

FROM YOUR BUSINESS MANAGER

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Dear Brothers and Sisters,

Thank you to everyone who showed up for the allocation vote on October 16, 2023. When you participate and share your ideas, the best solutions come out. I appreciate your involvement! The new wage and benefit allocation will come into effect Monday, December 4, 2023.

If you want to get back to work and/or would like to spend the upcoming holidays at home with your family, keep an eye on our work outlook. I expect some new calls to come in soon. As soon as we know, they'll be posted on our job line!

I am pleased to announce that we will be holding the Retiree's Holiday Luncheon at Milano's Café' on Wednesday, December 6, 2023. I always enjoy the time spent with these guys and hearing all their stories. We have also been approved for the IBEW Local 32 Annual Christmas Party at Westgate Lanes on Saturday, December 16th from 1:00pm to 4:00pm.

Fraternally,

A handwritten signature in cursive script, appearing to read "Michael S. Ruppert".

Michael S. Ruppert
Business Manager