



March 18, 2022

### TEAMSTER STRIKE – Q & A

**Q1: Why did the Teamsters Union partially end the ready-mix concrete strike?**

A1: It is our understanding that a number of striking drivers submitted letters to the union changing their membership status to “dues pay only financial core.” This change in membership status allows the drivers to cross the picket line and come back to work without being fined by the union. Furthermore, the drivers would retain their wages, pension, benefits, seniority, and other elements of the expired contract. The union may have chosen to partially end the strike rather than acknowledge the impact of those letters.

**Q2: When will drivers return to work at the other companies and locations?**

A2: As we have said before, the union can end the strike at any time and allow their members to return to work. Or individual union members can change their membership status and return to work. In either case, the companies and the union remain obligated to continue good faith negotiations.

**Q3: Why is there a delay in the selected drivers returning to work?**

A3: The union has been on strike for almost four months. During that time, the plant and equipment necessary to operate the facilities have been mostly idle. A significant amount of planning and organization is required to produce and deliver concrete. In addition, construction projects require coordination and preparation at their jobsites prior to ordering concrete. The selected companies started planning shortly after notification by the union of the partial return.

Respectfully,

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