



March 3, 2022

Since July 2021, the four concrete companies (Cadman, Glacier, Stoneway, Salmon Bay) have consistently bargained in good faith and in a professional manner. The parties met on February 24, 2022, with the Federal Mediation and Conciliation Services (FMCS) for 12 hours and the companies' proposed improvements to our previous offer with the goal of finding a resolution.

The Teamsters now claim the companies have a collective goal of "union busting" and "destabilizing the construction industry." These claims are completely unfounded and irrational. The companies' last proposed offer to the union exceeds an 18% increase in wages over the three-year contract term.

The Teamsters initiated this strike and continue to prolong it, apparently without regard to the impacts to its own members and the Region. The union's actions have caused the lapse of healthcare for its members and layoffs throughout the industry and continue to hold the community hostage to meet their demands. They have shown no boundaries and, instead, create conspiracy theories and lies to portray the companies as solely responsible for the dispute.

The companies have consistently explained our position to the union throughout negotiations. The disagreements with the union's demands are not a failure to bargain in good faith or an unfair labor practice. We believe this is an attempt by the Teamsters to bully the construction industry and the Region.

The companies have received correspondence from politicians, government agencies and other stakeholders suggesting the companies end the strike. The companies are not on strike. The companies have not locked out our employees. It is time for that correspondence to be sent to Rick Hicks and the Teamsters 174, where it belongs.

The Teamsters can end this strike today and return to work. The companies remain legally obligated to continue bargaining with the union for a new agreement. Furthermore, the union can choose to allow its members the opportunity to vote the last offer presented by the companies.

Respectfully,
Cadman, Stoneway Concrete, Glacier Northwest, and Salmon Bay Sand & Gravel