



*John D. Knauff, President  
Larry Thomas, Vice President*

Local 1-689

To: All Officers, Stewards, Safety Representatives, and Members of  
USW Local 1-689

From: John D. Knauff, President USW Local 1-689

Date: May 21, 2018

Subject: **FBP Reduction in Force for July**

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Please be advised that FBP has stated that they intend to furlough a large number of their Bargaining Unit employees in July. There are no such provisions in the Collective Bargaining Agreement, there is only a Reduction in Force provision for this action.

Please be advised the Union is notifying the Company of our position and demanding to bargain over their intent to violate the Agreement and most likely the Law.

Further, be advised that you should not take very valuable vacation time during this period to offset the Company's out of control and over budget spending and very lucrative bonuses.

Please report any and all acts by the Company of persuasion, intimidation, orders, or any other acts that are or may be causing you to take vacation when you don't choose to do so.

Please document all these things as they will be invaluable in any litigation of this matter.

In Solidarity,

John D. Knauff  
President USW Local 1-689

*Post thru: 6/28/2018*