



TEAMSTERS LOCAL UNION 117

Affiliated with the International Brotherhood of Teamsters

General Public and Private Sector Employees and Special Services Employees in King and Pierce Counties and Employees of the State of Washington

February 3, 2026

Dear [Customer Name]:

We are writing on behalf of the workers at Mill Rock Packaging print plant in Renton, WA, who supply your business with product packaging to inform you that contract negotiations with Mill Rock are not progressing well, and if there is a labor dispute, your service may be affected. Despite months of negotiations, the Company refuses to adequately address key issues affecting its workforce and has continuously engaged in conduct that we believe constitutes unfair labor practices. The group **authorized a strike** on January 31, 2026. A start date for that strike has not yet been set. Our goal is still to come to an agreement that we can ratify.

These workers perform physically and mentally demanding work that ranges from operating massive press machines to digitally manipulating proofs to prepare them for printing onto your products. We are currently in negotiations with them regarding issues that are especially important to the prepress employees, who are responsible for preparing PDF proofs containing images and graphics that are printed onto your Company's products.

Rather than reward the important work employees perform, which has resulted in huge profits for the Company, Mill Rock wants to use this moment in time to exploit its employees by pushing them to accept a contract that is less than fair and less than their employees deserve.

The Company is engaged in bad faith bargaining as well as other actions that we believe violate federal law. The purpose of this letter is to inform you as their customer of our issues. If a strike becomes necessary, we will have the right to engage in direct picketing at Mill Rock Packaging at their Renton facility, and other locations, which could disrupt your service and your business.

We sincerely hope that we can settle these negotiations without a strike, and we are working hard to reach that end.

If you are concerned about your current service or your future orders, please call Tristan Butcher at Mill Rock Packaging. His phone number is 1 (614) 282-4566.

Sincerely,

Teamsters Local Union No. 117

Representing the Men and Women of Mill Rock Packaging in Renton, WA