

WE ARE MAKING PROGRESS: CONTRACT NEGOTIATIONS SCHEDULED THROUGH APRIL

We know that you are eager for an update on where we are with our contract negotiations, and we are pleased to report that real progress is being made. We heard your requests to share more information and that's why we felt it was important for us to write to you.

Negotiating a first contract is a long and difficult process that takes a lot of time. Any first contract sets the foundation for all future contracts. While we may not get everything we want, we must ensure we have a strong foundation on which to build. This means negotiations are long and challenging. We must carefully examine each and every document. We must take extra care to ensure that the final contract addresses the central concerns of all Lipton employees, especially the issues that brought us together to form a union in the first place.

Last year, we took a vote and decided to form a union together. We knew that Lipton could be a better place to work, but only if we worked together to make it happen. We took surveys and determined our contract priorities together. We've only come this far because of the work we've done together. Now, we must stick together to see this through.

We are confident about the progress that we've made in negotiations so far. When we are done, we will be proud to present a contract proposal to you. Our first contract represents real change in our lives at Lipton. For the first time in the history of this plant, we will all have a say in the terms in conditions of our employment.

As your negotiating committee, it is our duty to work hard to achieve the best possible outcome for everyone. We take our responsibility very seriously and we carry your concerns with us every time we go to the table. All we ask is that you to keep the faith that change is on the horizon. We must continue to be supportive of one another and steer clear of negativity and misinformation.

We have negotiations with the company scheduled for the next several weeks and we will continue to keep you updated every step of the way. Thank you for your continued support.

As always, we are here to answer your questions and listen to your concerns. If you see one of us around, don't hesitate to talk to us. We want to hear from you. Your voice matters.

Your Negotiating Committee:



JUANITA HART
B Shift
Operator



PAUL GARRISON
A Shift
Mechanic



COREY HICKS
D Shift
Instrumentation Technician



RICKY GREGORY
A Shift
Parts Room Coordinator



PHILIP SURACE
B Shift
Mechanic

Alternates:

Dexter Perry, C Shift, Team Coordinator
Anita Anderson, B Shift, Operator
Paul Perdue, A Shift, Mechanic
Rodney Hart, B Shift, Mechanic

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