

January 26, 2023

Mr. Rich Nichols

President

Bauman Crane Company, Inc

85 Bristol Rd

Chalfont, PA 18914

Re: IUOE Local 542 4-RC-309935

Dear Rich,

This letter is in followup to the discussions over the past few days among you, Fred Drummond, Marc Furman, John and me about the above petition. We discussed the petition you received, some basic strategy and the timing of the election as well as other matters. We also discussed how we can be of assistance to you and Fred and Marc as your labor counsel. Please accept this letter as our proposal to outline how we may be of assistance.

**WHAT WE WILL PROVIDE**

We will conduct three information meetings which will to be attended by all of your employees.

The topics we will cover in these meetings will include but not be limited to the following:

* The background and history of the National Labor Relations Act
* The function of the NLRB
* The date of the election, balloting process, importance of voting and how votes are counted
* What happens when unions are voted in and the changed relationship between employer and employees
* How unions work, how they are financed, how they spend their money, how they operate during a campaign and specific information about the union seeking to represent your employees.
* What does a union election actually decide
* The collective bargain process
* Strikes, lockouts, impasses and replacement worker

**PROFESSIONAL FEE AND EXPENSES**

We propose a flat fee of $2,500 for each of the meetings described above. We request that the professional fees be paid $2,500 after the first meeting and $5,000 at the conclusion of the last meeting.

In addition we request that our reasonable expenses such as travel (mileage, tolls and parking) copying and modest meals, if necessary, will be reimbursed at cost. Regarding travel we typically, rent a vehicle where the cost to rent is less than to cost of mileagle reimbursement or where conditions at the work site suggest damage to a vehicle may occur.

Thank you for the opportunity to work with you on this critical initiative. We appreciate your confidence in us.

Very truly yours,

Frank Bellis

Principal

Accepted by: Date:

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Rich Nichols

President