

NOTICE TO EMPLOYEES CONCERNING FALSE UNION PROMISES AND OE3 UNION CORRUPTION.

As you know the Communications workers of America Union (Union) filed an election petition at the NLRB to determine if you want to be represented at the NLRB.

Many times during an election, Unions will try to get the employees to vote Yes for a union, by lying and making false promises of higher wages and benefits and other lies.

Unions can say anything in an election since they cannot be found to violate the National Labor Relations Act. However, in an union election Employers cannot make any promises since they can deliver on these promises and will violate the law.

1 Ask the Union to SIGN a **GUARANTEE** that they can get higher wages and benefits.

2. Also, another way to judge the credibility of the Union if they are telling you the truth about getting you possible higher wages and benefits, is to look at the many crimes they have committed. If the Union commits crimes of embezzlement, they are also lying to you about getting possible higher wages and benefits.

According to the Federal Government agency, the Office of Labor-Management Standards (OLMS) who conduct both civil and criminal investigations of alleged violations of the Labor-Management Reporting and Disclosure Act (LMRDA) and related laws, they have found the OE3 union has been found guilty of embezzling of union funds or stealing employee dues.

The Union has embezzled employee dues money or other union funds approximately times and gone to jail according to the Department of Labor. (See the Center of Union facts about Union Corruption of the OE)

The **1st** example of approximately embezzlement actions against the Union was on:

In December 204, **James T Callahan**, the President of the Union failed to disclose gifts and hospitality from a vendor between 2019 and 2023. He agreed to repay \$315,000.

A **2nd** example of embezzlement of union funds is:

In 2015 **John Hamilton**, the business manager of Local 324 in Michigan, was indicted on charges of extortion, embezzlement and money laundering. He was accused of misusing union funds and coercing employees to contribute to a campaign fund for his own personal benefit. He was sentenced to 2 years in prison and ordered to pay \$250,000 in restitution.

A **third** example of corruption was:

Mark Kirsch, the former president of Local 17, in 2016, was sentenced to 3 years in prison and ordered to pay \$184,000 in restitution after being convicted of racketeering. He led a campaign of intimidation and vandalism against nonunion contractors for over two decades.

A **4th** example of embezzlement of union funds is:

Scott Wilson was sentenced in 2021 to five years in prison and ordered to pay over \$4 million dollars in restitution for orchestrating a multi-year embezzlement scheme. He created fake companies to invoice the union for nonexistent IT services.

A **5th** Federal Class Action Lawsuit Against IUOE Local 3 (2013)

Union members filed a federal class action lawsuit alleging ties with international crime syndicates, misuse of union dues, and intimidation of dissenters. The suit cited violations of labor laws, California Labor Code, ERISA, and racketeering statutes.

A **6th** Allegations of Coercion Within Local 3 (2020)

A complaint was filed alleging that IUOE Local 3 leaders demanded payments from employees to keep their jobs and fired those who did not comply.

Thus, since the union was Lying to you about their corruption of stealing union dues, the union is lying to you about what the can obtain higher wages and benefits in collective bargaining or in a contract.

FROM THE MANAGEMENT OF 7-11 MATERIALS VOTE NO