

Mid-South Carpenters Regional Council

United Brotherhood of Carpenters and Joiners of America
2544 Elm Hill Pike
Nashville, TN 37214

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James L Kerley
Executive Secretary Treasurer



Robert H Helton
Director of Special Projects

December 3, 2009

Mr. Wayne Honeycutt
Director of Schools
Loudon County Board of Education
100 River Road
Loudon, TN 37774

RE: NOTICE OF LABOR DISPUTE – Proffitt & Sons, Inc.

Dear Mr. Honeycutt:

It has come to our attention that Merit Construction is currently bidding on one or more of your projects. While The Mid-South Carpenters Regional Council does not have a labor dispute with Merit Construction, please be informed that the Mid-South Carpenters Regional Council has an ongoing labor dispute with Proffitt & Sons Inc. Merit Construction has a history of using Proffitt & Sons Inc. as an Interior Systems subcontractor. Proffitt & Sons Inc. does not meet area labor standards.

Area Standard Contractors are defined as a Contractor who does not use subcontract labor (1099 misclassified workers or cash payment), labor brokers or undocumented workers. It is also defined as a contractor who pays a living wage, provides health care benefits to its employees and their families and participates in a bona fide Office of Apprenticeship training program.

The Mid-South Carpenters Regional Council has made a solid commitment of personnel and resources to bring this labor dispute to a successful conclusion so as to protect and preserve area standard wages, including providing or making payments for family healthcare for all their carpentry craft workers. Therefore, we are asking that you use your managerial discretion to not allow Proffitt & Sons, Inc. to perform any work on any of your projects unless and until it generally meets area standards for all of its carpentry craft workers.

We want you to be aware that our lawful and aggressive public information campaign against Proffitt & Sons, Inc. encompasses all parties associated with projects where Proffitt & Sons, Inc. is employed. That campaign includes highly visible lawful banner displays and distribution of handbills at the jobsites and premises of property owners, developers, general contractors, and other firms involved with projects where Proffitt & Sons, Inc. is employed. We certainly prefer to work cooperatively with all involved parties rather than to have an adversarial relationship with them.

If you agree to comply with the request we have made in this letter, or if our information about Proffitt & Sons, Inc. being involved with any of your projects is incorrect, please call the undersigned immediately. Doing so will provide the greatest protection against your firm becoming publicly involved in this dispute through misunderstanding or error.

Sincerely,



Robert Helton
Director of Special Projects
Mid-South Carpenters Regional Council

Cc: Board Members of Loudon County Schools

Marvin L. House, CEO
Merit Construction