

UPDATE

Last week a group of union supporters presented a letter to Melanie Kurre in HR. The letter was from the Teamsters requesting that the Company recognize their union as the “Official Representative” all the DC04 CDL Drivers. The letter states that a majority of the Drivers have signed union cards saying they want to be Teamster Union Members.

We want you to know:

- We do not think union representation is in the best interest of our Drivers, the customers we serve or ADUSA Transportation.
- We would never recognize a union just because they claim a majority of Drivers signed union cards.
- We will make sure that our Driver’s rights are protected by allowing them to voice their wishes through a secret ballot election process supervised by the National Labor Relations Board.
- A secret ballot election is the only way to determine the true wishes of employees.

We also want you to know that we have engaged a group of educators who will be meeting with our Drivers over the course of the next few weeks. We know the union will disparage the educators, call them things like “union busters” and “hired guns” and they will likely tell you not to listen. Trust that the educators are only here to provide the facts and guidance on the election process and what it means to get involved with unions and the collective bargaining process. They will meet with you in group meetings and be available for individual conversation.

Our only request of you is that you keep an open mind and learn as much as you can before you vote in an election. If you do, we sincerely believe that you will see that a union is not in the best interest of anyone at ADUSA Transportation, especially our Drivers.

If the Union does not file a petition for an election, the law dictates that the Company do so or we will be required to recognize the union without a vote. Over the next week or so, we are going to be working with the Labor Board to determine the appropriate job classifications that should vote in the election and when it will occur.

We will keep you posted on the details as they get worked out with the Labor Board. In the meantime....

LISTEN...ASK QUESTIONS...AND DO WHAT IS IN YOUR BEST INTEREST

If you do, we know you will agree remaining union-free is the best choice for everyone at DC04.