

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

---

JAMES P. HOFFA  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

202.624.6800  
[www.teamster.org](http://www.teamster.org)

January 28, 2019

Dear Future Member,

Allow me to introduce myself. My name is Bubba Davis. I am the Director of the Teamsters' Building Material and Construction Trade Division (BM&CTD). BM&CTD members include riggers, demolition workers, pipeline construction workers and of course, ready-mix drivers.

The Teamsters represent tens of thousands of ready-mix drivers throughout the United States and Canada. A few of the companies where we represent workers include CalPortland, National Ready-mix, Ozinga, Nevada Ready-mix, Silver Star, Lehigh Hanson, A&A and of course CEMEX. The Teamsters have been in existence since 1903 and our members have enjoyed the benefits of having a written agreement securing their employment and a positive relationship with management for over 110 years.

I am writing you to guarantee the following:

- Any initiation fees will be waived for those presently employed at CEMEX of Southern California and Nevada.
- Not one worker at your facility will be asked to pay dues until, as a group, you vote and ratify your contract.
- Upon conclusion of the negotiation process, a final proposed contract will be presented for all of the workers throughout Southern California and Nevada. If the proposed contract is not what the majority of workers vote for, we will go back to the bargaining table and negotiate until we have a contract that is approved by a majority of CEMEX workers.

I look forward to developing a long standing relationship with each future member at CEMEX of Southern California and Nevada.

Fraternally,

A handwritten signature in black ink, appearing to be "MB" or similar initials.

Marion "Bubba" Davis  
Director, Teamsters Building Material and Construction Trade Division