September 27, 2004

TO: Tony Bottalico Gen Chairman

From: Ronnie Flomsbee

I WOULD LIKE TO BRING TO YOUR ATTENTION THAT I HAVE BEEN EMPLPOYED A TOTAL OF 9,314 DAYS AT THE END OF 2003. I HAVE WORKED A TOTAL OF 9,478/8 HOUR DAYS WHICH IS 164 MORE DAYS THAN I HAVE BEEN EMPLOYED.

I THINK IT IS ONLY FAIR THAT EVERY EMPLOYEE SHOULD RECEIVE A STATEMENT SHOWING THEM HOW MANY CREDITS THEY HAVE TOWARDS THEIR NEW PENSION. AS YOU KNOW, ALL THE MEMBERS TOOK A 0% RAISE SO THAT EVERYBODY ON THE ROSTER BEFORE 1988 COULD BE CREDITED BACK TO 1983. REGARDLESS OF THEIR STATUS, ALL EMPLOYEES SHOULD RECEIVE THIS FIVE YEAR CREDIT, WHETHER THEY WERE A GENERAL CHAIRMAN, A FORLOUGHED EMPLOYEE, ON MATERNITY LEAVE, OFF SICK (THERE WAS NO SICK LEAVE IN PLACE AT THAT TIME), OR INJURED, OR FIRED AND REINSTATED.

AT THE Q&A MEETING IN STAMFORD HELD IN FEBRUARY 2004, YOU STATED THAT THE PENSION PLAN WAS THE SAME AS MANAGEMENT'S. IT IS NOW OBVIOUS THAT THIS IS NOT THE CASE. SINCE THIS IS NOT THE CASE, IT WOULD BE ONLY FAIR THAT THE MEMBERSHIP HAVE THE OPPORTUNITY TO VOTE ON ANY CHANGES.

YOU ALSO LED US TO BELIEVE THAT IN THE LAST CONTACT, WE WERE TO RECEIVE LIFETIME DENTAL, WHERE IS THAT?

NOW LET'S TALK ABOUT THE SO-CALLED RAISES – 11% FOR 4 YEARS, 11% FOR 4 YEARS AND 6% FOR 4 YEARS, WHICH IS A TOTAL OF 28% FOR 12 YEARS MINUS THE 4% VANGUARD WHICH EQUALS 24% FOR 12 YEARS OF THE LENGTH OF THE CONTRACT. THIS IS A TOTAL DISGRACE. THIS EQUALS TO 2% A YEAR FOR ALL 12 YEARS. I.E., 2% OF A $20 AN HOUR EMPLOYEE IS $.40 AN HOUR, 2% OF A $25 AN HOUR EMPLOYEE IS $.50 AN HOUR, AND 2% OF A $30 AN HOUR EMPLOYEE IS $.60 AN HOUR. CONDUCTORS DID NOT REACH $30 AN HOUR YET.

THE LABORERS IN LOCAL 190 ALBANY, NY, WHICH I AM A MEMBER, RECEIVE $1.50 AN HOUR, $1.55 AN HOUR AND $1.60 AN HOUR FOR 3 YEARS WHICH BRINGS THEIR BASE PAY UP $186. PER WEEK FOR 40 HOURS. NOW THAT'S THE KIND OF RAISE WE NEED TO RAISE OUR PAY.

IS IT NOT TRUE THAT DURING THE SAME 12 YEARS, YOU AND MIKE RECEIVED A 24% RAISE FROM THE COMPANY, A 24% RAISE FROM THE UNION AND MAINTAIN 7% THAT GOES INTO YOUR PRIVATE DEFINED PENSION PLAN SET UP BY THE UNION WHICH IS A TOTAL OF 55%. NOT BAD!!!

IN CLOSING, TONY, IT WAS STATED BY YOU AND MIKE DOYLE THAT THE MEMBERSHIP OF ACRE WOULD ALWAYS BE AFFORDED THE OPPORTUNITY TO VOTE ON ALL MATTERS PERTAINING TO THEM. IT SEEMS THAT THE MEMBERSHIP VOTING HAS BEEN REDUCED TO A HANDFUL OF MEMBERS THAT HAVE THE OPPORTUNITY TO ATTEND MEETINGS.

IT IS TIME THAT THE MONTHLY MEETINGS CHANGE AND BE PUT ON A ROTATING BASIS FROM TERMINAL TO TERMINAL AND FROM AM TO PM, TRULY AFFORDING ALL MEMBERS THE RIGHT TO ATTEND AND VOTE ON ISSUES.

THANKING YOU FOR YOUR TIME.

Ronald Tolmie

FRATERNALLY YOURS,