

LOCAL 4321, CWA



COMMUNICATIONS WORKERS OF AMERICA
1526 BLUFF STREET
ZANESVILLE, OHIO 43701 740-450-4321

Affiliated with AFL-CIO

January 27, 2010

Mr. Roland C. Smith
President and Chief Executive Officer
Wendy's/ Arby's Group, Inc.
1155 Perimeter Center West
Atlanta, Georgia 30338

Dear Mr. Smith,

Speaking on behalf of The Communications Workers of America, Local 4321, Zanesville Ohio, we are deeply disturbed by what we believe to be unfair and illegal treatment of the workers at the New Bakery facility in Zanesville. In light of recent company actions we believe this once productive relationship is severely damaged and call on the company to reverse its actions immediately and restore proper relations with Bakery, Confectionery, Tobacco and Grain Millers International Union (BCTGM) Local Union 57.

We believe the company's decision to implement changes to wages, benefits and working conditions without reaching a contract agreement with Local 57 is illegal. It has resulted in the union filing Unfair Labor Practice (ULP) charges with the National Labor Relations Board (NLRB) on December 8, 2009. Additional ULP charges have been filed by the union concerning the plant manager's efforts to intimidate workers through surveillance of union activity, as well as specific efforts by management to circumvent the union by bargaining directly with individual employees.

We strongly urge the company to reverse these unfair and illegal actions and restore proper relations with Local Union 57. Until such time as the workers at the New Bakery facility are treated fairly and Local Union 57 reports to us that the company has satisfied the issues and concerns of the union the Communications Workers of America, Local 4321 has called on its membership not to patronize Wendy's and Arby's.

Thank you for your attention to this matter. I look forward to your response.

Sincerely,

Frank Mathews
President CWA Local 4321

Cc: Local 57

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