



MEMORANDUM

TO: TForce Freight Eastern Region Local Unions

FROM: Shawn Dougherty, Eastern Region TForce Freight Chairman, Freight Division

DATE: December 11, 2025

RE: TForce Freight Waiver Sheet

It has come to our attention, TForce Freight has been distributing a “waiver sheet” to members regarding their planned Christmas and New Year holiday scheduling. It is our position that TForce Freight members **should not** sign anything.

All TForce members shall report to work at your normal bid, unless told otherwise by the company.

The Teamsters National Freight Industry Negotiating Committee (TNFINC) has not authorized or agreed to, the ‘sign off’ sheet, which is, in our opinion, directly communicating with our TForce membership requesting a waiver of their contractual rights.

TNFINC has addressed this with the Company, and we will act on it accordingly.

Again, at this time, you should advise your TForce Freight membership to **not** sign anything regarding this matter.

Thank you.

SD/nq

cc: Regional Freight Coordinators
TForce Freight Chairmen and Co-Chairs