

International Brotherhood of Electrical Workers

Local Union 21

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November 13, 2012

Dear USIC Locator:

As you know, the company is trying every trick in the book to scare locators from forming a union in Illinois. Frankly, management seems to be afraid of you. The reason they fought the bargaining unit that we proposed (CHI 41, NIL 42, JOL 43 & WCH 44) was to introduce a group of workers who have not shown interest in being represented by Local 21.

This maneuver by your employer serves two anti-union functions: it increases the time it takes to vote; and adds workers who are currently working with other IBEW locals to your bargaining unit. This move gives the company more time to push their anti-union agenda of fear and intimidation by forcing a hearing by the NLRB (National Labor Relations Board). The company accomplished this delay by telling the NLRB that the only appropriate bargaining unit was statewide including CIL 45; even though those locators had not indicated interest to join IBEW Local 21. This move by your employer was intended to obstruct your current organizing efforts. The company did this because they know the downstate group does not have the same interest as locators in Northern Illinois. USIC management's main goal is to make sure you are not successful in forming a union in your workplace, at any cost.

The NLRB Regional Director (RD) has ruled a split decision. The NLRB Director ruled in favor of "the autonomy and independence of the districts". Single district units for Chicago, Joliet, Northern Illinois, and West Chicago are appropriate, and a separate election for each unit is in order. The RD also left the door open for organizing the entire state by saying if the union wishes an election in a combined unit, it must include the Central Illinois employees. Essentially this means the entire state of Illinois would vote as one bargaining unit.

After discussion with many locators, and careful consideration, IBEW Local Union 21 made the tough but correct decision. The eligible voters are those as originally petitioned by Local 21. These are the locators that have shown they wish to be represented by us. This consideration cannot be overlooked. The four Northern Districts of USIC in Illinois; Chicago (CHI 41), Northern IL (NIL 42), Joliet (JOL 43), and W. Chicago WCH 44) will vote in four secret ballot elections conducted at the same time. The NLRB ruling allows us to go forward with your election as planned with the modification of the multiple bargaining units. All full and part time USIC locators presently employed are eligible to vote. The election will take place by secret ballot delivered by mail. The ballots will be mailed to your home on or about December 3rd, but no later than December 5th. They must be returned to the NLRB within 14 days, on or about December 17th and will be counted on the next day; December 18th at the NLRB office located at 209 S. LaSalle in Chicago. We are confident that workers will vote UNION YES in each of the four districts to begin the process of negotiation with management to improve wages, hours and working conditions for USIC Locators.

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This decision is very important because it moves you one step closer to a collective bargaining agreement. Our work is not done, as the company will continue their anti-union campaign all the way up to your election day. It is important that you remember why you began your quest to form a union in your workplace. Locators told us they were tired of USIC making changes with no consideration for workers. A collective bargaining agreement outlines the way that changes are made.

Remember, no contract is valid in the IBEW until workers vote to accept it and no dues are collected until we have a signed valid agreement for UISC locators. Stand strong in unity with your co-workers. Soon, the power will be in your hands as the newest members of IBEW Local Union 21.

In unity,

A handwritten signature in black ink that reads "David E. Webster". The signature is written in a cursive, flowing style.

David E. Webster
Business Representative/Organizer

DEW/jp