

Sent: Tuesday, January 16, 2018

Subject: Tentative National Agreement Ratification

To All Local Unions with Members Covered Under the National Freight Agreement:

Sisters and Brothers,

This is an update of the IBEW ratification process. Sorry for the delay in getting this out to you, however we've been very busy with many other issues. We have put a copy of the tentative agreement and all pertinent materials on the IBEW website under the Railroad Department section at www.ibew.org/railroad. Included in this posting is a detailed summary of the Health and Welfare changes which was not included in the ratification packages that were mailed to you. Please advise your members of this posting.

There are some members who have contacted us stating that they haven't yet received their ratification packets, or that their packets were missing certain materials. If this is the case with any of your members, please advise them that they must contact this office, in writing via email, stating that they either didn't receive a packet, or stating what they are missing. All emails in this vein should be sent to Reggie_DeLauder@ibew.org with a copy to International Representative Jeff Burk at Jeff_Burk@ibew.org. Upon our receipt of their email, we will forward the requested information to them. In order to maintain the integrity of the process, any information that we mail out to them based on their request, will be marked "duplicate" followed by a number. You can rest assured that their votes will still remain confidential as the ballots themselves will not be marked. For your information, the way we count the ballots is as follows:

1. All return envelopes will be collected and separated by System Councils numbers and then by Local Union numbers.
2. Once separated, the return envelopes will be opened and the ballot envelopes will be removed.
3. On a local by local basis, we will then open the ballot envelopes and place all ballots of one local into a box.
4. Once all ballots from a local are placed into the box, we will then tally the votes from that particular local.
5. We will record the votes on a local by local, council by council basis.

We will always maintain the confidentiality of the votes – no one will know how any individual member will vote. Ratification will be based on the total overall votes – total number of YES votes against total number of NO votes. Only valid returned ballots will

count toward the overall vote. The integrity of the ratification process is of the utmost importance to the IBEW and we will not let it be compromised!

Thanks so much for your cooperation in this ratification process. If you have any questions pertaining to the above, please don't hesitate to contact me.

Fraternally & in Solidarity,

Bill Bohné, Jr.

Director - IBEW Railroad Department

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