



E. I. DU PONT DE NEMOURS & COMPANY
INCORPORATED

1060 E. HAMILTON AVENUE
FLINT, MICHIGAN 48502

FABRICS AND FINISHES DEPARTMENT

February 19, 1981

Mr. Gregory S. Tester
2602 Chevrolet Avenue
Flint, Michigan 48504

Dear Greg:

On January 19, I advised you that a petition for a National Labor Relations Board Representation Election had been filed by the International Chemical Workers Union. The date of the election has now been set for Thursday, March 12, 1981. In compliance with the Board's requirements, the plant has furnished the Board's Regional Director a list of names and addresses of all employees eligible to vote in the election. I understand that a copy of this list will be given to the union. Therefore, you and other employees may receive visits and communications from organizers for the union between now and the election.

For some of you this will be the first N.L.R.B. election as a Flint employee. Many of you with longer service will recall the previous election at this plant. Everyone should keep in mind that the decision as to whether or not a union will represent you is made - not by a majority of those eligible to vote - but by a majority of those who actually vote.

There will be many arguments put before you over the next several weeks and much controversy and persuasion used to influence your vote. Your supervisor is your best source of the facts. As at other times, he or she will make every effort to keep you informed in this campaign and especially to respond to your questions. I am sure that you want to make a choice which you sincerely feel will be best for you, your family and our future working relationships.

I do not believe representation by a union would be to your advantage. But, this must be your decision. You are being given the opportunity to make this choice, and our position is simply to be sure you have the information needed to vote with all the facts in front of you.

Sincerely,

Curt Swinehart

CNS:k1b

You and Du Pont. There's a lot of good chemistry between us.