

May 5, 2004

To all potential Teamster members,

As you may know, all bargaining unit employees working for the Cities of Lompoc and Solvang are required to either pay union dues, or an agency fee. In making your decision, I would ask that you consider the following:

The number of agency fee employees has a direct effect on the ability that the Teamsters Union has to effectively represent your interests. Bargaining units with a high number of agency fee employees are typically seen as weaker and less effective. Typically, employers feel that agency fee status reflects a lack of interest and support. And making a choice NOT to be a Teamster member is perceived by your employer as a lack of support for your Union representation. If you are undecided on whether you support the Teamsters or not, I would ask that you consider becoming a member. You always have the option of moving to agency fee status if you find that the Teamsters are not acting in your best interest.

Teamster membership costs very little more than agency fee status. So the economic loss to the Union when an employee elects agency fee status is negligible. It should be pretty clear that I'm not encouraging membership for the money it will bring to the Teamsters Union. The real impact of non-membership is the erosion of solidarity and power to negotiate with the City.

I strongly encourage you to consider Teamster membership. Please call me with any questions or comments that you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Cliff Reynolds", with a long horizontal flourish extending to the right.

Cliff Reynolds
Business Agent