

January 29, 2013

TO ALL BARGAINING UNIT EMPLOYEES OF FRANKLIN COUNTY

MEMBERS OF TEAMSTERS LOCAL UNION NO. 992:

RE: CONTRACT UPDATE

Dear Brothers and Sisters:

This letter is to advise you on the status of your Collective Bargaining Negotiations for a renewal contract agreement.

That being said, Teamsters Local Union No. 992 and the County of Franklin met on Wednesday, June 27, 2012 in Chambersburg, Pennsylvania to exchange contract proposals and to explain each side's respective proposals. *There were no formal contract negotiations conducted on that day.*

The exchange of contract proposals was done in hopes of expediting the contract process only. As the Union Attorney has indicated many times, we need to see how far the sides are apart and to see if the parties can agree on anything prior to heading to interest arbitration.

Also, as you are aware, contract negotiations between Teamsters Local Union No. 992 and Franklin County **continued** on Wednesday, December 12, 2012 and January 18, 2013 at Franklin Farm Lanes in Chambersburg, PA in an attempt to "negotiate" a successor labor agreement to the second contractual agreement.

Despite exhaustive efforts by the Union, at the end of the day on January 18th the County of Franklin was still unwilling to work out a successor labor agreement with the Union. **As the result of the County dragging their feet in respect to bargaining over a new successor agreement, I have decided to move the negotiation process immediately to interest arbitration for resolution of a**

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successor labor agreement. The County has refused to work with the Union on its most reasonable contract proposals.

Furthermore, based on the County of Franklin's current bargaining position in correlation to wages and a number of other contractual issues, **any further negotiating sessions simply would not be productive.**

In respect to preserving time lines the Union's attorney sent the Pennsylvania Labor Relations Board a letter early on requesting a panel of interest arbitration arbitrators. **As soon as an arbitrator has been selected by the parties, you will be updated accordingly in regards to who the arbitrator will be and when the interest arbitration hearing will commence.**

The Union's attorney will be also be sending a letter to the Pennsylvania Labor Relation Board summarizing the contractual issues, the Union believes remain in dispute between the two (2) parties.

As I stated, to you in a previous contract update, moving the negotiation process on to interest arbitration will cost the County an enormous amount of money in legal fees. This is money the County of Franklin claims they do not have to spend but the County actions reflect just the opposite of what they have stated.

This is money that should be spent on providing good services to the County taxpayers, which includes paying you a decent wage and contractual entitlements for the valuable work that you do.

What the Union finds interesting, is the County of Franklin recently conducted and completed an in internal County wage/salary survey. Based upon this internal County wage/salary survey that was completed the County has decided to provide bloated wage and salary increases to themselves as well as too many other non-bargaining unit officials who work for the County. In the Union's opinion any wage /salary survey to be fair and not bias would have had to be completed by someone from outside the County of Franklin.

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Based upon this action alone, it is crystal clear to the Union the County of Franklin is not interested in making any contractual improvements that are supportive and decent for the bargaining unit employees who serve in the various vital jobs for the County.

We understand the problems faced by the County government in this tough economy. But the County Commissioners need to understand they won't solve those problems by abusing public servants when it comes to pay and contractual entitlements.

Once again, the bottom line is instead of working with the Union to find possible solutions; the County Commissioners and the Court are busy using the constituents' tax dollars to fight the Union, the Union being the people.

That is why we must all do our part in correlation to better educating the constituents who vote for these elected county officials. We must let the constituents know when they go to the voting booths that the County of Franklin does not need elected leaders in place who want to give themselves a bloated salary but at the same time ignores those who do the vital jobs for the County of Franklin as you do.

In view of all of the above, the Union is optimistic that we will get a fair shake in interest arbitration since we have had to move the negotiation process on to that forum to get a successor agreement.

The Union, the Union's attorney and your negotiating committee are working very diligently and are committed to getting you the best collective bargaining agreement possible.

The contract arbitration process will likely take a couple of months, but I will continue to update you as the arbitration process moves forward.

I do want to thank each of you for your patience and your solidarity, during this trying time and we are confident it will pay off in the end.

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As always, do not hesitate to contact me in the event you have any questions.

Remember united we stand, divided we fall.

Fraternally,

Teamsters Local Union No. 992

Tom W. Krause
Secretary-Treasurer

Cc: Justin Keating, Esquire