

November 26, 2008

I would first like to take the time to wish everyone a Happy Thanksgiving.

On the morning of Monday, November 26, 2008, the UWUA Joint Steering Committee members met with UWUA National Vice President John Duffy and UWUA National Counsel Sam McKnight to discuss the rejected tentative agreement, communications, and the next course of actions to take prior to and during negotiations.

Among other topics discussed were the medical premiums increase, restructuring sickness allowance, local hiring, the pension plan, and wages.

Later that day, the UWUA National Vice President, the UWUA National Counsel, the International Chemical Workers Union Counsel/United Food and Commercial Workers (ICWUC/UFCW) Region 1 Vice President and Director John Lewis met with the Company and the Company's Attorney. After some discussion, it was determined at this meeting that it would be in the best interest of all parties involved to extend the existing Contract beyond the 19th of December 2008. That date has yet to be determined.

During this meeting, the Union readdressed the issue that a radical departure from the existing Contract can only bring a radical reaction from our members.

The Union and the Company will meet again on Wednesday, December 10th 2008 to continue discussions. The UWUA Joint Steering Committee members will meet prior to the next meeting with the Company to lay out ground rules.

During the discussion between the National representatives and the UWUA JSC members, UWUA National Vice President John Duffy addressed the importance of there must not be any dissention among the JSC Committee members. And that we all need to send the same message when communicating with the membership.

Once again have a great Thanksgiving.

Roy