



January 14, 2022

Glacier Northwest, Stoneway Concrete, Salmon Bay Sand & Gravel and Cadman, Inc. (“Companies”) have been in negotiations with the Teamsters Local 174 (“Teamsters”) since July 20, 2021. On several occasions, the Companies proposed mediation through the Federal Mediation & Conciliation Service (FMCS) during the bargaining process. On December 3, 2021, the Teamsters **chose** to strike.

The Companies are material suppliers in the sand and gravel industry. This is not the same as the AGC construction industry drivers.

Conditions in Sand & Gravel Agreement versus AGC Construction Agreement

Sand & Gravel Industry Teamster	Description	AGC Construction Industry Teamster
✓	Guaranteed 8 Hour Pay	
✓	Time and One-Half Pay - If Start Between 3:00AM & 5:00 AM	
✓	Double-Time Pay - If Start Between 12:00AM & 3:00 AM	
✓	Paid Holidays (7 Days Annually)	
✓	Paid Vacation (Maximum of 4 weeks)	
✓	Paid Bereavement (3 Days)	
✓	Paid Jury Duty (Up to 80 hours)	
✓	Retiree Medical Plan	✓
✓	Seniority	

The Companies have provided the Teamsters with the best package we have ever offered which includes a 17.6% pay increase over three years, improves pension contributions, provides excellent medical benefits, and generous retiree medical insurance rarely found in other labor contracts.

The Companies believe that mediation through the FMCS remains the preferred next step as previously proposed to the Teamsters and the Companies have repeatedly requested union leadership to join in the process.