MEMORANDUM

TO: Standard Forwarding Local Unions

FROM: John A. Murphy, Director, National Freight Division

DATE: February 5, 2025

RE: **Standard Forwarding Shutdown Update**

As you may recall from our last Memorandum, dated December 29, 2025, concerning the Standard Forwarding shutdown, TNFINC requested information from and demanded bargaining with the Company. To date, Standard Forwarding has failed to respond to the Union's request for information and has refused to engage in bargaining, despite multiple communication with Company representatives.

As a result, TNFINC has filed unfair labor practice charges with the National Labor Relations Board over the Company's failure to comply with its bargaining obligations, and the investigation is now underway. In addition, the Union has filed a class grievance on behalf of all bargaining unit members over the Company's failure to pay out earned and accrued vacation and unused sick leave. The grievance will be processed and heard at the upcoming Joint Area Committee (JAC) and Central Region hearings later this month.

Finally, the IBT has engaged outside legal counsel to assist with bringing claims against Standard Forwarding for violations under the Worker Adjustment and Retraining Notification Act (WARN) on behalf of all affected members.

Please do not hesitate to contact the Freight Division if you have any questions or concerns you would like to bring to the Division's attention, including additional grievances that may be appropriate. We will keep you informed as we have further updates.

JAM/ae