

International Brotherhood of Electrical Workers

Local Union 21

PAUL T. WRIGHT
President-Business Manager &
Financial Secretary

BILL HENNE
Vice President &
Assistant Business Manager



BOB PRZYBYLINSKI
Recording Secretary

JACQUIE FIELDS
Treasurer

February 11, 2014

To: All DirectSat – Chicago South Workers

Dear Brothers:

I would like to welcome you to the International Brotherhood of Electrical Workers Local Union 21. I'm honored you decided to join our ranks. Local 21 has a long history of representing workers; your solidarity during your organizing drive makes me proud to call you our Brothers.

Your perseverance, determination and unity are what helped you overcome management's anti-worker campaign. Your fight isn't over; together we still have to negotiate your first contract. If you stick together like you did during the organizing drive I'm confident we will reach our ultimate goal of bargaining a fair contract with Direct Sat management.

Soon, we will be forming your bargaining team which will consist of members of our staff, our attorneys as well as a committee that will be made up of your coworkers who volunteer to accept that responsibility. Vice-President/Assistant Business Manager Bill Henne will lead your bargaining team. Knowing how management reacted to your voting Union Yes, we know negotiations are going to be tough. Don't worry; we are up for the challenge. We've done it before and *together* we will do it again.

Throughout negotiations we are going to keep you updated. Communication will be a big part of your success. Your bargaining committee will keep you informed on what is happening at the bargaining table. Updates will also be available on our website: ibew21.org, and the union hotline: 630-415-2711. We can also email or text you IBEW 21 news updates if you fill out and return the enclosed communications update form.

As new members, you need to understand your Weingarten Rights. They are one of the basic rights you have as workers now that you joined the IBEW. If you are called into a meeting by any company representative who starts a conversation that you

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think may lead to discipline or affect your personal working conditions you have the right to stop that discussion and ask that your IBEW union representative be present before you continue to answer any questions.

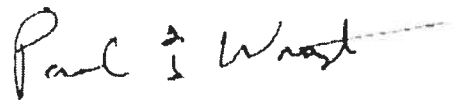
The person questioning you doesn't have to *ask* you if you want an IBEW representative present. You must tell management that you are invoking your Weingarten Rights. It is your responsibility to make the request. If your request is not honored you can tell them that they are violating your rights protected by the National Labor Relations Act. To help you understand your rights we have enclosed a Weingarten Rights card you can present to management.

There are many things you may need to learn as new members. We will work with you to bring you up to speed. We are all going to work together. You've shown that you understand the importance of unity. It will be our solidarity that will level the playing field with DirectSat. If you have any questions, concerns, need to talk to an IBEW 21 representative or want to get more involved in our Union don't hesitate to give Dave Webster a call.

I look forward to seeing you at your victory celebration this Saturday, February 15th from 7-10 pm at the Plasterers Local 5 union hall located at 5611 W. 120th St in Alsip.

We stand together. We fight together. We will move forward together.

In Solidarity,

A handwritten signature in black ink that reads "Paul T. Wright". The signature is written in a cursive style with a horizontal line extending to the right from the end of the name.

Paul T. Wright
President-Business Manager &
Financial Secretary

PTW/jp
Enc.