

## **Mike Hobby**

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**From:** Ron Kieswether  
**Sent:** Tuesday, November 24, 2009 7:42 AM  
**To:** Terminal Managers  
**Cc:** Leadership Team  
**Subject:** Teamsters Negotiations Update

Please post for all employees to see:

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Per the practice I am providing this update regarding our recent meeting with the Teamsters.

We began the meeting promptly at 10 AM as scheduled with the Mediator in session with the Teamsters in their meeting room. The Mediator arrived in our room and exchanged some thoughts with us. At about 1:30 PM (we did not take a lunch break) the Mediator returned from a session with the Teamsters and handed us a letter which we believe the Teamsters had prepared before the meeting began. The meeting adjourned shortly after receiving Mr. Hobart's letter. Mr. Hobart also faxed us a second short letter later in the day after the meeting had concluded.

We believe the letters from Al Hobart are not at all responsive to our now two letters asking for the Teamster's position on various articles and sections of the former labor agreement.

We will be assessing the three or four paragraphs in Mr. Hobart's two letter and will be getting a reply to him prior to our next meeting. At this time the Mediator has not scheduled a next meeting. As soon as a meeting is scheduled I will advise you of our schedule.

Employees represented by the Teamsters should express their opinions and concerns about a new agreement to their union representative. Questions about proposals we have made to the union may be directed to Asktheboss.

***Thank you  
Bob Braun  
Braun Consulting Group***