



LOCAL UNION No. 77

International Brotherhood of Electrical Workers

19415 International Blvd, SeaTac, WA 98188 • Mailing Address P.O. BOX 68728, Seattle, WA 98168
Office (206) 323-4505 • Fax (206) 323-0186 • Construction Dispatch (206) 323-0585



May 20, 2026

delivered via email

Eastsound Water Users Association
286 Enchanted Forest Road
Eastsound, WA 98245

EWUA Board of Directors,

I am writing on behalf of the employees represented by IBEW L.U. 77 regarding statements made during yesterday's Board meeting concerning the ability of the Board to move forward with a third-party investigation and communicate directly with staff members.

The ongoing Union contract negotiations do not prevent, restrict, or otherwise impede the Board from retaining a neutral third-party investigator to conduct an HR investigation into employee concerns. The existence of collective bargaining negotiations does not bar the employer from addressing workplace culture issues, investigating complaints, or taking steps necessary to ensure a safe, respectful, and functional work environment.

Likewise, the Board is not prohibited from communicating with EWUA staff members. The Board has communicated with employees in the past, and nothing about the current bargaining process categorically prevents lawful communication with employees regarding workplace concerns, or operational matters. Any suggestion that simply speaking with employees automatically constitutes an unfair labor practice is inaccurate and unnecessarily discourages transparency and accountability. The Board President and Treasurer have conducted investigations of their own in the past, interviewed staff, and sat in on interviews.

As the Union representative for these employees, I strongly encourage the Board to retain a qualified, neutral outside investigator to independently review the concerns, complaints, and allegations that have been raised by staff. Given the seriousness of the issues being discussed, an independent third-party investigation would help ensure credibility, impartiality, and confidence in the process.

The employees deserve to have their concerns heard and evaluated fairly, and the Union supports efforts to conduct a professional and unbiased review of the workplace issues that have been brought forward.

REX HABNER
Business Manager - Financial Secretary

ANDY JOHNSON, President
JUSTIN HARTY, Vice President
CHRIS ROBERTON, Recording Secretary
SCOTT HINES, Treasurer



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Please, reach out if you have any questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "m k".

Madeline Kimball
Business Representative
IBEW Local 77