



International Brotherhood of Electrical Workers
Local 962

1327 Beaman Place Suite B5, Greensboro, NC 27408
336-274-6826 local962@aol.com

October 11, 2022

Dear Brothers and Sisters,

I'm sure most of you have had time to look over the tentative agreement between Duke and the IBEW. I would like to explain the difference between a tentative agreement and the agreement. When negotiations start, the two parties exchange proposals. If one side has a proposal the other doesn't agree with, the other side has to give a little or a lot to get them to pull that proposal off the table or modify it. This continues until there's no more movement. At that time, a tentative agreement is signed and sent out to the members for a vote. If the tentative agreement passes, then it becomes part of the agreement. If it fails, then we resume negotiations until we get a tentative agreement that will pass. Our existing contract expired on September 30, 2022. But, Duke and the IBEW signed a contract extension to keep it in full force until October 21, 2022. After that, we will be working without a contract. If we can't get a tentative agreement that works for both parties, the company will make a best and final offer, at which time we can accept, reject and/or strike. And yes, WE CAN STRIKE. I know you have heard from some members that we can't strike, but the truth is, there's a no-strike/no-lockout clause in our contract which means as long as we have a signed contract in place, the company will not lock us out and we won't strike. But, with an expired contract, we can strike. When you look over the tentative agreement, look at what changed, what didn't change, and the pay. Then, vote either "yes" or "no."

There's another issue I would like to clarify and that's the group who is trying to rally the troops together and vote Local 962 out and have Local 379 represent Duke employees. The truth is that you can't vote a local union out, but you can vote the IBEW out. At that time, you would have to work a year without a contract which means the company doesn't have to honor any of the rules in the contract. Then, at the end of the year, you could vote the union back in. When the union is voted back in, the local representing you is decided on by the international office. Outside locals, like 379, 342, and several other locals have jurisdiction over a number of counties within the state. So when a utility company spreads across multiple counties or multiple states and votes the union in, the international office will set up a utility local to represent those employees. The international office chartered IBEW 962 in December of 1937 to represent all of Duke Power. Therefore, keeping the IBEW by voting out 962 and voting in 379 is not how it works. But, what does work is voting "yes" on a contract that you like, or voting "no" on a contract that you don't like. The best approach would be for all represented members of IBEW 962 to have a union meeting with the stewards at their OP center to keep everyone informed. And, to those stewards who are rallying the troops together to destroy what's been in place since 1937, you could do more for our local by educating yourself on how the IBEW is structured and how it works before you misinform everyone. The first thing

you need to learn is that you never vote a local union out. If you don't like the way things are being run, you change the officers with elections occurring every 3 years. I have been an officer in this local for 30+ years, and what I have noticed is most all of our members are very appreciative of the time and effort the officers have put in over the years. And then there's those who want to criticize everything and everybody, but never step up to the plate and get involved.

In closing, I want to thank every one of the members who have called and thanked the negotiating team for the effort that they put forth. Keep in mind that when negotiating a contract, it is not just about the pay, but also about all the benefits that are included in the contract, as well.

This letter was not meant to offend anyone, but to help educate and stop our local from being destroyed.

Any comments or concerns, feel free to call me.

Terry Williams
Business Manager, IBEW Local 962
336-337-5230