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February 8, 2012

Terry W. Lansing
Secretary Treasurer
BCTGM Local 114
7931 N.E. Halsey St.
Suite #205
Portland, Oregon 97213

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BAKERS No. 111

Dear Mr. Lansing:

This letter is written in response to your correspondence of February 7th, in which you invited me and my representatives "to discuss the possibility of a 'card check recognition' process." By "card check recognition," I can only assume that you are referring to a process through which we would turn the legal representation rights of all NatureBake/ Dave's Killer Bread employees over to your union without so much as a single vote being cast by them.

With all due respect, that is simply unacceptable. I firmly believe that the question of third party representation is one of the most important decisions an employee can make in their working lives. The last time I checked, all workers had the right to make that decision through a democratic process, safeguarded by the integrity of a secret ballot election. Far be it from me to waive those important rights on their behalf. I do not believe it would be fair to disenfranchise a single employee – let alone the entire workforce – when it comes to something as important as their own representation rights. Put simply, I think our employees deserve better than that.

For all those reasons, I must respectfully decline your invitation. As for your suggestion that in doing so I am somehow encouraging "negative publicity," I trust that you are not threatening to resort to that yourself in retaliation for our decision to allow employees to choose their destinies for themselves. Surely you understand that besmirching the reputation of this Company is not likely to serve the interests of those whom you would purport to represent.

Sincerely,

Glenn Dahl
Owner, NatureBake/Dave's Killer Bread