



April 15, 2022

Mr. Tom R. Erickson  
President, IBT Local 120  
9422 Ulysses Street N.E., Suite 120  
Blaine, MN 55434



Dear Mr. Erickson:

On March 14, 2022, your union, the International Brotherhood of Teamsters (IBT) Local 120, filed a petition to represent our Marshall Concrete Twin Cities area employees here at Aggregate Industries. Some of our employees are apparently looking to your union as a way to improve their terms and conditions of employment.

I hope you agree with me that it would be fair if all our employees were to have a chance to know the truth about what your union really could and could not do for them and that they should have this information before they vote in the upcoming election.

That is why I hope you will take the time to review and sign the guarantees which are attached to this letter and that you will return them to my attention as soon as possible. Once I receive your responses, I will ensure our employees will be made aware of them.

Mr. Erickson, I will also request that you do not try to mislead our employees by avoiding the questions or asking the company to give any guarantees, because as you know, the law would prohibit us from doing so.

Moreover, I trust your organizers will not use the old union trick of calling for a "debate". I'm told that the law would limit what I or my representatives could say to our employees about our plans for the future, while you would be free to make any promises you want, even though you know that your union does not have the power to make these come true unless our company agrees.

Mr. Erickson, it is time for you and your organizers to be honest with our employees and that is why all of us at Aggregate Industries will be waiting for your response.

Cordially,

Jeremy Quinn  
General Manager Ready Mix Twin Cities

**IMPORTANT QUESTIONS FOR THE PRESIDENT OF  
TEAMSTERS LOCAL 120**

**YES**      **NO**

**If Teamsters Local 120 wins the election...**

1. Will Teamsters Local 120 (hereafter *Union*), **GUARANTEE** that as a result of the first contract it negotiates, **Aggregate Industries – MWR, Inc. employees represented by the Union as a result of the RC Petition (18-RC-292231)** (hereafter *Employees*) will get a bigger pay increase than the one they received retroactive to January 1, 2022? \_\_\_\_\_

If so, how much?    \$ \_\_\_\_\_      When? \_\_\_\_\_

2. Will the *Union* **GUARANTEE** that as a result of the first contract it negotiates, *Employees* will be covered under the Central States pension plan as well as a 401(k) with a match equal to or greater than the one currently provided by Aggregate Industries – MWR, Inc. (hereafter *Employer*)? \_\_\_\_\_

3. Will the *Union* **GUARANTEE** that as a result of the first contract it negotiates, it will force the *Employer* to give *Employees* daily overtime after 8 hours? \_\_\_\_\_

4. Will the *Union* **GUARANTEE** that as a result of the first contract it negotiates, *Employees* will receive free health insurance as a result of paying dues? \_\_\_\_\_

5. Will the *Union* **GUARANTEE** no *Employees* will ever be accused, put on trial, suspended, expelled, fined or disciplined by the *Union* for violating the IBT Constitution or Local 120's Bylaws? \_\_\_\_\_

6. Will the *Union* **GUARANTEE** that as a result of the first contract it negotiates, *Employees* will not lose any of their current benefits? \_\_\_\_\_

7. Will the *Union* **GUARANTEE** it will get a signed contract with the *Employer that provides them with more than they currently have*? \_\_\_\_\_

If so, by when? \_\_\_\_\_

8. Will the *Union* **GUARANTEE** there will never be a strike against the *Employer* or that *Employees* will never have to walk a picket line? \_\_\_\_\_

9. Will the *Union* **GUARANTEE** that if an economic strike occurs, the *Union* will protect the jobs and paychecks of all *Employees* and prevent the *Employer* from hiring *permanent replacements*? \_\_\_\_\_

