

\*\*\* USE YOUR OWN COMPANY LETTERHEAD \*\*\*

To All Employees –

Our company is part of a multi-employer negotiating group, the Michigan Infrastructure & Transportation Association (MITA), which is attempting to negotiate with the Operating Engineers, Local 324 (OE 324). At this point, OE 324 has refused to meet.

It is at times like this, during a standstill in contract talks, that many unsubstantiated rumors begin to circulate. If you would like to see the facts for yourself, you can go to the following website: [www.michiganinfrastructurelabornegotiations.com](http://www.michiganinfrastructurelabornegotiations.com). This website will be continually updated as more information is made available.

If you have any questions, please contact (NAME of Owner Rep who can answer questions without negotiating/pressuring employees). Thank you.

Sincerely,

Management