

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS UNION  
LOCAL 114

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February 16, 2012

Glenn Dahl  
Owner, NatureBake / Dave's Killer Bread  
5209 SE International Way  
Milwaukie, OR 97222

COPY

Dear Mr. Dahl:

I received your letter dated 2/8/12, in which you declined our Union invitation to engage in discussions regarding a Card Check Recognition process on behalf of your employees to join our BCTGM Local 114 and gain their legal right to collectively bargain a Labor Agreement between the employer and employees.

Your response suggests you do not understand the concept or purpose of Card Check Recognition.

From the National Labor Relations Act: **"It is declared to be the policy of the United States to eliminate the causes of certain substantial obstructions to the free flow of commerce and to mitigate and eliminate these obstructions when they have occurred by encouraging the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, self- organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection."**

When an employee signs our BCTGM Local 114 "Authorization for Representation" card, that employee is stating their desire to be Union. A good employer, who respects their employees, would agree to recognize that desire of the employee and when a majority of employees sign the card, the good employer would recognize the Union of their employees. This would be a professional relationship of mutual respect between the employer and employees working together for the mutual success of the business. That is why I made the invitation to you.

The "secret ballot" election you reference, is the alternative method of workers becoming Union when the employer is hostile and wants their employees to remain "at will" and at the mercy of the employer. The employer, in this situation, wants the time to use the work place and mandatory meetings to intimidate the workers against self-organization in hopes of winning the "secret ballot" election and keeping the employees "at will". I believe you are already engaged in this process of misinformation and mandatory meetings.

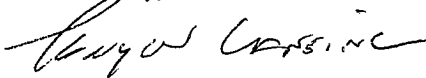
Your implied desire to protect your employee's rights is disingenuous. The Card Check process is the truly democratic process for employees to express their majority choice.

You also incorrectly refer to the Union as a "third party". For clarification: our BCTGM Local 114 (and all other Unions) are non-profit organizations of workers. **The workers are the Union.** The workers elect their representatives.

A more correct example of a "third party" would be the attorney firm of Fisher & Phillips who you hired, at \$300+ an hour (?), to deprive Jarrell Bronson of his unemployment benefits. I believe you showed your true self in this instance – you would spend \$1,000 (?) to keep Mr. Bronson penniless, after Mr. Bronson gave you two years of his life helping to create your family's wealth.

I truly believe your employees need to be organized for their mutual protection and ability to collectively bargain their terms and conditions of work. Our BCTGM Local 114 will welcome your employees into our membership.

Sincerely,

A handwritten signature in black ink, appearing to read "Terry W. Lansing".

Terry W. Lansing  
Secretary Treasurer  
BCTGM Local 114

Cc: this is a public letter.