



ARIZONA HOUSE OF REPRESENTATIVES

1700 WEST WASHINGTON
PHOENIX, ARIZONA 85007

May 10, 2021

Thomas Hill
Chief Executive Officer
Vulcan Materials Company
1200 Urban Center Drive
P.O. Box 385014
Birmingham, AL 35242-5014

Mr. Hill,

As members of the Arizona State Legislature and strong supporters of our brothers and sisters in organized labor, we are writing in support of Teamsters Local 104 and the Vulcan 8 to ask that you treat your employees with the respect and dignity that all workers deserve.

As you know, Teamster's Local 104 represents eight VCM drivers who operate on-site mining vehicles at facilities used for construction and maintenance of highways, streets, and other public works. After the driver's collective bargaining agreement expired on April 8, 2021, VCM demanded that its Teamster drivers accept a contract that would reduce rest periods between work shifts, impose unfair grievance procedures, undermine workers' rights to honor picket lines, and increase monthly healthcare contributions.

We are alarmed that a profitable public company would seek to exploit its workers and force them to agree to such lopsided and unreasonable terms. Your success should not – and need not – come at the expense of working families.

We ask that you reconsider how you are treating this small group of dedicated workers in Arizona and do the right thing those who have made your company one of the most profitable in the aggregates industry

Signed,

A handwritten signature in blue ink that reads "Reginald Boldin, Jr." with a stylized flourish at the end.

Reginald Boldin, Jr.
House Democratic Leader
Legislative District 27

A handwritten signature in blue ink that reads "Jennifer Longdon" in a cursive style.

Jennifer Longdon
House Democratic Assistant Leader
Legislative District 24



Domingo DeGrazia
Democratic Whip
Legislative District 10



Diego Espinosa
Legislative District 19



Lorenzo Sierra
Legislative District 19



Charlene Fernandez
Legislative District 4



Athena Salman
Legislative District 26



Randall Friese
Legislative District 9



Richard Andrade
Legislative District 29



Robert Meza
Legislative District 30



Stephanie Stahl Hamilton
Legislative District 10



Melody Hernandez
Legislative District 26



Myron Tsosie
Legislative District 7



Daniel Hernandez, Jr.
Legislative District 2



Jennifer Jermaine
Legislative District 18



Raquel Terán
Legislative District 30



Andrea Dalessandro
Legislative District 2



César Chavez
Legislative District 29



Jennifer Pawlik
Legislative District 17



Judy Schwiebert
Legislative District 20



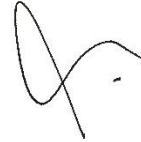
Andres Cano
Legislative District 3




Alma Hernandez
Legislative District 3



Jasmine Blackwater-Nygren
Legislative District 7



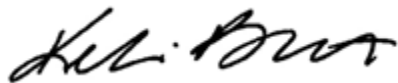
Arlando Teller
Legislative District 7



Diego Rodriguez
Legislative District 27



Pamela Powers-Hannley
Legislative District 9



Kelli Butler
Legislative District 28



Aaron Lieberman
Legislative District 28

STAND WITH THE VULCAN 8

APPEAL TO SAVE GOOD JOBS AT VULCAN MATERIALS ARIZONA

Thomas Hill
Chief Executive Officer
Vulcan Materials Company
1200 Urban Center Drive
P.O. Box 385014
Birmingham, AL 35242-5014

Dear Mr. Hill,

Vulcan Materials is a major provider of asphalt and other construction materials to local, county and state government agencies throughout Arizona. As the custodians of public funds, we pride ourselves on working with suppliers that openly embrace values such as openness, integrity and treating people fairly and with respect.

That is why we are concerned to hear of Vulcan's decision to increase family health care costs, end workers' pensions, and potentially slash the incomes of a small group of vehicle operators at your facilities located in Maricopa County.

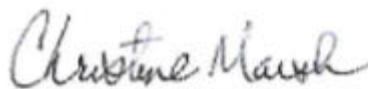
This is even more troubling given that Vulcan is one of the most profitable public companies in the aggregates industry. Vulcan is located in high-growth areas where large amounts of aggregates will be needed to meet future construction demand, and therefore your future business forecasts must be quite optimistic.

We implore you to rethink your plans. We want you to be successful, but not at the expense of working families. Please reconsider how you are treating a small group of workers in Arizona.

Sincerely,



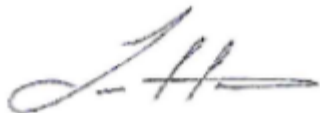
SEAN BOWIE
Senator, District 18



CHRISTINE MARSH
Senator, District 28



REBECCA RIOS
Senate Democratic Leader
Senator, District 27



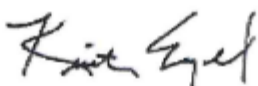
LUPE CONTRERAS
Senate Assistant Democratic Leader
Senator, District 19



JUAN MENDEZ
Senator, District 26



VICTORIA STEELE
Senate Democratic Co-Whip
Senator, District 9



KIRSTEN ENGEL
Senator, District 10



TONY NAVARRETE
Senator, District 30



MARTIN QUEZADA
Senate Democratic Co-Whip
Senator, District 29



ROSANNA GABALDÓN
Senator, District 2