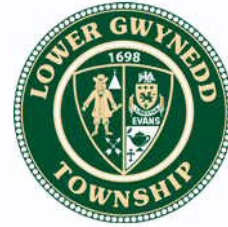


**To:** [NAME]  
**From:** Mimi Gleason, Township Manager  
**Date:** November 15, 2023



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**Have you heard from Local 542? In case you haven't...**

**HERE IS INFORMATION ABOUT THE ELECTION:**

- **Tuesday, November 28<sup>th</sup>, 3:00 pm in the main meeting room in the Township Building**
- **VOTE!** You will be affected by the outcome of the election whether or not you vote, so make your voice heard.
- The election is determined by the majority of ballots actually cast on November 28<sup>th</sup>.
  - Not the majority of employees in Public Works.
  - Not whether someone signed a union card.
  - It only matters how you vote on November 28<sup>th</sup>.

**UNDERSTAND IF THE UNION IS ELECTED TO REPRESENT YOU:**

- You will probably elect a shop steward who becomes a union official and will represent your interests to Township management.
- Fred and I would no longer be able to deal with you directly about wages, benefits and other terms of employment. That would all go through the shop steward and the union.
- By law, current pay and benefits must stay frozen in place during bargaining for a contract. No one knows how long that will take, but it could take a long time, because we would be creating a new contract and covering a lot of issues.
- Keep in mind that nothing is guaranteed from the negotiating process. The outcome of any topic could be worse, better, or the same compared to now. The union will not have the final decision on your compensation and policies, nor will the Board of Supervisors. The contract will be the result of give and take negotiations.
- The Board of Supervisors wants employees to be treated properly, regardless of the outcome of the election. But in contract negotiations the Board does not have to agree to terms that they do not believe are in the Township's interest or fiscally responsible, simply because the union demands it.
- The bottom line is that there are no guarantees about what would change, and what would stay the same.

If you have questions for Fred, me, or anyone else with the Township, feel free to approach us and we will do our best to answer them as the law permits.