



**Amalgamated Local
Union No. 677**
Chartered July 20, 1939

*Serving employees and retirees of
AmeriCold Logistics, Mack Trucks, First Student*

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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - UAW

SCOTT W. WOLF
President

MICHAEL A. SHUPP
Vice President

REBECCA KEMMERER
Recording Secretary

MICHAEL T. KELLY
Financial Secretary-Treasurer

Dear Brothers and Sisters,

As a Bargaining Committee we met with the Company on Tuesday, November 7, 2023, in Philadelphia to discuss our demands for the Master Contract. The Union put formal requests across the table to address members' needs. The Company rejected all our proposals. The Company declared that we were at an **Impasse** (deadlocked), and they then gave their **last, best and final offer** (ultimate offer to be made in negotiations). The Master proposal that we are presenting is the same proposal that was presented to the membership for our first vote. We did get the company to agree to some significant changes in the Local Agreement since we have been on strike.

With that being said **Negotiations are OVER**, so we must bring everything back to the membership for a vote.

If the Master is voted down, there will be **NO** \$3500 ratification bonus and the Company **will** implement their last offer, we will still be on strike.

That being said the Company will also hire replacement workers. What this means for you as a member is that you will lose your jobs unless you cross the picket lines, and if they hire enough workers, you will not be able to go back to work until there is an opening. Also, per the Company your Insurance Benefits will be cut off December 1, 2023.

We are providing this for informational purposes only!
This is NOT meant to be a scare tactic!
This is a REALITY!

In Solidarity,

Your Local 677 Negotiating Committee