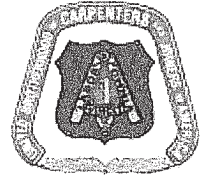


# MICHIGAN REGIONAL COUNCIL OF CARPENTERS

2310 W. Washtenaw • Lansing • Michigan 48917

Phone 1-877-974-2538

Fax (517) 484-6303



7-27-10

VIA CERTIFIED MAIL

**NOTICE OF LABOR DISPUTE: RITSEMA & ASSOCIATES  
SPECTRUM HEALTH BUTTERWORTH HOSPITAL  
100 MICHIGAN ST. NE  
GRAND RAPIDS, MI 49503  
ATTN: RICK BREON, PRESIDENT & CEO**

Dear Mr. Breon.:

It has come to our attention that Ritsema & Associates is performing work on one or more of your projects. Please be informed that The Michigan Regional Council of Carpenters has a labor dispute with Ritsema & Associates, who does not meet area labor standards – they do not pay the standard wages to all their employees, including paying for health benefits and pension.

The Michigan Regional Council of Carpenters has made a solid commitment of personnel and resources to protect and preserve area standard wages, including providing or making payments for family health care and a dignified retirement for all area carpentry craft workers. Therefore, we are asking that you use your managerial discretion to not allow these non area standard contractors to perform any work on any of your projects unless and until they generally meet area labor standards for all their carpentry craft work.

We want you to be aware that our new and aggressive public information campaign against this company will unfortunately impact all parties associated with projects where they are employed. The campaign will include highly visible lawful banner displays and distribution of handbills at the jobsite and premises of property owners, developers, general contractors, and any other firms involved with projects involving a non area standard contractor. We certainly prefer to work cooperatively with all involved parties rather than to have an adversarial relationship with them but cannot sit idly by while these entities condone and/or support the non-area standards contractor.

If you agree to comply with the request we have made in this letter, or if our information about a non area standard contractor being involved with any of your projects is incorrect, please call the undersigned immediately at 1-877-974-2538. Doing so will provide the greatest protection against your firm becoming publicly involved in this dispute through misunderstanding or error.

Sincerely,

Todd McCastle  
Representative

c.c. Ritsema & Associates  
Wolverine Building Group

