

Dear Little Big Burger,

We, the workers employed by Little Big Burger, are excited to announce that we have formed the Little Big Union (LBU), in affiliation with the Industrial Workers of the World (IWW)!

We are LBB's line cooks, grill cooks, fry cooks, prep cooks, cashiers, dishwashers, bussers, and custodians— we are committed to our jobs and to doing them well. We are committed to being part and parcel of the LBB family. We ask that LBB make this same commitment to us.

We come to you in hopes of establishing a collective bargaining relationship, enabling us to cooperate in mutual pursuit of a safer, healthier, and more comfortable work environment for all Little Big Burger employees. **We request that you recognize Little Big Union (LBU) as the legitimate representative of all Little Big Burger's full-time and regular part-time associates, including those working key shifts.** We wish to bargain collectively on the behalf of these workers and to reach agreement on fair wages, reasonable hours, and decent conditions of employment. Here are our requests, simple and straightforward:

- ***NEUTRALITY AND NON-DISPARAGEMENT***

- We have organized to make our workplace better, not because we believe LBB is bad. We have nothing negative to say about the company; we hope you have no desire to disparage your own workers and their own union because of their decision to organize. We ask for a written, signed commitment to non-disparagement and neutrality. We believe this is crucial in paving an ethic of good faith cooperation and partnership moving forward.

- ***RESPECT AND FAIR DEALING***

- We ask that LBB and all its representatives demonstrate respect for our decision to organize by:
 - Not hiring Union busters
 - Not engaging in Union busting yourself – no captive audience meetings, no anti-union literature, no opposition to employees who want simply to exercise the fundamental human right to bargain collectively
 - Not spying on or interrogating workers about Union activities or membership
 - Not punishing any member of the LBB family for exercising the right to organize.

- ***RECOGNITION OF OUR UNION***

- Recognize our union. Meet with our representatives. Work with us to create the framework for our future of the relationship.
- Upon recognizing LBU, Little Big Burger stands to become the second fast food company in the history of the United States to enter into a collective bargaining

relationship with a union. We believe that Little Big Burger deserves that distinction.

We stand ready and willing to discuss the means to prove that LBU represents the vast majority of Little Big Burger employees.

Our goal as a Union is fundamental fairness – in our wages and in our working conditions. Our goal in organizing is not to damage the Company but to improve it. We want an amicable relationship and hope you do as well.

We, and the members of this community locally, nationally, even globally, eagerly await your response.

You may reach us at together@littlebigunion.org. Please respond to our request by 6:00 p.m., Friday, March 22. We look forward to hearing from you.

Signed,

Little Big Union