



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local 86
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RAYMOND A. RYERSE JR., *Business Manager*
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March 22, 2024

Brothers and Sisters,

I am writing this message to you on a matter of grave concern. It has recently been brought to my attention that some of you are being asked by signatory contractors to sign, as a condition of continued employment or promotion, certain "Non-Compete", "Non-Solicitation" and other legal agreements that are often referred to as "restrictive covenants." The purpose of these agreements is to prevent you from leaving your employment to work for a competitor or, if you do leave to work for a competitor, from soliciting or hiring your former co-workers.

We believe that by maintaining and enforcing these agreements – and by even asking you to sign these agreements – the employers are in violation of federal labor law. These agreements restrict your ability to engage in activities that are protected by the National Labor Relations Act. Additionally, the contractors are required to negotiate with the Local, and not with individual members, before attempting to implement this type of change in working conditions; that did not happen here.

The purpose of this letter is to inform all members that we believe this practice is illegal, and to advise that the Local is in the process of investigating and filing an unfair labor practice charge with the National Labor Relations Board. The purpose of that charge will be to stop this from happening, as well as to invalidate those agreements that have already been improperly entered into with individual members.

Henceforth, no member of I.B.E.W. Local # 86 or potential member shall sign any legal documents as a condition of employment without first consulting with myself and our legal counsel. To reiterate, these agreements are negotiated without proper representation and are in direct conflict with the collective bargaining agreement and are also illegal under the N.L.R.A.

If you have any questions or concerns, please contact myself or staff immediately.

In Solidarity,

Raymond A. Ryerse Jr.
Business Manager
I.B.E.W., Local Union 86

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Affiliated with:

AFL-CIO • N.Y. State AFL-CIO • Rochester Labor Council AFL-CIO
N.Y. State Electrical Workers Association • N.Y. State Building Trades Council