

TEAMSTERS LOCAL 986

MISCELLANEOUS WAREHOUSEMEN DRIVERS AND HELPERS

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October 20, 2011

Dear KAG Brothers & Sisters:

The Teamsters Union has a long history of fighting for contracts that protect members' wages, benefits and working conditions. Unfortunately, KAG West management and its pricey corporate law firm are stalling at the bargaining table. KAG West would rather pay its attorneys \$500 an hour than bargain a fair agreement with you and your co-workers. We could have reached an agreement long ago that would have benefitted every KAG West employee for less than what KAG West is paying its law firm.

Though the company continues to dig in its heels and waste money, it can not stop us from negotiating a strong contract for all KAG West employees. Sometimes these fights take longer than we want, but we will not give up.

The company has tried to convince you that it is the union's fault negotiations are taking so long. Nothing could be further from the truth! The union has nothing to gain from a delay; but KAG West knows that by stalling at the table, it puts off the inevitable protections of a legally-binding agreement – including improved wages and benefits.

With no agreement, the company retains all its power to make decisions about your wages, benefits, and working conditions. That's why KAG is willing to shell out thousands of dollars to prevent your bargaining team from reaching an agreement that benefits you.

I want to take this opportunity to assure the following:

- You will not pay a dime in dues money to Teamsters Local 986 until you and your co-workers are satisfied with the contract and you vote to ratify the agreement.
- We will not be intimidated by the company and we will not let any of you be intimidated by the company.
- We will do everything in our power to win a strong contract to secure your future.

We are not giving up this fight. Together, we can win. Remain stay strong and united.

In Solidarity,



Chris Griswold,
Secretary-Treasurer,
Teamsters Local 986

