

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

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September 6, 2017

Mr. James P. Hoffa  
General President  
International Brotherhood of Teamsters  
25 Louisiana Ave. NW  
Washington, DC 20001

Dear Brother Hoffa:

When you selected me to be the Package Division Director, I was honored to have the opportunity to lead the Teamsters into negotiations with UPS, the union's largest employer. I considered it a challenge to be met with energy and dedication. Today I received an email communication from your secretary telling me you had fired me as the Package Division Director.

In the weeks leading up to my appointment, we met and discussed my vision for the division and my ideas and strategies for the upcoming contract negotiations. I made it clear that I intended to hit the ground running. You committed to me that I would pick my own team and lead the negotiations in the way that would build unity within the union and earn our members trust back. You assured me that I would be given the latitude necessary to fight for a good contract, that I would be free from the bureaucratic obstacles and roadblocks that many other leaders have experienced when dealing with the International.

It has been only six (6) months since you made those commitments, and it has become painfully obvious that I would never be able to achieve that goal. Every time I reached out to a local that opposed you in the last election, I was taken to the woodshed by you or one of your minions. My proposals to create a phone application, build the UPS Facebook presence free from censorship and a stand-alone website were met with constant resistance. My desire to include representatives from locals that opposed you in the last election were blocked and considered treasonous.

In the last six (6) months I have been met with nothing but interference and meddling from full-time political hacks like Todd Thompson that other union leaders have complained about for years. Thompson and other staff (non-elected) are driving decisions and making policy in the place of the elected leadership. These outsiders have never been Teamsters, but you allow them to run the International. It is a situation which you tolerate, and I don't have the confidence that you have the will to change.

SEAN M. O'BRIEN, Eastern Region Vice President  
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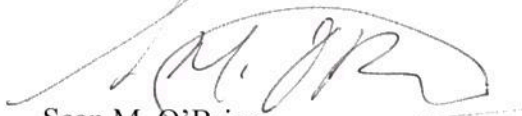
Competent staff is necessary to get the certain jobs accomplished. I have a wonderful staff at Local 25 and Joint Council 10. New England Teamsters are successful because we work together as a team. But at the International, certain members of the staff have turned the UPS Division and the entire Teamsters Union into their personal playground. The games they are pursuing come at the expense of the membership.

Frankly, the endless second-guessing and acts of bureaucratic sabotage have formed permanent roadblocks to achieving the best possible contract for our members at UPS. The environment that exists in Washington makes the division's success impossible.

Respectfully, President Hoffa, you stand at a crossroads. You can let Teamsters run the Teamsters or you can continue allowing entrenched bureaucrats to run the Teamsters. Sadly, you have chosen the route of least resistance and continue to allow hacks like Todd Thompson and others run the union so you don't have to.

Do not mistake my letter for a lack of desire. I want to negotiate the UPS contract. I want to put my talents to use and serve our members. I intend on being a member of the negotiating team and representing Teamsters Joint Council 10 and Local 25. I will be at every General Executive Board meeting to make sure Eastern Region Teamsters are heard and not ignored. I will not tolerate working in a bureaucracy geared for failure.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'S.M. O'Brien', written over a horizontal line.

Sean M. O'Brien  
Eastern Region Vice President

SMO/jd