4/20/19

Sisters and Brothers,

At this writing, we are still here in Providence at the bargaining table. We want to make you aware that while some progress in these talks can finally be reported, this in no way means that we have a deal yet. There are several items still being discussed which have been present ever since negotiations commenced. Your Company has made it perfectly clear that they wish to decrease many standards and benefits for not only future employees but for current ones as well. As example, Full-time employees with a start date post April 2016, the company continues to demonstrate their goal of establishing “bonuses” only for those employees at the top rate of the scale.

As for the major concerns in healthcare, we still have not finished resolving the problems associated with your Employer trying to make drastic reductions through this process. When your company gives propaganda to you, they are only showing you a small piece of what is being bargained. We had to fight back issues of increased deductibles, increased out-of-pocket maximums and increased prescription costs. Still on the stable, is their demand to have you pay far more per week for these benefits than we believe is fair. The existing Full-time workforce has seen through Company exhibits, that they have consistently offered a $65 per week total increase over the contract. Have they determined that those raises are substantial and sufficient enough to offset the cost increases that they still propose? The pension problems that we have faced focuses mainly on Part-timers. Factually, we do not believe that a **50% reduction** from the current accrued benefit level is indeed fair, do you? Many of you have inquired why the Unions have not provided more information than we have. Please remember, that this bargaining process is fluid. There are ebbs and flows in the process. The concern we have over releasing such information regularly is due to the changing nature of the proposals. We do not want to mislead you into believing that any deal has been completed. We are waiting tonight for your Employer to respond to our most recent proposal. It is also critical that you keep in mind that the majority of these negotiations has been spent by us, fighting back your Employers proposals so that we can at least maintain the conditions and standards that we have all come to expect. We have not acted in a reckless and greedy manner to your Employer, and I wish I could say the same for them. We will be in touch, keep the faith.

Fraternally,

Mark A. Espinosa

President