



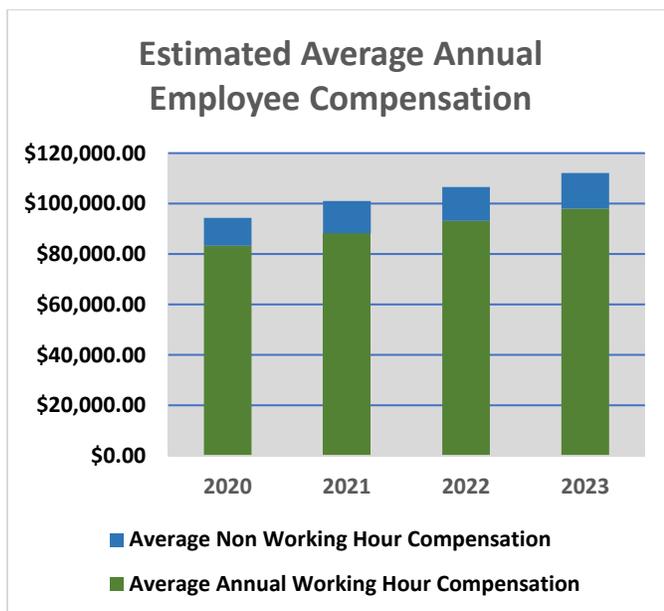
February 15, 2022

This statement is provided on behalf of the four concrete Companies participating in collective bargaining with the Teamsters Local 174 for their King County Washington operations. The Union initiated a strike on December 3, 2021, which continues to significantly impact employment and projects in the greater Seattle area.

Accusations have been levied against the Companies of refusal to bargain. This is not a factual statement. The Companies have, in fact, bargained in good faith. The Companies maintain the belief that mediation through the Federal Mediation & Conciliation Service allows for an unbiased, disinterested, and professional mediator to facilitate a possible resolution.

Negotiations started on July 20, 2021 and included over sixteen meetings. The Union repeatedly rejected significant offers from the Companies. The Companies were generous to our employees and represented a genuine desire to reach an agreement:

- Wage increases of 17.6% over the three-year agreement (\$2.25 / \$2.20 / \$2.20 per hour)
- Pension increase of \$0.45 per hour over the three-year agreement (\$9.51 / \$9.66 / \$9.81 per hour)
- Employer contribution into the current Health and Welfare Fund with fair and reasonable caps:
  - (\$1,509.60 / \$1,544.60 / \$1,580.60 per month – with no employee contribution up to the cap)
  - Eligibility based on 40 hours for medical and 80 hours for dental/vision.
- Continued Employer contribution into the existing Retirees’ Health and Welfare Plan.
- Overtime on Saturday by eliminating 32-hour straight-time requirement
- Added \$1.00 per hour shift premium





The Companies offer is not substandard. In fact, the wage increases of 17.6% is a higher increase than the construction trades negotiated with the AGC. And this 17.6% increase does not include the monetary increases included within the negotiated contract language and economic proposals.

Additionally, the AGC agreements do not provide: Guaranteed 8 hour pay each day, paid holidays, paid vacation, paid bereavement, paid jury duty leave, and company seniority. The Companies agreement does provide these benefits to our employees.

***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 media continues to report this negotiation involves the “concrete workers”. To be clear, the Companies are material suppliers in the sand and gravel industry and this negotiation involves “ready-mix concrete delivery drivers”.

The Companies are suppliers, not contractors, and we compete with other union and non-union ready-mix companies and other building material suppliers and delivery services. The Companies supply and deliver a commodity product just as other building supply companies deliver products such as rebar, lumber, drywall, etc.

In recent weeks, there have been politicians and government agencies from the Region expressing support for the Union without knowledge of the facts involved in the labor negotiations. This sometimes makes balanced discussions difficult.

Respectfully,  
The Companies