

International Brotherhood of Electrical Workers

Local Union 21

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January 24, 2014

Dear :

Your opportunity to become an IBEW Local 21 member is almost here. Your election will be held on January 29, 2014 in the training room of the company's Mokena facility from 7-9 AM. This is the time to VOTE UNION YES! DirectSat management has spent a great deal of time and money trying to convince you not to form a union. In their efforts, they misinformed you and outright lied about important issues that affect your daily lives. Management's attempt to cloud your judgment is not fooling anyone. It is clear that DirectSat management does not want you to have a voice in your workplace.

Let's take a moment to correct the record:

You've been told that if you go union you will lose the "right" to take home your trucks. In fact, at one point the company said that "The Union" wanted to take away your trucks! Simply untrue-you guys ARE the union and we will be demanding that DirectSat act according to YOUR needs. No technician has asked Local 21 to bargain away your trucks. There are some techs that believed the company just might "take away" your trucks to punish you for going union. It is illegal for DirectSat to retaliate against you for forming a union. They cannot deny you the benefits that you currently have because you exercised your legal right to form a union. DirectSat management will try anything to keep you and your co-workers from forming a union.

DirectSat management told you that you would make an entirely unacceptable hourly wage if you go union. Let me remind you that Mokena technicians will vote to accept or reject any offer made by the company. I am fully confident not a single technician working at the Mokena facility wants to work for less. We will NOT be bargaining for you to make less money and no technician has asked us to bargain an hourly wage, especially one that would decrease your current earnings. Technicians have asked and Local 21 WILL pursue a way to eliminate the manipulation of the scorecard by management that takes away your hard earned pay.

Recently, the company distributed a memo stating that they are *delaying* the "upgrade increase" at Chicago South because they are afraid of IBEW Local 21 filing NLRB charges. This is nothing but a scare tactic. They are NOT afraid of a ULP! Think about it, they implemented the sick day policy during the campaign, why weren't they afraid then? Don't let them scare you out of your legally protected right to form a union. Put your wages, hours, and working conditions in writing, with a union contract!

The company has made some small improvements during the union drive in an effort to trick you into voting in THEIR best interest. Don't fall for it!! Anything they say or do that is not captured in writing can be taken away whenever they want. However, if you put your wages, hours, and working conditions in the form of a legally binding collective bargaining agreement, they cannot change anything until it is time to bargain a new contract and again, you will vote to accept or reject any offer made.

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DirectSat Workers Called the IBEW for help.

In early July, IBEW Local 21 answered the call from DirectSat technicians to help gain the respect they deserve. You have been telling DirectSat management how to improve conditions for years with no action taken. You were upset that your pay can be decreased over things that are out of your control. You were disgusted with the fact that even technicians with many years of loyal service still have to worry about losing pay every quarter. You said that it was unfair that your pay suffers because you took a week off for a well-earned vacation. You thought it was unfair that DirectSat provided no sick days to technicians that work in our extreme Chicago climate. It is absolutely unfair that your pay is affected by a customer satisfaction score or the services that customers may or may not have (i.e. Internet or phone services). Obviously, there is need for change in working conditions for technicians at DirectSat. The only way to create change is to stand together and bargain a contract. Don't let management tell you that you are too small to make a difference-you already have. You caused DirectSat to give you things you have been asking about for years all because you are talking and acting union. When you ARE union you can achieve much more.

Complete your bargaining survey!

As we have told you from the beginning, YOU will decide what is in your contract and YOU will vote to accept or reject any offer made by the company. Enclosed please find a Bargaining Survey that will guide your bargaining team in the fight for your first contract. Remember that your bargaining team will include technicians from Chicago South, so please indicate whether or not you are interested in being part of the bargaining team at the end of the survey. Complete the survey, place it in the enclosed self-addressed postage paid envelope and mail it right away so we can to begin to form a plan for reaching the ultimate goal in your organizing campaign-your first contract. If you need more room on the survey to include all of your thoughts, feel free to use the back of the survey or another sheet of paper. You guys have fought long and hard to position yourselves to bargain with DirectSat for your wages, hours, and working conditions. We are almost there! Make sure your voice is heard though the bargaining survey, so your union bargaining team can secure the best contract available for ALL technicians.

Forward together and not one step back!

In Solidarity,



David E Webster
Business Representative/Organizer
IBEW Local Union 21, AFL-CIO

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Enc.