



**D & D Roofing and
Sheet Metal, Inc.**

We are Employee
Owned

September 2, 2008

Morgan Nolde
Roofers and Waterproofers
Local 81
8400 Enterprise Way
Oakland, CA 94621

Re: Reno AAA Ballpark

Dear Mr. Nolde,

We have reviewed the applications for the two roofers you sent to us for the above referenced project. Neither is acceptable for hire by D&D Roofing and Sheet Metal, Inc. for this project.

Rodney Billman previously worked for us and was dismissed twice. He was dismissed for multiple no call and show and at least one alcohol related incidence while on the job.

Chris Snyder also previously worked for us. He was dismissed for lack of effort and incentive.

When we interviewed them today neither is familiar with Voltex waterproofing materials or installation.

Please contact me if you have any questions.

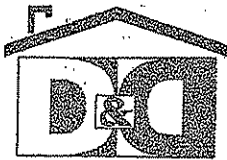
Sincerely,

D & D Roofing and Sheet Metal, Inc.

Bill Lampson
Chief Estimator

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**D & D Roofing and
Sheet Metal, Inc.**

We are Employee
Owned

September 8, 2008

Morgan Nolde
Roofers and Waterproofers Local 81
8400 Enterprise Way
Oakland, CA 94621

Re: Reno AAA Ballpark

Dear Mr. Nolde,

Today you dispatched two Local 81 roofers to us for employment on the above referenced project. Unfortunately one was Chris Snyder who we previously rejected on 9/2/08. The other gentleman was offered a job but left with Mr. Snyder

If you can contact this person please have him report to our office for our hiring orientation on Tuesday 9/9/08 at 7:00 a.m.

Due to the lack of union roofers/waterproofers provided we have had to man the job with our own employees. If you can supply us with two qualified Union members we can use them on Tuesday - Wednesday this week.

Next week we will need four qualified Union members. Please dispatch two journey man and two apprentices to our office this week, to complete our hire process. We will need them on the job next week. I will give you 48 hours to notice once I confirm the day, date, and time they are needed.

You also indicated that you will be in Reno Tuesday 9/11/08 to complete paperwork for two or more of our employees. You can coordinate this through me.

Please contact me if you have any questions.

Sincerely,

D & D Roofing and Sheet Metal, Inc.

Bill Lampson
Chief Estimator

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c.c.
Paul McKenzic
Business Representative
Building and Construction Trades
Council of Northern Nevada, AFL-CIO

Doug Brown
Devcon Construction

www.ddroofing.com • Phone: (775) 685-5555 • Fax: (775) 685-5566

P.O. Box 7290 • Reno, NV 89510-7290 • 1000 Glendale Ave. • Sparks, NV 89431 • NV #13598A&B • CA #486667 • UT #99-369792-5501

9 September 2008

To Bill Lampson

From Doug Ziegler

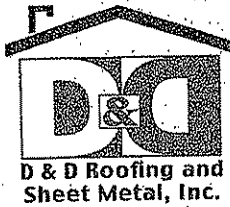
Dear Bill

You act like you are the Business Manager of Roofers and Waterproofers Local 81. Please be aware you are not.

You and your company continue to turn down anyone and everyone we send. Your company has probably fired every roofer in the State of Nevada for various reasons. Most of which I am told is based on an inherent arrogance in the company. One that believes all working roofers are not very bright and therefore are always wrong. Please do not treat my agents and me in that manner. We have bent over trying to be fair, but you are trying my patience. I believe purposely.

Any one that is dispatched to D&D is entitled to show up time. If you are going to continue to play the "we don't want him" game then send a list of those you refuse to hire.

D. Ziegler
Business Manager



**D & D Roofing and
Sheet Metal, Inc.**

We are Employee
Owned

September 11, 2008

Mr. Doug Ziegler
Roofers and Waterproofers Local 81
8400 Enterprise Way
Oakland, CA 94621

Re: Reno AAA Ballpark

Dear Doug,

I received the letter you faxed to me. Here is my response.


The facts are as follows:

1. On 9/3/08 you dispatched two (2) men to us. Neither was acceptable to us for reasons we stated in previous correspondence.
2. On 9/18/08 you dispatched two more men to us. One of the men, Chris Snyder, was dispatched on 9/3/08 and was not acceptable for hire. The other man was offered a job but left with Mr. Snyder.
3. On 9/10/08 you dispatched two (2) men to us. Mr. Rober Godinez was hired and is working. Mr. Javier Chavarria was not hired due to having an invalid Social Security number. We would have violated Federal Law if we had hired him.
4. On 9/11/08 you dispatched a man to us. He was supposed to be here at our shop at 6:00 a.m. We had our HR Manager available at 6:00 a.m. The man called and left a message that he would be late. He did not leave his name or expected arrival time. It is now noon and he still has not shown.

The facts are that you have dispatched only one man who actually showed up who is acceptable for hire.

Sincerely,

D & D Roofing and Sheet Metal, Inc.



Bill Lampson
Chief Estimator

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P.O. Box 7290 • Reno, NV 89510-7290 • 1000 Glendale Ave. • Sparks, NV 89431 • NV #13598A&B • CA #486667 • UT #99-369792-5501



*United Union of Roofers,
Waterproofers and Allied Workers*
AFFILIATED WITH AFL-CIO AND BUILDING AND CONSTRUCTION TRADES DEPARTMENT

Local Union No. 81

8400 Enterprise Way, Room 122, Oakland, Ca. 94621

510/632-0505

12 December 2008

Doug Browne
Branch Manager/Devcon
9476 Double R Blvd. #6
Reno, NV, 89521

Dear Doug,

It is my understanding that Devcon needs a letter from one of my signatories stating the meaning of the Locals CBA. May I point out that contractors do not interpret the collective Bargaining Agreement. It is the business manager along with the advice and consent of the Local's executive board. It certainly is not done by an attorney whose client is an anti-labor contractor. Nor is it the mean spirited contractor. It is rumored that D&D and Devcon met and discussed Local 81's Collective Bargaining Agreement before the prejob without any courtesy notice to Local 81. As this letter is being written D&D has 10 roofers without dispatches working on your project, violating the PLA.

From the beginning of this job Local 81 has endeavored to supply manpower from the community which is in the spirit of PLA. No one has anything good to say about this company, let alone express any desire to work for them. D&D even brought people in from Bosnia.

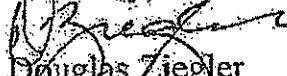
Lastly this issue is always implimented as a target job which means that all contractors would be notified before the bid. This is to assure that there is an even playing field for everyone. This is the spirit of any PLA. D&D is trying to circumvent all those that bid at a legitimate wage.

You will note that the roofers' wage is already lower than the other trades. The old saying that you get what you pay for holds true here as well. In my humble opinion the tax payers deserves a quality job, not a cheap shabby one brought on by a wage that is close to poverty; when days missed due to weather are factored in.

Page two.

If the Local 81 contract is misinterpreted by parties other than those that are party to it for its duration and implements adverse conditions, then the Local feels we are not subject to the conditions of the PLA and will treat D&D with all the respect we afford any other thankless black hearted souless scab. Because of the Christmas Season the signatory contractors are extremely busy with holiday spirit and are having difficulties affording time for your letter request. The Local will continue toward this quest.

Sincerely,


Douglas Ziegler
Business Manager

Ps [D&D] is it true Ebeneser works there?

Cc

Wienberg, Roger & Rosenfeld Law Office
Moscowitz Law Office
Roofing Contractors Association
D&D Roofing
Northern Nevada Building Trades