

United States Senate
WASHINGTON, DC 20510-4504

July 19, 2023

Sean O'Brien
President
International Brotherhood of Teamsters
25 Louisiana Ave, NW
Washington, D.C. 20001

Carol Tomé
Chief Executive Officer
United Parcel Service
55 Glenlake Pkwy, NE
Atlanta, GA 30328

Dear President O'Brien and Ms. Tomé:

As Members of the United States Senate who have full- and part-time Teamsters working at United Parcel Service (UPS) in our states, we are writing to strongly affirm support of our constituents' right to collectively bargain with their employer. The Teamsters-UPS contract is the largest private collective bargaining agreement in North America, and given the recent increase in attacks on employees' collective bargaining rights, it is critical that these rights are in no way undermined in the current contract negotiations between Teamsters and UPS.¹ Furthermore, we support the principles of fair wages, safe working conditions, affordable health care, and dignified retirement.

UPS Teamsters play an essential role every day in delivering critical products across the country and keeping the American economy afloat. In addition to continuing to work throughout the COVID-19 pandemic, these workers moved a record amount of goods during this period to keep American families safe, healthy, and fed.

We understand that UPS Teamsters recently announced their overwhelming authorization of a strike—which would be the largest work stoppage at a single employer in American history—if the two parties cannot reach agreement on a contract by August 1.² We are hopeful that both sides can negotiate in good faith and reach a consensus agreement that addresses basic human needs and allows workers to do their jobs safely and with dignity. However, in the event a fair and equitable collective bargaining agreement cannot be reached, we commit to respect our constituents' statutory and constitutional rights to withhold their labor and initiate and participate in a strike.

¹ <https://www.ajc.com/news/business/teamsters-ups-agree-on-some-contract-terms-teeing-up-talks-on-pay/CT4LHHIZ7ZDU7FIGTUW4A5N23Y/#:~:text=The%20International%20Brotherhood%20of%20Teamsters%20UPS%20contract%20is%20the%20largest,America%2C%20covering%20about%20340%2C000%20workers>

² <https://www.cnn.com/2023/06/16/business/ups-teamsters-strike-vote/index.html>

Finally, we understand that Congress has not previously intervened in recent history to implement a collective bargaining agreement between workers and their employer under the National Labor Relations Act, and we commit to not intervening in the collective bargaining process between Teamsters and UPS.

Thank you for your attention to these important issues.

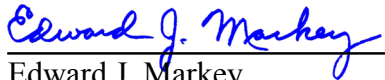
Sincerely,



Bernard Sanders
United States Senator



Sherrod Brown
United States Senator



Edward J. Markey
United States Senator



John Fetterman
United States Senator



Cory A. Booker
United States Senator



Elizabeth Warren
United States Senator



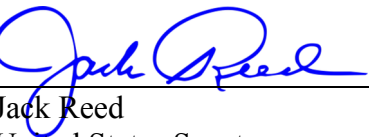
Sheldon Whitehouse
United States Senator



Gary C. Peters
United States Senator



Kirsten Gillibrand
United States Senator



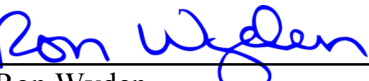
Jack Reed
United States Senator



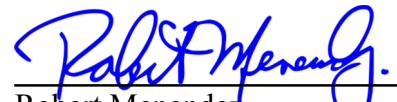
Chris Van Hollen
United States Senator



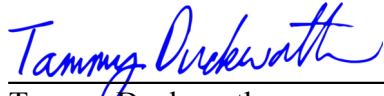
Tammy Baldwin
United States Senator



Ron Wyden
United States Senator



Robert Menendez
United States Senator



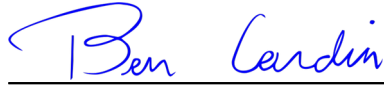
Tammy Duckworth
United States Senator



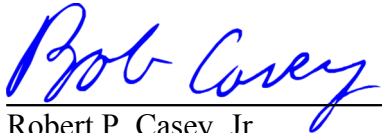
Richard Blumenthal
United States Senator



Debbie Stabenow
United States Senator



Benjamin L. Cardin
United States Senator



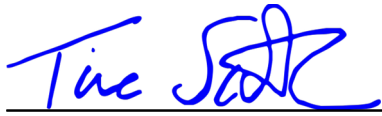
Robert P. Casey, Jr.
United States Senator



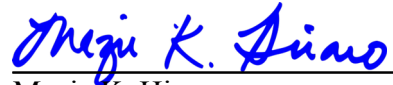
Richard J. Durbin
United States Senator



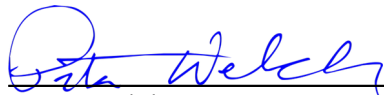
Christopher S. Murphy
United States Senator



Tina Smith
United States Senator



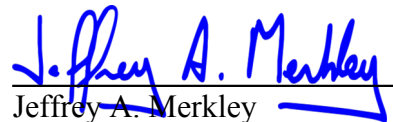
Mazie K. Hirono
United States Senator



Peter Welch
United States Senator



Alex Padilla
United States Senator



Jeffrey A. Merkley
United States Senator



Catherine Cortez Masto
United States Senator



Jacky Rosen
United States Senator