

**Stewards  
Please Post**



## **MEMORANDUM**

**TO:** UPS Local Unions

**FROM:** General President James P. Hoffa  
Package Division Director Ken Hall

**DATE:** September 12, 2011

**RE:** UPS Harassment of Teamster Members

---

Harassment of Teamster members at UPS has been an ongoing problem at UPS. In response, we held a sticker day in April across the country that many of our members participated in. When we didn't see enough movement from UPS on the issue, we conducted parking lot meetings around the country in June. Here we are in September, and the problem has not gone away. In fact, despite the fact that UPS management has said that they would correct the problem, it is actually getting worse.

We have traveled all over the country talking with UPS members. There has been no relief from the unnecessary and unreasonable harassment that UPS management has imposed on our members.

On Monday, September 12, 2011, we both met with UPS top management to give them a final warning. If they do not immediately take visible steps to correct the harassment problem, we will begin a public campaign. This is not a step that we take lightly. We fully understand the ramifications of a public campaign, but the company has left us with no other options.

If we do not see immediate, concrete relief, we will begin with a rally in Los Angeles with our Local 396 members this week. We will continue to hold rallies across the country with other Local Unions until we see concrete change.

Please be prepared for additional information as this unfolds and please be prepared to act if necessary.