rates (which have been in effect for decades) and not expect people to ask very pointed questions about how the changes will effect them during the course of their employment. The IBT's dissemination of only limited information to the membership has become a train wreck of incompetence and as the "Chairman" of the NMATA negotiating committee you are sitting in the conductor's seat.

That is exactly why I am demanding you immediately order the IBT negotiators to disclose the negotiated terms and conditions in their entirety for the NMATA and all of the supplements. The disclosure should be in a format that sufficiently explains all the tentatively agreed upon changes to the NMATA (and Supplements) and the proposed language of each and every Article that will be modified as a result of the tentatively agreed upon changes. Until such time that the aforementioned disclosure occurs, you must suspend the presently scheduled ratification vote in order to give all local union leaders and their affected members ample time to receive, review and consider the tentative agreement in its totality. Anything less would be a blatant deprivation of the members' rights and fundamental principles of union democracy.

Fraternally,



Fred Zuckerman  
President, Local 89

cc: Ken Hall – General Secretary Treasurer  
Willie Smith – Executive assistant to the General President  
Brad Raymond IBT Legal Dept.