

WESTERN WALL & CEILING CONTRACTORS ASSOCIATION

May 2, 2007

Mr. John Smirk
Painters District Council 15
1701 Whitney Mesa # 105
Henderson, NV 89014

ARIZONA

Re: Coordinated Bargaining

Dear John:

The Las Vegas Finishers Conference of the Western Wall & Ceiling Contractors Association, Inc. (herein "WWCCA") is willing to engage in coordinated bargaining with Painters District Council 15 by having two contractors who have withdrawn from the multi-employer group, KHS&S Contractors and George M. Raymond Co., present during the coordinated bargaining, with the understanding that each party present would have to separately agree to and ratify any agreement reached.

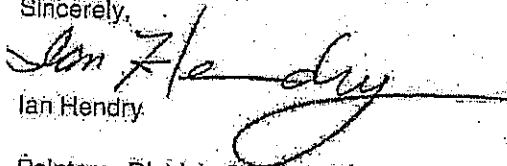
CALIFORNIA

As you know both KHS&S and Raymond have withdrawn from WWCCA and will not necessarily be bound to the product of any bargaining between WWCCA and the Painters. However, we believe that by coordinated bargaining we should have a better chance to reach an industry agreement which all parties will find acceptable.

NEVADA

If Painters District Council 15 is agreeable to this coordinated bargaining approach, please sign below and return this to me as soon as possible. Thank you.

Sincerely,


Ian Hendry

Painters District Council 15 agrees to engage in coordinated bargaining with WWCCA, KHS&S Contractors, and George M. Raymond Co. with the understanding that each of the parties must separately agree to and ratify any collective bargaining agreement reached during negotiations.


Painters District Council 15

1910 N. Lime St. • Orange, California 92865
800-903-9255 • Phone (714) 221-5520 • Fax (714) 221-5535 • e-Mail: info@wwcca.org



**VOLUNTARY RECOGNITION AGREEMENT
FOR A SINGLE EMPLOYER BARGAINING UNIT**

This agreement is made and entered into by and between Raymond Interior Systems. (herein referred to as the "Employer"), and Local No. 200 of the Operative Plasterers' & Cement Masons International Association, AFL-CIO (herein referred to as the "Union").

1. The Union having unequivocally demanded recognition as the majority representative of the employees of the Employer in the collective bargaining unit described below, and the Union have submitted satisfactory evidence to the Employer that the Union represents, has the support of, and has been authorized to represent said employees by a majority of the Employer's employees working in the classifications within the jurisdiction of the Union, as established and defined in the collective bargaining agreement commonly know as the Labor Agreement between the Union and the Western Walls & Ceilings Contractors Association, Inc., California Plastering Conference, (hereinafter referred to as the "Collective Bargaining Unit"), the Employer hereby unequivocally recognizes the Union as the sole and exclusive majority representative for collective bargaining purposes for the Employer's employees in said Collective Bargaining Unit, under Section 9(a) of the National Labor Relations Act, as amended. This recognition refers to the work described in the said Labor Agreement and applies only to the extent that such work is to be performed within the territorial jurisdiction covered by the said Labor Agreement.

2. This Voluntary Recognition Agreement shall be effective at the time and date that this Agreement is signed by the Employer and the Union, and if signed on different days, the effective day shall be the day of the latest signature.

DATED: June 26, '03

RAYMOND INTERIOR SYSTEMS
BY: [Signature]
TITLE: CEO

DATED: 7-29-05

LOCAL NO. 200 OF THE OPERATIVE
PLASTERERS' & CEMENT MASONS
INTERNATIONAL ASSOCIATION,
AFL-CIO
BY: [Signature]
TITLE: BUSINESS AGENT