

United Brotherhood of Carpenters and Joiners of America

Local Union No. 225

173 Boulevard N.E. Suite 200

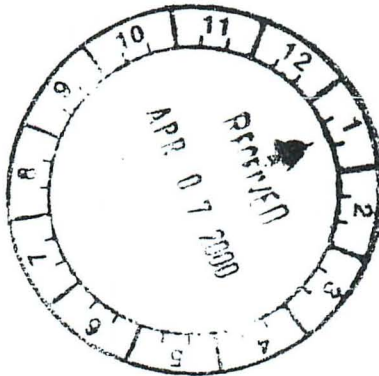
Atlanta, Georgia 30312

Phone: (404) 875-9758 or 1-800-273-9758 Fax: (404) 588-1978

*Bart Connelly, President -
Timothy T. Crenshaw, Financial Secretary
Avery Miller, Recording Secretary*

April 3, 2000

United States Dept. Of Labor
Wage and Hour Division
Atlanta Federal Center
61 Forsyth Street SW 7M10
Atlanta, Ga. 30303



Re: MSI Inc.

Attn: 7C

Dear Mr 7C

This tape was made a couple of weeks ago. I made the call and used my maiden name of 7C . I think that this company is exploiting these workers and is violation of state laws. Please let me know if you find this to be a company doing wrong by these workers. Hopefully I will be able to contact some of these workers and offer assistance and representation. Please contact me at 7C or Beep me at 7C

Sincerely,

[Handwritten signature]
7C
7C

Southeastern Carpenter Regional Council

Conversation between 7C and 7C

7C MSI... this is 7C speaking. How can I help you?

7C Yes, 7C This is 7C. I had...my husband and I are looking to start a new drywall company.

7C Uh huh.

7C And someone had give me a fax on MSI incorporated.

7C Uh huh.

7C And now we're trying to put together like a bid and we wanted to see what the manpower would run us.

7C Okay. Can you hold on a second? Let me just run to my desk real quick. I just kind of caught the phone. Hold on a second.

7C Alright.

7C 7C

7C Yes.

7C Refresh me what company you are with?

7C My name is 7C and my husband and I are just looking...trying to put together a drywall company. We hadn't really...gave it...

7C Where at?

7C In Atlanta?

7C In Atlanta. I'll tell you what. You could have any amount of men you need in Atlanta. Okay?

7C Pretty good. We're trying to get the bids together. We're trying to get what our labor is gone be. We still got...we're working on getting our workmen's comp coverage and all of that.

7C Let me ah...I'll throw some advice at 'ya.

7C Okay.

7C If you use us and you use our men, we cover general liability and workmen's comp.

7C Okay. Well how does all this work 7C 'cause I don't have an idea of what's (unintelligible)

7C Okay. How do you spell your last name 7C'

7C I 7C

7C Okay. And you are in Atlanta or the suburb?

7C We're in Atlanta.

7C Okay. Is most of the work going to be in Atlanta?

7C Yeah. We're bidding on a couple of the high rises (unintelligible) commercial.

7C Great. Great. We've got one of our offices in Atlanta. Our sister company is there. So what we'll do...if we're out of the area of Atlanta, where we have to put the guys in a hotel, we charge \$70 per man per week for housing. We make nothing off that. That is just to help us with the housing costs 'cause hotels can kill you.

7C Oh yeah. I know it's high especially here in Atlanta.

7C Yeah. But, if the guys are in Atlanta...let's say you're looking for twenty framer hangers.

7C Uh huh.

7C Okay. If they're in Atlanta, we do not charge any housing.

7C Oh okay.

7C In Atlanta, I'll run you...I'm a say about nineteen. Okay?

7C Okay. That's for framing and hanging?

7C That's for framing, hanging, painting, and finishing.

7C Okay...all of it then.

7C Right. What happens is, for that nineteen, we cover general liability and workmen's comp. We pay all applicable state and federal payroll taxes.

7C Oh, okay.

7C It's a sweet deal. Really it is. It's (unintelligible)

7C Are these guys...do they know what they're doing?

7C Oh definitely. But, 7C if we get in...we've had jobs where we man one hundred seventy-five men. Of course there's gonna be some bad eggs in there.

7C Yeah.

7C If you've got a good supervisor on site, they can pick 'em out in four hours. But...we run over twenty-three hundred men. So there are bad eggs in there, but you have the first right of refusal. If you're not happy with somebody, you just call and say ' 7C listen this guy that I have is no good. We'll still replace him.' And if you're in Atlanta, that's not a problem at all. There's guys dying to work in Atlanta right now.

7C Oh I notice I was sitting here reading the letter that I gotten from this friend of ours. It came over their fax (unintelligible)

7C Do you know who it was?

7C It's a friend of my husband's. He had a construction company and he...we had been talked to him about setting up a business and then he gave us this to help us try to get some pricing on our labor and stuff and of course get some manpower to get us going. But I was reading here, and it says that we work (unintelligible) and require a minimum of fifty hours.

7C Right.

7C And since I'm going through the Georgia Department of Labor now trying to get our insurance and stuff like that, they told us that we had to pay time and a half over forty.

7C Okay. Okay. Here's the way (unintelligible). The way...that doesn't work with us is the men that work for us are independent contractors.

7C Oh okay.

7C So we work straight time. They work straight time. That's the agreement. If they are independent contractors, we do not have to pay them insurance. All we have to do is cover the workmen's comp and general liability. We don't have to pay them (unintelligible) nothing. Okay?

7C Okay. They're just like...they're their own contractor then.

7C Right.

7C So we would sub to you and you'd sub to them.

7C Well, what happens is this is the corporate office. We've got fourteen subcontractors that work for us. We've networked throughout the United States and the Bahamas. And if you need any men, depending on where it is, my job is to call and find out which one of the subs that work for us has the men and can do the job that you need to do.

7C Oh, okay.

7C It's real basic. It's real easy for you because you keep track of the guys' time. Our men keep track of the time. On Mondays, you fax it over to us, they fax it over to us. Our girls in accounting go over it. They compare it and if there's any discrepancies, we call you. Usually there isn't. And then we bill you by fax and you send us one check and we take care of everything else.

7C Do these guys have their own tools?

7C Hand tools.

7C They have their own hand tools?

7C They have their own hand tools.

7C Oka,

7C The number is (EX 4

7C (unintelligible)

7C Okay, EX 4

7C EX 4

7C EX 4

7C Okay. What kind of area code is that?

7C It's not an area code. It's our D&B number.

7C Oh. Okay.

7C You call Dunn & Bradstreet and you can request a printout of our report. It's like our credit check report.

7C Okay. D&B?

7C Yeah.

7C Alright. I'll do that then and I get with my husband and share all this information with him.

7C If he has any questions, please feel free to call.

7C Okay. What was your name?

7C My name is 7C . I'm the senior project manager.

7C 7C how do you spell you last name?

7C 7C

7C 7C

7C 7C And I'll tell you what. If you guys bid on anything you want, we have all the men that you need in Atlanta.

7C Okay.

7C That's a promise. The guys are just dying to work in Atlanta because when there's not work in Atlanta, then they have to be shipped off. We send them to Florida or...they'd rather stay at home.

7C Oh I get that. What about Hispanics? Do ya'll work a lot of Hispanics?

7C Ninety-five percent of the men that work for us are Hispanic.

7C Oh. Okay. And there'll be someone that will speak Spanish?

7C Yeal Il always have somebody bilingua. ie. We usually try one out of every four to speak English. When get into larger numbers like fifty, sixty men or more, that's hard to get one out of four. But, the men that we have out there, they're like our lead men. Okay? They're still working for you. You still say what goes, but they kinda... I don't know if you've ever worked with Hispanics before but they kind of have the ah...how can I say it? They kind of have a contest going where you gotta keep up with me or otherwise you're sorry type deal. So if one guy's slacking, everybody else gets on him and that's what the lead man is like. He's like the leader of them all. He's respected by everybody and they all want to keep up with him and show that they can handle it.

7C It's like a macho thing.

7C There you go. I didn't know how to say it. A testosterone thing.

7C Alright, 7C Well, I appreciate that information and let me talk with my husband and tell him what all you've told me and we'll of course check with 7C — Dunn & Bradstreet and maybe give you a call back.

7C Maybe!?

7C Yeah.

7C Hey, I'm here for you.

7C Alright 7C

7C Thank you very much.

7C Thanks so much.

7C Good Bye.

7C Bye Bye.