



OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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August 18, 2021

To the Forterra NW Board of Trustees,

On July 15, 2021, employees of Forterra NW shared an [open letter](#) expressing their intention to form a union. Andrew Shifflette, a 15 year employee of Forterra in IT, was among the signers. On July 30, Andrew was told he was being terminated due to “declining performance.” This was the first he’d heard of it. It’s clear that the reason for this termination was in fact due to his support for forming a union with his coworkers.

This response to employees organizing a union is illegal, unacceptable, and shameful. Extreme retaliation of this type is designed to create fear among employees and has no place in our community. Actions like these are why we seek to form a union and create a standardized, transparent, and fair discipline process.

We the undersigned demand that Forterra immediately reinstate Andrew to his position with full backpay, issue a public apology and promise employees that going forward they will refrain from further retaliation or intimidation of employees for forming their union, and then follow through on that promise.

Signed in solidarity,

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|--|--|---|--|--|
| M. Lorena González
<i>Council President,
Seattle City Council</i> | Ali Lakehart
<i>Former Forterran,
current City
employee</i> | Becca Meredith
<i>Past FORTERRA
employee /
community member</i> | Cheryl A Wynne
<i>Former Forterra CFO
and VP
Administration</i> | Douglas Greenberg
<i>President,
Community Member</i> |
| Teresa Mosqueda
<i>Seattle City
Councilmember</i> | Alison Crowley
<i>Former Forterra
employee</i> | Brandon Nessen
Bree Nicoletto
<i>Former Forterra
Employee</i> | Chris Suh
<i>Community member</i> | Dr. James H. Williams
<i>community member</i> |
| Justin Camarata
<i>Forterra South
Sound Regional
Leadership Council</i> | Alison Van Gorp
<i>Former Forterra
employee</i> | Brenda Wiest
<i>Community member
and Teamster</i> | Christi Keith
<i>community advocate</i> | Dylan Mines
<i>Community member</i> |
| Christine Cooley
<i>South Sound
Regional Leadership
Council member,
donor</i> | Alysia Simek
<i>Community member</i> | Brett M. Johnson
<i>Co-Chair, Sierra Club
Tatoosh Group of
Pierce County</i> | Christina Rocks
<i>Community Member</i> | Dylan Ruggeri
<i>community member</i> |
| Anders Ibsen
<i>Former City
Councilman, City of
Tacoma</i> | Amanda Kim
<i>Community Member</i> | Bridget McNassar
<i>Community member</i> | Christine Cole
<i>Former Forterra
Employee</i> | Elana Sulakshana
<i>Community member</i> |
| Adrienne Kerr
<i>Community member</i> | Amanda Nathan
<i>Community Member</i> | Britany Schneider
<i>Community Member</i> | Christine Newman
<i>MPA</i> | Elby Jones
<i>Former Forterra
employee</i> |
| Alease A. Frieson
<i>Community Member</i> | Ames Zocchi
<i>community member</i> | Bronwyn Clarke
<i>Community member,
Lincoln District
Tacoma</i> | Christine Stephens
<i>Current Forterra
Employee</i> | Elena Gaudry
<i>Community Member</i> |
| Aleesha Alston
<i>Community member</i> | Amy Groesbeck
<i>Community Member,
Environmental
Professional</i> | Caitlin Klask
<i>Community member</i> | Christopher Blado
<i>Past CLC/
AmeriCorps
volunteer</i> | Eli Tome
<i>Current Forterra
Employee</i> |
| Alex Montalvo
<i>Community member</i> | Andom Kahsay
<i>Community Member</i> | Cambria Keely
<i>community member</i> | Cristiana Ventura
<i>Community Member</i> | Elise Evans
<i>Community member
and grassroots
nonprofit leader</i> |
| Alex Reeder
<i>Associate Director of
Individual Giving</i> | Andrea Mojzák
<i>Former Forterra
employee</i> | Carl Anderson
<i>Community member</i> | Daniel J. Cuevas
<i>Project Manager</i> | Elizabeth Montoya
<i>Community member</i> |
| Alex Selvey
<i>Former forterra
employee</i> | Andy Quast
<i>Community member</i> | Carly Birkey, RN MPH
<i>Community member,
public health nurse</i> | Darcey Hughes
<i>Former Director of
Conservation
Transactions at
Forterra</i> | Elsa (Sargent) Klein
<i>Former Forterra
employee</i> |
| Alexandra Streamer
<i>Former Transfer of
Development Rights
Intern, 2012 &
Community Member</i> | Anna Carragee
<i>Community member</i> | Caroline Villanova
<i>environmental
nonprofit employee</i> | Dave Ellenwood
<i>Community Member</i> | Eric Herde
<i>Community Member</i> |
| Alexandria Swanson
<i>Community Member</i> | Anna S.
<i>Employee in the
Environmental field</i> | Carrie Hawthorne
<i>Former Forterra
Employee</i> | David Galazin
<i>Community member.
Tacoma resident.</i> | Eric Ross
<i>Forterra Supporter
and Concerned
Community Member</i> |
| Alexis Oliver Turla
<i>Former Forterra
Employee</i> | Annie Della Fera
Ariel Waddell
<i>Former employee</i> | Charlie Vogelheim
<i>Current Forterra
employee</i> | David Tabet
<i>Community member</i> | |
| Ali Erskine
<i>Community Member</i> | Ash Arhin
<i>Former Forterra
employee</i> | Chelsea Talbert
<i>Community Member,
Tacoma Resident</i> | Destiny Whipple
<i>Union Community
Member</i> | |
| | Ashley B
<i>Community member</i> | | Devin Rydel Kelly
<i>Community Member</i> | |
| | Austin Hayes
<i>Community member</i> | | Devon Clemens
<i>Community member</i> | |
| | | | Diana Kushner
<i>Community member</i> | |

Erika Chen <i>Community member, Seattle Human Rights Commissioner</i>	Jumanji Moritz <i>Community member</i>	Madeleine Nawrocki <i>Community member</i>	Patricia Cabanillas <i>Fellow in 2019</i>	Susannah Hale <i>Former Vice President of Philanthropy at Forterra on the executive team</i>
Evan <i>Community member</i>	Kaiwen Lee <i>Consultant and environmental justice advocate</i>	Madeleine Siniscalchi <i>Community member</i>	Patrick Babbitt <i>Community member</i>	Tiffany Shifflette <i>Community member</i>
Evan Koepfler <i>Community member</i>	Kalee Snorden <i>Community member</i>	Madeline Cooper <i>Community member/former Forterra employee</i>	Patrick Guenther <i>Community member.</i>	Toby Smith <i>current Forterra employee</i>
Everett Lawson <i>Former Forterra Sr. Marketing Manager and long standing Seattle nonprofit community member</i>	Katie B <i>Community member</i>	Mandy Gregory <i>Former Forterra employee</i>	Priya Judge <i>Coalition Coordinator, Power Past Fracked Gas</i>	Tony Ivey <i>Community member</i>
Ezie Nguyen <i>community member</i>	Katie Cava <i>Former employee</i>	Maria Jimenez-Zepeda <i>Community member</i>	Rachel Haxtema <i>Community member and former supporter of Forterra</i>	Tracy Tome <i>Concerned citizen</i>
Haley Miller <i>Community member</i>	Kayla Jackson <i>Community member</i>	Mariana Sanchez Castillo <i>Community Member</i>	Rachel MacKriell <i>Community member</i>	Tyler Rasmussen <i>Community member</i>
Hannah Miner <i>Hilltop resident and homeowner, community member</i>	Kelly Merdinger <i>Community Member</i>	Marisa Allison <i>Current Forterra employee</i>	Rachel Perlot <i>Community member, former Forterra employee</i>	Venice Wong <i>Community member and previous Forterra employee</i>
Hannah Morrison <i>Community member</i>	Kelly Russo <i>Community Member</i>	Mariska Kecskes <i>Community member/ former Forterra employee</i>	Rafael Saucedo <i>Former Forterra Employee</i>	Victoria Hernández <i>Community Member</i>
Hazel Pemberton <i>Community member</i>	Khushi <i>Community member</i>	Marquis Mason <i>Community member, climate advocate</i>	Rebecca Schwartzman <i>Current Forterra employee</i>	Victoria Saucedo <i>Community member</i>
Iryna Yavorska <i>Community member</i>	Kiana Fukuyama <i>Community and union member in solidarity</i>	Mateo Shifflette <i>Community member</i>	Ricardo Allala <i>Community member</i>	Whealon Costello <i>Community</i>
Jacob <i>Community Member</i>	Kimberly Bevier <i>Friend & former nonprofit employee</i>	Maureen Flaherman Maya Klem <i>Current Forterra Employee</i>	Robert Nagel Samara Almonte <i>Community member</i>	Whitney Rose <i>Former Forterra employee (left on my own accord)</i>
Jacquee Kurdas <i>Community Member</i>	Kimberly Frappier <i>Community Member</i>	Megan Anderson Megan Capes <i>community member</i>	Sara Ketelsen <i>Community member</i>	Will Strong <i>Community member, donor</i>
Jeff Aken <i>Forterra Alumnum</i>	Kristina Gallant <i>Former Forterra employee</i>	Meghan Avila <i>Ecologist and concerned community member</i>	Sarah Farbstein <i>Environmental nonprofit employee/community member</i>	William N. <i>Community member</i>
Jeff Rahlmann <i>GSP Forest Steward and community member</i>	Kym Foley <i>Community member</i>	Melissa Hollon <i>Community member</i>	Sarah Kowalski <i>Community member</i>	Xavier Atizol <i>Community member</i>
Jenny Gerfen <i>Community Member</i>	Kyvan Elep <i>Current Forterra Employee</i>	Michael Bogatay <i>Community Member</i>	Sarah Mestanza <i>Community member</i>	Yolanda Matthews <i>Community Member</i>
Jenny Ugolino <i>current Forterra employee</i>	Lauren Owen <i>Community member</i>	Michael Cofield <i>Community member</i>	Sarah Sanborn <i>Former Senior Communications Manager at Forterra</i>	Zack Pattin <i>ILWU Local 23, rank and file</i>
Jessica Vu <i>Former Forterra employee</i>	Lauren Vorona <i>Community member</i>	Michael Whalen <i>Community member</i>	Sarah Wyer <i>Current Forterra Employee</i>	Zak Bartholomew <i>Community Member</i>
Jillian <i>current Forterra employee</i>	Lauren Zondag <i>Former Forterra Employee, Community Relations Manager</i>	Michelle Koo <i>Current Forterra employee</i>	Scott McNabb <i>Community member</i>	Zoe Nelson <i>Current Forterra Employee</i>
Jodie Galvan <i>Former Forterra employee</i>	Leslie Batten <i>Former Forterra employee</i>	Michelle Quast <i>Prior Forterra employee and community member</i>	Sean Arent <i>Community member</i>	
Joe Olbrych <i>Greenway Trust employee</i>	Levi <i>Pissed off community member</i>	Nakane McCord <i>Community Member</i>	Shaila Davis <i>current Forterra employee</i>	
John Stovall <i>Community Member</i>	Linda Arkava <i>Community Member</i>	Naomi Litwack <i>Community member and Forterra supporter</i>	Shannon Deasy <i>Community Member, Former Forterra Employee</i>	
Jonathan Pottle <i>Community member</i>	Lindsey Falkenburg <i>Community member</i>	Natalie Schermer <i>Community member</i>	Shawn Cardwell <i>Community Member</i>	
Jordan Rash <i>Former Senior Conservation Director - Forterra</i>	Lisa <i>Community member</i>	Natasha Higbee <i>Community member</i>	Sheryl Wiser <i>Former Forterra employee</i>	
Jordan West-Keller <i>Community member</i>	Lisa Ciecko <i>Green Seattle Native Plant Steward</i>	Natthe Lawver <i>Community Member</i>	Shomya Tripathy <i>community member</i>	
Joseph Hann <i>Hilltop Tacoma resident</i>	Lisa Zander <i>Green Seattle Native Plant Steward</i>	Nicholas Cilluffo <i>Community member and past Forterra employee</i>	Skye Schell <i>Former employee (2009-2014)</i>	
Joseph Marylander <i>Community member!</i>	Liz Johnston <i>Former employee</i>	Nicole Marcotte <i>Past Forterra employee</i>	Stephen Atkinson <i>Community member</i>	
Josephine West <i>Beneficiary of Forterra's employees' amazing work</i>	Liz Nixon <i>Community member</i>	Nikia Washington <i>Previous Forterra employee</i>	Stuart Watson <i>Former Forterra Employee</i>	
Josh Cohen <i>Former Forterra employee</i>	Lizzy Stone <i>Former Forterra employee and current community member</i>	Norah Kates <i>Forterra alumna</i>	Sue Tome <i>Concerned Citizen</i>	
Julia Zaglin <i>Community member</i>	Lucy Shirley <i>Former Forterra Employee</i>	Olgy Diaz <i>Current Employee - Government Affairs Director</i>	Susan LaCroix <i>Former Forterra Employee</i>	
Julien Bacon <i>Conservation community member</i>	Luke McGuff <i>Active in Green Seattle Partnership since 2011.</i>			