

IMPORTANT NOTICE REGARDING STRIKE DISCIPLINE

IBEW Local 827 members have always been united and passionate during strike and picket activities. This notice is to remind members to review the Union's IBEW Local 827 Permanent Notice and IBEW Local 827 Picket Guidelines that were provided with your picket duty assignments. These can also be found on www.ibew827.com

This notice is also to remind members of important provisions of the **Agreement Regarding Strike Discipline** that was negotiated between the Unions and Company during 2011-2012 contract bargaining that applies to any future strike or work stoppage. The relevant language reads as follows:

The Company and the Union further agree that in the event of any future strike or work stoppages, the following will constitute just cause for discharge:

- **physical assault with the potential for causing actual bodily injury, but not including incidental bodily contact;**
- **reckless driving, endangering others, that impedes or interferes with the operation of a company vehicle (lawful mobile picketing, including following company vehicles during a strike, is not a basis for discipline);**
- **significant damage to Company or personal property; and**
- **the use of racial or sexual slurs or other hate speech that vilifies a person or a group on the basis of color, disability ethnicity, gender, sexual orientation, nationality, race, religion or other legally protected status.**

The parties agree that provocation is a mitigating circumstance that must be taken into account in determining discipline, but that being on strike is not itself provocation.

The parties do not condone employees engaging in unlawful conduct, including conduct that violates state and federal anti-discrimination laws.

This agreement does not waive the right of the Union or of any individual to maintain before the NLRB that the conduct for which an employee is disciplined during a strike is protected by the National Labor Relations Act.

We continue to be strong and unified in our fight to bring this membership the contract it deserves!

In Unity,

IBEW Local 827 Bargaining Committee