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|  | A logo of a company  AI-generated content may be incorrect. |  |  | 9000 Machinists PlaceUpper Marlboro, MD 20772-2687 |  | (301) 967-4755goIAM.org |  |

Eastern Territory

[Date]

[Employee Name]

[Street Address]

[City, State, ZIP Code]

Subject: A Message of Solidarity and Our Path Forward at [Company Name]

Dear [Employee Name],

On behalf of the International Association of Machinists and Aerospace Workers (IAM), we want to extend our deepest gratitude to every one of you who participated in the recent union election at [Company Name]. While the final vote did not result in a majority, the solidarity and courage you demonstrated throughout this process are the essential foundation for building a better workplace.

Organizing for change requires immense dedication, especially in the face of a vigorous anti-union campaign from management. The election results proved that a significant number of you are serious about securing a better future. This is not an endpoint, but a powerful starting point for our continued efforts.

The important issues you brought forward—the need for fair scheduling, respect for seniority, an end to favoritism, and secure retirement benefits—do not disappear with this vote. These are the legitimate concerns that a union contract addresses by guaranteeing you a seat at the table to negotiate as equals with management.

Under federal labor law, another election cannot be held for one year. However, this "barring period" does not stop our work. It is an opportunity to continue organizing, documenting workplace issues, and building even stronger support among your colleagues.

The IAM remains fully committed to you. We are here to assist you whenever you are ready to take the next step. Thank you for standing up for your rights and for your coworkers. Your actions have already sent a powerful message.

With sincere appreciation and continued solidarity,

The IAM Organizing Team