



*Over A Century Strong*

**11/30/2020**

**Brother and Sister Members employed by Penn Aluminum**

Dear Fellow Members,

On November 6, 2020, Company President Jerry Nies posted a letter at the plant stating that 65% of the “production and maintenance” employees had signed a petition that they no longer wished to be represented by Local 702. The Company “withdrew recognition,” refused to comply with the Labor Agreement, and refused to process grievances. Local 702 made the decision that the quickest way to resolve the desire of our members to continue to be represented by Local 702 was to petition the National Labor Relations Board (NLRB), a federal agency, to conduct a secret ballot election. Due to the pandemic, the election will be a “mail ballot” election. Both the Company and the Union received a notice from the NLRB on November 24 that the NLRB ballots will be mailed to your homes on December 10; that you are requested to notify the NLRB by December 18 if you have not received a copy of the ballot; and that ballots are due back to the NLRB by January 7, 2021. The NLRB will count the ballots in a video conference on January 8. A link to a copy of the official notice from the NLRB will be posted on Local 702’s Penn Aluminum webpage at:

<https://www.ibew702.org/properties/penn-aluminum/> or click on the Penn Aluminum banner of the Local’s website homepage. If you have questions or comments about the NLRB election, please feel free to contact Local 702 Business Representative Mike Lustig.

We have been informed by our members that on November 20, Company President Jerry Nies spoke about “respect” at a series of meetings with our members about the NLRB vote. We agree with Mr. Nies that this election is about respect. Respect comes from deeds, not words. We have two questions to ask Mr. Nies about respect.

**Mr. Nies: Do you care that our members were duped?** Our members inform us that they were duped into signing their names on the petition with a “no” when asked the question by the person soliciting the petition, do you want to get rid of the Union. Later, someone wrote at the top of the petition “do you want the union.” Now, the “no” to get rid of the Union became a “no” to keep the Union.

**Mr. Nies: How did you count 65% didn't want the Union?** The Company's November 6 letter states that 65% of the employees had signed the petition that they did not want the Union. We count 84 "no's" on the petition. When we spoke with Adam Boss and Jamie Walker on November 6, we were told by them that the 65% had been calculated using an employee count of 137 and then 157. In mid-October, the Company submitted a report to the Union with an employee count of 173 at the end of September. 84 is less than 50% of 173 and not 65%.

Local 702 will get to the bottom of this. The truth will come out. It always does.

When casting your NLRB ballot, ask yourself, did the Company treat me and my co-workers with respect? If this is what the Company was willing to do to try to get rid of the Union, what will happen if we do not have a Union to stand up for us? Vote "yes" for Local 702 with your NLRB mail ballot.

Fraternally yours,

***Steve Hughart***

Steve Hughart, Business Manager