



Daniel Ross, Jr.
President

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Lisa M. Sanders
Recorder

RE: Class Action Grievance

I am writing to inform you that a class action grievance has been filed with your Human Resource Representative pursuant to the Collective Bargaining Agreement.

The grievance is a result of the Company not paying a significant number of long-term employees the correct wage increases, and retroactive pay negotiated in the recent CBA with the Union. This is apparently based on a misguided position that allows wage increases paid prior to the current CBA to offset negotiated increases and retroactive pay owed from June 23, 2024.

As you know, you were present at negotiations and can no doubt confirm that a convoluted position to subtract wage gains in a previous contract from wage increases in the new CBA was never discussed at the bargaining table. I sincerely hope this is a misunderstanding that will be rectified quickly because any attempt to not provide your employees with wage increases negotiated wrecks of bad faith. Remember, these are the very same essential workers that carried your Company through the pandemic and have dedicated many years of their careers making your business successful.

In my view, the Company has a legal responsibility to the impacted employees to resolve this grievance swiftly by correcting their wages retroactively to June 23, 2024, and going forward.

I appreciate your attention and anticipated cooperation in resolving this matter.

Respectfully,

A handwritten signature in black ink, appearing to read 'Daniel Ross Jr.', written over a white background.

Daniel Ross Jr.
President