



August 13, 2015

To: ARCA/MCA Member Companies

From: Richard J. Sawhill
Executive Vice President

Subject: Important Negotiation Status Update and Annual Meeting of ARCA/MCA Membership

The ARCA/MCA Association's Negotiation Status Update and Annual Meeting is scheduled for Tuesday, August 25, 2015. This year's meeting is being held earlier than normal to address the current status of negotiations and to fully explain each point of the Last and Final Offer.

The meeting will be held at the Pacific Palms Resort, located at One Industry Hills Parkway, City of Industry. A buffet dinner will begin at 5:30 p.m., with presentations beginning at 6:30 p.m. We have several topics that need to be reviewed and discussed by the member company representatives. Most notably will be an update on the status of this year's negotiation of the Service Master Labor Agreement.

Your Association Board of Directors has determined it appropriate to address this year's negotiations at this meeting and to provide time for questions, answers and comments. The Board of Directors is seeking input from the Association member companies. Companies are encouraged to bring to this meeting as many management personnel as they so choose. Management and field supervisory personnel who are also members of the union are allowed to attend this meeting.

Please respond to the Association office by email or telephone on or before August 21, 2015, with the names of those who will be attending from your company. Questions about this meeting are to be directed to the Association office at 909.477.4515.