



LOCAL 402
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Local 402 brothers and sisters,

At this time the company is not considering the Main Labor Contract (MLC) ratified, because our Local agreement is still open. This violates page 2 of the Supplemental Documents (Enabling Agreement) in Main Labor Contract. The International Union is saying we have a ratified MLC and are looking at board charges if the payout deadlines outlined in our Econ package and Highlighter are not met (January 17, 2019). Once the membership voted and the agreement passed it should be binding by both sides. We continue to want to negotiate with the company on our Local agreement. I have reached out to the company and at this time they have not approached me or the committee with anything, but they continually want the international union to discuss our Local issues. We have been very clear what the issues are and through miscommunication things continue to go sideways. Hopefully, we can come to some resolution before January 17, 2019 on the outstanding Local issues. Until we reach a Local agreement please be patient and continue to have **Solidarity**. The company is trying to divide us by their actions. As we stand together on these issues we must have each other's backs and watch what we say. Let's not put our jobs in jeopardy. As a Union we will continue to abide by the MLC obligations that we passed. We stand by our commitments and we stand together as one! This company will not divide us!

Everyone have a safe and wonderful holidays and enjoy your families.

In Solidarity,

Ed Zirkle