

May 2, 2004

RE: Teamster Membership/agency fee election

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. You have a choice whether to become a Teamster member or not. In accordance with the current MOU, if you elect agency fee status, there is certain financial information that the Union is required to provide you. This information has been included for your review.

As soon as you pass your probationary period, you will be become eligible for Teamster membership. At this time you are obligated to choose Teamster membership or agency fee status, and make arrangements for the payment of your dues/agency fee. Please see your payroll department to pick up an application, and return it to them as soon as possible. Portions of the application form will not apply to you should you decide not to become a Teamster member. Please call the Teamsters Local 381 office for further instructions if necessary.

You may contact me at (805) 922-7875 with any questions that you may have regarding Teamster membership or agency fee issues. I will be happy to discuss the benefits of Union membership, how agency fee status affects your Union privilages, or any other subject that is of interest to you.

I thank you for your attention in this matter.

Sincerely,

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

Cliff Reynolds  
Business Representative