

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General President

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KEN HALL  
General Secretary-Treasurer

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[www.teamster.org](http://www.teamster.org)

November 18, 2020

Tommy Wreeth, President  
Swedish Transport Workers Union  
Stockholm, Sweden

Dear President Wreeth,

On behalf of the 1.4 million members of the International Brotherhood of Teamsters including workers at the airline catering company Gate Gourmet, I write to express our solidarity with our sisters and brothers in Swedish Transport Workers Union working at Gate Gourmet at airports across Sweden.

We strongly denounce Gate Gourmet's efforts to use the Covid19 crisis as an excuse to degrade worker rights and conditions in Sweden. Gate Gourmet has for a long period of time tried to reduce the salary and degrade other terms and conditions for Swedish Transport Workers Unions members.

Gate Gourmet is attacking good and secure jobs with decent payment including:

- Reduced standards for drivers by re-registering their delivery trucks to lower standard registration
- Unilaterally changing the Collective Bargaining Agreement in violation of Swedish labor law rules. The consequence of this is that STF members have lost between 300 -900 USD per month in salary.
- Fired approximately 65% of the blue collar work force and 40% of the white collar work force.
- Introduced new multi services duties including duties outside STF CBA

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- Reduced working time from 100% to 80, 50% and 23% on the positions which still are available for STF members; thereby reducing worker pay.
- Layed-off STF members in violation of applicable labor laws including shops stewards, elderly and others which the company felt to be annoying. Gate Gourmet took their badges and literally walked them out from the workplace. The layoffs were appealed by STF and the company was forced to re-instate STF members.
- Layed-off STF members with the reference to “no relocation opportunities within the company” while using lower paid, less qualified staff to do work.
- Urging STF members to change union affiliation, thereby pitting workers against each other.

We know that Gate Gourmet behavior has created anxiety and anger for many employees who are STF members. This is not the way a global company should treat loyal workers, some of whom have worked for thirty years or more and are due to retire!

In the United States, Teamster members at Gate Gourmet have persistently found the company to be an anti-union employer. And things have only gotten worse since Singapore investment fund Temasek and its partner, Hong Kong based RRJ, took full control of the Company, in 2019.

We have spent over three years negotiating to renew our collective bargaining agreement for Gate Gourmet Teamsters to no avail. When COVID struck the United States, Gate Gourmet secured \$171 million from the US Congress intended to preserve jobs, wages, health care and retirement security of aviation employees during the pandemic. Instead, Gate Gourmet took the money and terminated most of our 5,000 members.

Temasek, with its deep pockets, has just extended a financing lifeline to Gate Gourmet worth hundreds of millions of dollars, and is working out a larger debt reorganization, focusing on the future rebound of the aviation sector. While Temasek has repeatedly shown it values Gate Gourmet’s long-term success and has been repeatedly willing to put money towards it, it has failed to show any such regard towards Gate Gourmet employees, and their rights.

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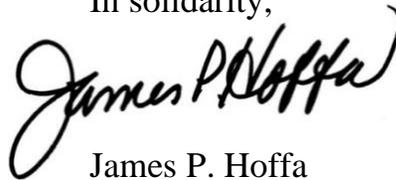
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It is clear to us that it will take a coordinated global response from unions and allies to change that track record, ensure that proper investment and respect is shown to the workers that Gate Gourmet relies on, today, and in the future recovery.

The International Brotherhood of Teamsters are proud to stand shoulder-to-shoulder with the Swedish Transportation Workers in the fight to stop Gate Gourmet, Temasek and RRJ from destroying the jobs of aviation workers. We urge Gate Gourmet in Sweden to come to the negotiation table with STF and respect the labor laws of Sweden.

In solidarity,

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style.

James P. Hoffa  
General President

JPH/tb

cc: Peter Lovkvist, STF  
Johan Einarsson, STF  
Vince Shaw, Warehouse Division  
Stephen Cotton, International Transport Workers Federation