

TEAMSTERS LOCAL 986

MISCELLANEOUS WAREHOUSEMEN DRIVERS AND HELPERS

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April 25, 2012

Dear Brothers and Sisters employed at KAG West,

We have received some very positive feedback from your co-workers on our recent bargaining updates. We will continue to do our best to give you all the information as soon as possible on any future developments. Our next bargaining sessions are May 15-16th and then again the following week on May 22-23rd. We are also scheduled for bargaining on June 5-6th and June 19-20th.

We intend to continue negotiating towards reaching an agreement that will provide you with job security and improved working conditions and pay. Many of you have asked if the union will call for a strike against KAG West. At this time we are not considering taking any such action against the company. As I have reported to you previously, bargaining has been very slow but we are indeed making progress and we believe that an agreement can be reached with KAG West.

Strikes are very rare and most of the time the company and union are able to settle their differences and reach an agreement. A strike is always the last resort when a company is unwilling to agree to a fair collective bargaining agreement or to resolve an outstanding Unfair Labor Practice (such as the \$1.91 they have been ordered to pay to you). We will continue working on your behalf to obtain an agreement that is acceptable to the company and the union. However, you will have the final word as to whether a majority of you will accept the agreement or vote to go on strike.

The Teamsters Union provides a strike fund to assist workers who are fighting for their rights to have a collective bargaining agreement. The Teamsters Strike Fund is the largest in the world with well over \$100 million in assets and our members are entitled to strike benefits in the event of an authorized strike. This includes newly organized members that have not previously paid union dues, such as you and your KAG West co-workers. Although, in order to receive benefits, you must be a member of the Teamsters.

Enclosed please find a membership application which needs to be completed and returned to our office. As previously stated, you will not need to pay dues until you have ratified your contract but you will need to fill out a membership form to be entitled to strike benefits. Furthermore, as also stated previously, Local 986 will not charge any initiation fees to KAG West workers who are employed at the time of ratification. Please use the enclosed self-addressed, stamped envelope to return your completed membership form.

Once again, we still intend on reaching a fair agreement with KAG West but we all need to be prepared to take a stand. I want to thank you for your continued support and commitment to improve your current working conditions and pay.

In Solidarity,



Chris Griswold
Secretary-Treasurer
Teamsters Local 986

