



303 E Ward St
Milwaukee, WI 53207

Peter Rickman
PRESIDENT

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October 29, 2024

Russ Klisch
Lakefront Brewery, Inc.
1872 N. Commerce St.
Milwaukee, WI 53212

via electronic mail

Re: Union Recognition of Lakefront Brewery Front and Back of House Workers

The Milwaukee Area Service & Hospitality Workers Union (hereinafter, "Union") has been assisting workers employed by Lakefront Brewery, Inc. (hereinafter "Employer") forming their union.

A clear, strong majority of workers in the following bargaining unit of Front of House department and Back of House department employees support forming a union and have designated the Union to be their collective bargaining representative:

All full-time and regular part-time employees of the Employer in the following titles, whether called by these titles or others, performing substantially similar work: front of house, back of house; excluding any supervisors or managers and guards as defined in the Act.

The Union hereby demands that the Employer recognize the Union as the collective bargaining agent for the bargaining unit. In order to recognize the Union as the collective bargaining representative of the unit, please sign and return the recognition agreement attached to this letter.

The Union is prepared to bargain with the Employer for a first collective bargaining agreement. The Union requests dates, times and locations from the Employer to commence negotiations. If for any articulable reason the Employer doubts our majority status in good faith, the Union is willing to submit signed authorization cards to a review by a mutually agreeable party against a proper current roster of the bargaining unit.

Whether recognizing the Union as the collective bargaining representative for the bargaining unit or pursuing a card count, the Union requests a response on or before November 5, 2024.

MASH looks forward to positive, productive labor relations between the Parties.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Rickman', with a stylized, flowing script.

Peter Rickman
President, Milwaukee Area Service & Hospitality Workers Union
(920)284-4710 | peter.rickman@mashworkers.org