



SHEET METAL | AIR | RAIL | TRANSPORTATION



LOCAL UNION No. 28
METROPOLITAN NEW YORK AND LONG ISLAND

KEVIN CONNORS
President and Business Manager

LOCAL 28'S COMMITMENT TO EQUAL WORK OPPORTUNITIES

Dear Brothers and Sisters:

Local 28 is committed to ensuring equal work opportunities for all its members. Toward that end, we write to remind you of the nondiscrimination provision contained in Article XVII, Section 8 of our collective bargaining agreement, which reads: "The Employer and the Union mutually agree they will treat all employees and applicants for employment without unlawful discrimination as to race, creed, color, national origin, sex, age, disability, marital status, sexual orientation or citizenship status in all employment decisions, including but not limited to recruitment, hiring, compensation, training and apprenticeship, promotion upgrading, demotion, downgrading, transfer, lay-off and termination, and all other terms and conditions of employment."

Due to concerns about allegations of racial and national origin discrimination, Local 28 has instituted some specific mechanisms for identifying and addressing allegations of such discrimination. Local 28 has established an Office of Court Compliance ("OCC") to address these issues and appointed Francoise Jacobsohn, effective January 4, 2016, to lead that effort. Among other things, the OCC is evaluating work hours and hiring data in order to identify and investigate contractors that appear to have significant work hours or work force disparities between white and nonwhite journeypersons.

In addition, we want to know about any concerns of discrimination that you may have so that we can work to remedy them. We have established a confidential Hotline (1-800-366-4814) and secure email address OCC@LOCAL28occ.COM to handle complaints of discrimination or retaliation. If you believe that any contractor or member of Local 28 has engaged in unlawful discrimination as described above, we urge you to let us know. To report an incident of discrimination or discriminatory retaliation, please call the Hotline, use the secure email address, call the OCC at (646) 893-4132, send a secure fax to the OCC at (212) 202-3747, or contact one of Local 28's Business Agents, by certified mail, or electronic mail. In addition, you can make your concerns known to the plaintiffs in the discrimination court case by leaving a message on the toll-free hotline maintained by the Plaintiffs' Counsel at (866) 748-5968. You may also file a complaint with the Special

Master by calling (212) 732-5400 or e-mailing raffd@raffbecker.com. For additional information, please review the *Local 28 Guidelines for Ensuring Equal Employment Opportunity in the Workplace and Reporting Discrimination*, copies of which are available on the website, at Local 28's offices, the apprentice school, and through the Members' Assistance program.

Fraternaly yours,

Kevin Connors

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