

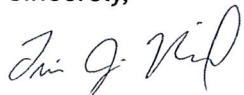
Dear Lisa Fleming,

I'm the Vice President of IBEW 124 Women's Committee and was informed during Women's Leadership Conference that our primary fundraising project, Rose Brooks Center, had hired a union-busting law firm in response to your employees self-unionizing. I was further disheartened to see your anti-union tactics slandering "construction union" integrity before elections. The Sisters of IBEW 124 have provided many years of contributions, donations, funding, and workforce to your community. Our latest contribution was remodeling your community closet with new lighting, material, and manpower with IBEW 124 members and funds. We are very much distressed to hear your response to not recognize your employees' union and attempts to spread misconceptions of unions to avoid an informed decision during elections. Please respect your employees' wishes to unionize and work with them in good faith to resolve issues.

As IBEW 124 sisters have passed the torch to help Rose Brook we all had a special reason to contribute to your community. Economic control is a primary reason why women are unable to leave abusive relationships and is a personal experience for myself. I hoped our work with Rose Brooks would show survivors that employment in a trade is a career option that provides exceptionally higher pay, benefits, and work-life balance.

My financial freedom was not reached in the 16 years as a non-union electrician, even though construction is marginally higher pay, but only in the following 4 years when I had the opportunity to join IBEW Local Union 124. It is the generational employment agreements that my union and my employer have negotiated that have made this a life-changing event. I found that our contracts removed bias and nepotism from work assignments. I no longer was getting less hours and lower hourly pay based on gender. A clear career path and pay scale is etched out for each job classification. A union helps build policies with employers that provide security to employees for fair wages, safe working conditions and other benefits. The same insecurities that the people who use your services are the same insecurities that your employees face. Without it in writing you can negate a promise or change the plan making their needs unmet. Unions and employers should be a partnership to negotiate and compromise, look at what each party needs and figure out what they can bring to the table. I hope for you to reconsider that this is a chance to validate your employees' voice and work towards a resolution.

Sincerely,



Tina J. Richard

Vice President of IBEW 124 Women's Committee