

# Update

6/1/2009 3:42 PM

**Brothers and Sisters,**

**As you are well aware the Bargaining Committee has been in talks (not negotiations) with the Company in regards to their contemplated relocation to Memphis, TN. The Company has communicated to the Union the differentials between a Grand Rapids Operation and a Memphis operation.**

**The Committee has in good faith offered the Company two proposals. The last of which, was a 10% reduction of our base wage rate, an increase in the health insurance premium of \$25 for a family and \$12.50 for an individual and one less Holiday per contract year.**

**The Company has not offered the Union any reasonable offer to consider. All they have is the differential between GR and Memphis. The current wage and benefits equate to approximately \$69 here in GR. The Company claims that in Memphis they can reduce that number by approximately \$44. In other words they are looking to pay on average of about \$11.25 an hour.**

**This Committee will not approve a \$44 an hour cut in pay. The Committee feels that we took a huge step by offering the 10% cut. We also feel that we could further help the Company in other areas of the Collective Bargaining Agreement. This Committee also believes that we couldn't without good conscious offer the Company anything more with out the approval of the membership.**

**In Solidarity,**

**Local 1485 Bargaining Committee**