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**From:** "International President Marc Perrone" <marcperrone@ufcw.org>  
**Sent:** Fri, 3 Nov 2023 13:55:18 +0000 (UTC)  
**To:** "Daniel Clay" <dclay@ufcw555.org>  
**Cc:** "Eduardo Pena" <epena@ufcw.org>  
**Subject:** Local 555 – Cease and Desist

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Dear Dan,

The International Union is in receipt of depositions in Guenther v. Emmons, No. 2:22-cv-0272-TOR (E.D. Wash.). The sworn testimony in the litigation establishes that UFCW Local No. 555 (Local 555) was responsible for a handbill distributed to UFCW Local No. 1439 (Local 1439) members as part of an attempt to undermine a merger between Local 1439 and UFCW Local No. 21 (Local 21), which formed UFCW Local No. 3000 (Local 3000). You previously denied Local 555's responsibility for the handbill.

Since Local 3000 has now provided undisputed evidence that Local 555 was in fact responsible for the handbill, I am issuing this letter as an official communication to cease and desist from interfering in the internal affairs of Local 3000 or any other UFCW Local Unions.

Further, as I earlier expressed to you, your dishonesty in an International Union investigation is unacceptable, and interfered with my ability to carry out my duties as International President under Article 10(E)1 of the International Constitution. As a member of the UFCW, you are expected to operate within the confines of the International Constitution. This is particularly true of International Officers who have a higher duty of care to the organization.

After considering your actions, I am reversing my earlier decision to award jurisdiction for the Oregon stores that were previously represented by Local 1439 to Local 555. Local 3000 will retain jurisdiction of all Oregon stores that were represented by Local 1439 prior to its merger with Local 21.

Finally, as I stated in my August 16, 2022 letter to both you and Local 3000 President Guenther, I believe the continued divisions between Local 555 and Local 3000, as exemplified by this dispute, only serve to empower those who seek to weaken our Union. Rather than focusing all of our collective energies on representing members and organizing new workers into the UFCW family, our Union has had to distract from its core mission and expend limited time and resources on a dispute that does not benefit workers. I continue to believe that it is in the interests of both parties, and the UFCW more generally, to try to bring resolution to this matter, and I continue to offer the International Union's assistance in this regard.

In solidarity,

Marc Perrone