

Dear EBAs –

Further to our discussion on Monday's Zoom regarding encouraging union members to vote, please find below a draft note to contractors and draft signage.

Our suggestion is that you take both products and customize them to your specific situation, including adding in the union's name, when and where to vote, and any other helpful specifics.

While these templates have been run by CECCO's legal counsel, should you have concerns you may want to have your own lawyer review as well.

TEMPLATES

RE: IMPORTANT INFORMATION REGARDING COLLECTIVE BARGAINING

Note to Contractors –

As you may know, we have recently reached a tentative agreement with [UNION]. This follows [XX] months of bargaining. This [XX]-year agreement will provide for stability for our contractors and will encourage people to join our trade.

It is critically important that this agreement gets ratified by union members. To aid in this, we are asking that our contractors use the speaking notes below to speak to union members and encourage them to vote.

In addition, we ask that you post the signage attached, where it will be visible to union members.

Should you have any questions, please reach out to [XX].

Draft Speaking Notes for Contractors

Note: these speaking notes are to be used with members of the union.

- The [EBA] and your union, [UNION NAME] have reached a tentative agreement.
- This is good news for all of us and, if ratified, it sets the terms of your employment for next [XX] years.
- You will be receiving information from the union about when and where to vote:
We encourage you to please attend and vote.
- It is important that all union members vote on the tentative agreement, even if it's not convenient or you believe it will ratify without your vote.
- If you have any questions, please contact your union representative.

Signage

April 22, 2025 v.2

See next page for signage.

Please print and post in all appropriate areas where union members can read.

IMPORTANT BARGAINING INFORMATION FOR [UNION] MEMBERS:

YOUR VOTE IS IMPORTANT

Your union, the [INSERT UNION NAME HERE]
and your employer have reached a tentative
agreement.

You will be receiving more information from
your union in the coming days.

It is important that all union members vote on
the tentative agreement, even if it's not
convenient for you, or you believe it will ratify
without your vote.