



September 23, 2020

Dear Leo Gontmakher,

We, the workers at Om of Medicine in Ann Arbor, are excited to announce that we have come together and formed a union for the purpose of promoting mutual aid among Omies; and bargaining a formal agreement for our employment. A vast majority of us at 4Front/Mission Ann Arbor have decided to sign cards authorizing the United Food and Commercial Workers International Union Local 876 to represent us in collective bargaining. We love working at Om and are committed to continuing its long history of patient advocacy, community education and outreach, and equity development through selling cannabis! Together we look forward to working with Mission to build a positive and sustainable contract for all Omies.

Under Federal law, an employer must recognize a union chosen by a majority of employees in a bargaining unit. The employer must also acknowledge that the union is the exclusive bargaining agent covered by the collective bargaining agreement, and who are eligible to vote on union representation.

We have always valued our professional and collegial relationship with Mission and have always been led to believe that Mission wants to do the right things by us, its employees.

As employees, we want to assure you that we know how special Om is; both as a local and regional resource for patients, and as a pioneer in the story of cannabis in Michigan. We value many of the dignified aspects of our work and conditions at Om. And part of our goal in seeking a formal contract is to protect and uphold these values that we have each been taught Om stands for: a compassionate patient focus; an emphasis on people over profits; leadership and advocacy in our local community; anti-racism and advancing the cause of fairness and equity in Michigan's cannabis markets; and the professional development of cannabis consultants. Your investment of many hundreds of hours of careful training and education have made us the team that Ann Arborites and regular customers from all over the region have come to know and love, and we are eager to share with them all of the ways in which Mission does right by its workers.

Accordingly, we ask that you commit to a fair and cooperative process as we move forward together. This means avoiding outside anti-union consultants and lawyers who might attempt to bully, threaten or instill fear among us. It means not scheduling compulsory captive audience meetings where we are forced to listen to anti-union rhetoric. It means respecting our rights and our carefully considered decision to unionize.

For these reasons, we are asking you to let us know that you recognize the validity of our union today. By doing so, you will enable us to begin collaborating with Mission right away, and will avoid the expense and strife of prolonged National Labor Relations Board election. Without that distraction, we can stay focused on our customers who depend upon us every day.

Please send your affirmative recognition of our union to Omies4All@gmail.com by 5:00 p.m. tomorrow evening, September 24, 2020 or call representative Johnnie Turnage at (248) 292-1755 to let us and our supporters know that 4Front/Mission is committed to respecting all Omies.

In Solidarity,
The Omies at Om of Medicine in Ann Arbor