



See the IBEW 48's Answers in Green to the 20 Questions Raised by Platt Management

1. What will the union cost me?

- a. Dues - Like all issues related to money, members have a say in what we pay and what we spend money on. Our dues have been set and voted on by the membership. Dues are 1.25% of our gross wages + \$32.50 per month, but Platt workers will not pay a penny in dues until you have been able to compare the benefits and increases in your new IBEW contract with the cost of dues. In the meantime, me and my fellow members of IBEW will fund your effort to organize and bargain a contract, because you are electrical workers and we know if you do better, we all do better.
- b. Assessments - nothing. You won't pay assessments unless you vote to create them.
- c. Initiation Fees - nothing. Local 48 has issued a guarantee that all initiation fees will be waived for new bargaining units.
- d. Fines - It is very, very rare that an IBEW member is assessed a fine and usually only occurs in serious situations. We will get into this a little more later.
- e. Special Assessments - again, nothing unless your unit votes to create them.
- f. Other costs - also nothing. And nothing on any other random cost-sounding words Platt wants to throw out there. Why is Platt more concerned about what you will pay for a voice at work than they are in actually giving you a voice at work? Platt has never cared about how I spend my money. Why do they care now? Again, now that I'm a member of IBEW, I am helping through my dues to get you and all the Platt employees to the point where you can compare being in the IBEW dollar for dollar with what you have now, without it costing you anything.

2. Do I have to join the union? - No, but outside of the first contract, only members get to vote on future contracts and/other union business. Only members can attend union meetings and provide input on their contract and other union matters. Everyone, regardless of membership, will receive the benefits and protections of a contract. In most contracts in Oregon, all employees, regardless of membership status, pay for the cost of representation, however, non-members pay a slightly lower rate.



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3. What can I do if I change my mind after I sign the authorization card? - Ask for it back. As soon as you ask for it back, the card becomes invalid, regardless of who has it.

4. Can I resign from the union at any time? How do I resign? - Yes. Write "I would like to resign from the IBEW" in an email, snail mail, or some other form of communication. Contact membership services and ask to withdraw membership.

5. Under what circumstances can I be fined by the union? - Fraud, physically or economically harming another member, intentionally trying to harm the IBEW, same kinds of things that could get me arrested if I did it anywhere in the US. I'm also protected from false charges by the same laws. If I am charged with something, I would have to be found guilty by a trial board made up of members of my union family. It is unlawful for unfounded charges to be brought against me and the IBEW is held to extremely high standards by Federal Law/ The Landrum-Griffin Act, aka the union member's bill of rights, protects workers in these situations.

Strikes. Before we answer the numerous questions Platt has about strikes. We need to talk about the realities of strikes within the IBEW. The IBEW has settled contract negotiations, without the need for a strike, over 98% of the time. This is a real statistic. The IBEW realizes strikes are an effective, but absolute last, tool in the tool box. We do not take strikes lightly and prefer not to use them. Instead, the IBEW has developed relationships and leverage points that help convince employers it is a much better business decision to work with us than against us. Strikes hurt everyone, not just the employer, especially in a business that is dependent on IBEW customers as Platt.

6. Who has the right to call strikes? Do I get to vote before going on strike? - Strikes must be authorized by the membership of the unit that would be striking. Platt employees would be their own unit. Only Platt employees at the Beaverton DC would be able to decide on a strike. We would give that authorization by voting in a secret ballot, mail-in election. Only the actions of Platt management would necessitate the need for a strike.

7. Can I be put on trial for violating the union's constitution and/or by-laws? List all the infractions I can be put on trial for. This is the same question as number 5. The detailed list is included in the constitution IBEW members have collectively created and voted on over the past 125 plus years.

- a. Do I have a right to a lawyer? The Constitution doesn't allow for you to hire a lawyer to represent you during the trial, but you are allowed to have an active IBEW member in good standing represent you. In some ways that can be more helpful than a lawyer, because you can pick someone who is familiar with our Constitution and Bylaws.



- b. Will the union use a lawyer?
Only members can file charges against another member. The accuser represents themselves and is not allowed to have anyone represent them.

8. Will I still be able to resolve any problems I have with my management without the union getting involved? Yes. You decide when you would like union representation in a meeting with management.

9. If another union puts up a picket line at my work, what will happen to me if I cross it? The only time another union can legally put up a picket line at your work, is if that union has members that work there. There are no union represented employees at Platt, so there would be no legal picket line at Platt unless you decide to have one.

10. Can I still work if your union calls a strike? If I do work, will I suffer any consequences from the union? The first half of this question doesn't make sense. As stated before, only members of a unit can call their own strike. If Platt members in the Beaverton DC vote to go on strike, the expectation is that all employees strike together. This is how strikes are effective. Local 48 will not fine you from going on strike, but your relationship with coworkers will never be the same.

11. If I do go on strike, how much will I get paid? \$375 a week.
 - a. Will my health insurance continue? Generally, Health insurance coverage continues while on strike. In rare occurrences, employers try to stop paying their portion of the premium but public pressure usually changes their mind.
 - b. Will I receive my unemployment compensation? No. Unemployment benefits do not cover voluntary strikes.

12. Will I be entitled to promotions based on my skill and ability? The Promotions process will be outlined in your contract. You will help formulate that process and what standards you'd like to see. Skills and abilities are always part of promotions. What an IBEW contract does is make sure access to skill developments, and new abilities are open to everyone, not just a few favorites.

13. Will I always have the right to vote on the company's contract offer? As long as you are a member in good standing, you will always have the ability to vote on the contract.

14. Will you put all your promises in writing? Yes

15. Can you guarantee me job security? Currently, every Platt employee is an at-will employee. Meaning you can be terminated at any time for any reason. You have no job security other than



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what is legally required. Should Platt terminate you illegally, you would need to seek your own legal council to fight an illegal termination.

Being part of a union means you are no longer an at-will employee. You have what is called “just cause” discipline and termination. This means Platt will have to follow a process and protocols whenever they wish to discipline or terminate you. If they do terminate you illegally, your union will be the ones fighting for your rights and using legal council when necessary. So yes. Being part of a union gives you job security you don’t have now.

16. If I don’t join the union, can I still vote on the company’s contract offer? All Platt employees will be able to vote on the first contract. After that, only members can vote on successor contracts.

17. What can I do if I don’t want my dues to go toward political action committees? No dues go towards political actions committees. That is illegal.

18. What wage increase can the union guarantee me? No one can guarantee what a wage increase will be without a contract. We can’t tell you what that will be but we can tell you that a contract will give you guaranteed increases throughout the length of the contract. What we can guarantee is that me and my fellow members of IBEW will pay your way to get you to the point you can compare the cost of dues versus the increases in wages and benefits in your new contract. If you come out ahead, you vote for the contract, if not, you vote against it.

19. Is it possible that my wages or benefits could go down during negotiations? The only way wages and benefits could go down during negotiations is if 1. The employer proposes them in negotiations, 2. You and your coworkers accept them when voting on your contract.

20. Will you provide me with a copy of the union’s financial statements that are filed with the federal government, the union’s constitution, and the union’s by-laws? Absolutely! All financial information about the IBEW is public record and available at guidestar.org and the Department of Labor. The constitution and bylaws are available from your coworkers who are helping to build your union.



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Answers to all Platt's questions can be found at www.ibew48.com/platt

Now. We have some questions for Platt

1. Is it true Platt has hosted IBEW leadership at the Beaverton DC and considers IBEW a valuable partner for our business?
2. What wage increase does Platt guarantee if we don't form a union?
3. Will Platt guarantee that they will never reduce our wages again?
4. If we form a union, does Platt plan to propose reductions in wages, benefits?
5. Why do I have to pay so much for my health insurance? How much is Platt paying for my coverage?
6. When will Platt provide health insurance that doesn't have a high deductible; Insurance that I can actually use, like the IBEW does?
7. Why doesn't Platt offer me a Pension? Does Platt expect me to survive retirement with only my 401k?
8. When does Platt plan to increase their portion of the 401k contribution?

Additional questions on other side



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9. Will Platt guarantee me job security by rescinding my at-will status and giving me just cause for discipline, including termination, like the IBEW does?

10. Will Platt create a fair layoff policy, with employee input, that pays employees a layoff allowance?

11. Can I be disciplined, suspended, or terminated for violating company policy or rules? If so, please list all policies and rules I can be disciplined, suspended, or terminated for.

12. If I believe I am wrongly disciplined, suspended or terminated, what options do I have to overturn Platt's decision?

13. Will Platt provide an attorney like the IBEW does if I believe Platt violates my rights?

14. Will Platt provide detailed financial statements on what they do with the money received from my labor, like the IBEW does?

15. Will Platt guarantee that I will have the ability to decide how they spend all that money, like the IBEW does?

16. Will Platt guarantee that only its employees can decide how much leadership is paid like the IBEW does?

Platt, please reach out to Matt Nosack, mnosack@ibew48.com, (971) 985-4805, so that we can talk about these questions during your anti-union meetings with employees. The IBEW stands behind our cause and believes every worker is entitled to having a voice in their working conditions.

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