



International Union
United Government Security Officers of America
UGSOA



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To: All Local 20 and 20B Members

I am writing in response to the Memo that the Company has distributed pertaining to the Health and Welfare Settlement.

Please be advised that our General Counsel, the International and the Local officials have been engaged in ongoing discussions with Company to resolve this issue.

Our goal was not to sign an Agreement just because another Union had already done so. It was to make sure that the Agreement covered all of the open issues.

The Company's initial proposal was not forwarded to us until after they reached a settlement with SPFPA. In other words they chose to deal with us second and blame the UGSOA for the delay. Maybe they did that because they knew we would not just accept any offer thrown our way. In fact, the Company's initial proposal did not include language that addressed the payment of money that has been held in escrow since the implementation of the change, or account for the amounts that were due to the individuals for verification and accuracy.

We will continue to work on this and will advise you of our progress.

Thank you,

Desiree Sullivan
President
UGSOA International Union

Cc: Union File
Local 20 Executive Board