

IBEW LOCAL 21 ELECTION RESULTS

As you most likely already know - last weekend, on June 21 & 22, 2008, just over 200 Comcast employees in this South Chicago Comcast facility had the opportunity to cast votes in a government conducted National Labor Relations Board (NLRB) election. The choice affects everyone. It was to either keep things the same – or, to choose to be represented by IBEW Local 21 in collective bargaining with Comcast. The law (National Labor relations Act) says a simple majority, or 50% plus 1 of the votes decides the outcome.

Here are the results, what they mean, and what happens now (said by IBEW Local 21 – not by your Comcast boss):

- 88.5% of the workers eligible to vote cast votes and turned in their ballots to be counted
- 11% of the workers eligible to vote did not participate in the voting and did not cast ballots
- 49.5% of those eligible to vote cast ballots for everything to stay the same at work
- 39.5% of those eligible to vote cast ballots for IBEW Local 21 union representation

What this means to Chicago South Comcast workers:

- The NLRB has now conducted the election, the ballots have been counted, and the NLRB will certify the results 7 days from the vote – unless IBEW Local 21 files unfair labor practice charges and/or files legal objections protesting the outcome of the election.
- Why would IBEW Local 21 do this? Workers are supposed to have a FREE CHOICE in deciding whether or not they want to organize and form a union. Anything that an employer does to interfere with this free choice is against the law because unlawful conduct makes a fair election impossible.
- IBEW Local 21 is aware of probable law violations, does not believe a fair election was conducted, is continuing its investigation, but has not yet decided whether to challenge the election outcome.
- Once decided, IBEW Local 21 will communicate this to all interested workers by posting the decision on the IBEW Local 21 website at < www.ibew21.org/comcast_election.html >
- While workers have rights under the law, laws are only good if they are enforced. Companies frequently get away with breaking the law during elections.

What happens now?

From California to Illinois to Florida, the vast majority of Comcast employees are doing their job day in and day out. The problem here is that workers are employed “at will”. Without union representation, Comcast can hire and fire at will. Comcast can give things one day and take them back the next. Comcast can make promises, not follow through and workers can’t do anything about it without a union.

You do the jobs that many people shy away from, some of the toughest jobs in the country. Comcast workers have no qualms against doing a hard day of honest work. However, honesty and fairness is often lacking in the growing communications industry. Workplace abuses are common. Safety and working conditions are often secondary to profits. Workers are often made to work through rain, ice, snow and wind. They may not be paid properly for all the work they have done. They may be forced to work through their coffee and lunch breaks. They may be forced to pay for their own equipment. They will suffer from discrimination and racism. These practices are generally illegal yet happen regularly. There is only one way to make things better.

A UNION OF WORKERS HAS ALREADY FORMED INSIDE COMCAST’S SOUTH CHICAGO FACILITY

ORGANIZING CONTINUES – GET INVOLVED BY JOINING THE WORKERS ORGANIZING COMMITTEE OR BY CONTACTING DAVE WEBSTER AT 630.222.9121 OR DWEBSTER@IBEW21.ORG

www.ibew21.org

www.ibew21.org/organize/organizecomcast.html

www.comcastworkersunited.com