

**NOTICE OF NOMINATIONS AND
ELECTIONS FOR
TA SURFACE OPERATOR DIVISION
ONE VACANT EXECUTIVE BOARD MEMBER SEAT**

In accordance with the Constitution of the Transport Workers Union of America and Local 100's By-Laws, the election to fill one vacancy of an Executive Board position in the TA Surface Operator Division, who will also serve as Convention Delegate, will take place by secret mail ballot mailed out on Wednesday, June 4, 2025, to all those who are members of Local 100 in good standing as of May 27, 2025. Ballots will be counted on Thursday June 26, 2025.

POSITIONS TO BE FILLED

Executive Board Member – TA Surface Operator Division
(Executive Board Members also serve as Convention Delegates)

PERIOD OF PETITION NOMINATIONS

Monday, April 28, 2025, to Friday, May 9, 2025

ELIGIBILITY

To be eligible for nomination for any of the above position, a member must be in continuous good standing in Local 100 since April 28, 2024. Exonerations for periods of non-payment shall be granted only if the member makes the proper application as per Article XIII Section 1 and Article XVII Section 4 of the TWU Constitution. Such a request must be made by the 15th day of the month after the month during which the illness or injury, and related non-payment of dues arose. The exonerated period may not continue for more than 12 months. **A member who ran in the 2024 Union-wide election for the office of President, Financial Secretary-Treasurer, Administrative Vice-President, Recording Secretary or Departmental Vice President is not eligible to run in this election. A member will be considered a candidate for this purpose if they submitted a candidacy form and submitted petitions to the Elections Committee.**

SURFACE TRANSPORTATION RULE

Bus Operators *vote* for the, Executive Board Members in the Division in which they work. They may only *run for office* in the Division where their payroll emanates from. A member who is nominated, may not pick out of that division before the election; if they do, they will be disqualified. If a member runs for office in a particular division and wins, they must continue working in the division in which they hold office or be automatically removed from the office.

The Surface Transportation Rule applies to candidates in this vacancy election. Executive Board candidates may only run for office in TA Surface NYCTA, if their payroll emanates from that department (which is reflected in their pass number- pass numbers starting with an M are MABSTOA), plus, they must be working in TA Surface plus, they must have picked a job in TA Surface for the switchover scheduled for July 2025. A MABSTOA member (one with an M in their pass number) cannot run for Executive Board in TA Surface.

I. NOMINATION PROCEDURE

NOMINATIONS

All nominations shall be made by filing a Nominating Petition Form (“Petition”). Petitions will be available to any member in good standing at the Office of the Elections Committee at 195 Montague Street, 3rd Floor, Brooklyn, NY, 11201 between **Monday, April 28, 2025**, and **Thursday, May 8, 2025**, between the hours of 9:00 AM and 6:00 PM; the Elections Committee Office will be closed on Saturday and Sunday, May 3 & 4, 2025.

Petitions will be issued only to candidates or their representatives who complete and submit an “Authorization to Pick Up a Petition” form. The forms will be available at the Elections Committee Office or on the Local 100 web site and may be hand delivered, mailed, or e-mailed in to the Elections Committee. There shall be no limitation on the number of Petitions that an authorized person may pick up, but the number must be reasonable. All Petitions shall be numbered by the Elections Committee and each member obtaining Petitions shall be required to sign for them and shall be held responsible for their proper use. Each member signing must be a member in good standing for the signature to count, and only members in good standing may solicit signatures.

1. The member who obtains the signatures on a Petition must complete and sign the statement at the bottom of each Petition, asserting that he or she collected the signatures from persons representing themselves to be members in good standing of Local 100. If such a statement is not signed, the Petition will be invalid. No one can sign another member’s name on a Petition.

The Petition must be signed in ink; the member must print his/her name and must either include his/her pass number or if the employee does not have a pass number, he/she must include the last four (4) numbers of his/her social security number. Any signature of a member not in good standing and/or pass number and/or social security number missing or deemed illegible will not be counted.

PETITION SIGNATURE REQUIREMENTS

For nomination for **TA Surface Operator Division, Executive Board Member**, a candidate must submit **375 signatures** of members in good standing. Only a member in good

standing in the Division may validly sign a Nominating Petition to nominate a candidate for the Executive Board from that Division.

NOMINATION FORM

Candidates must notify the Elections Committee of their intent to run for office by completing a “Nomination Form” provided by the Elections Committee. The completed form submitted to the Elections Committee must: (1) be signed *by the candidate*, (2) show the office for which he/she is a candidate, and (3) include his/her name, printed exactly as it is to appear on the petition and ballot, and his/her contact information including the mailing address, his/her pass number, telephone number, and e-mail address. The names of individual candidates must be their given names or the names by which they are generally known.

PREPARATION OF PETITIONS/ELIGIBILITY TO BE INCLUDED ON PETITION

The Elections Committee will prepare the “Nominating Petition Forms” and will insert, before issuance, the name or names of the candidates for whom the petitions are requested, showing the position for which each is a candidate. To expedite determinations of eligibility and to avoid delays on April 28, 2025, resulting from the time required preparing petitions, candidates are requested to file their Nomination Form with the Elections Committee in advance of April 14, 2025.

Petitions for those individuals filing required forms on or before Monday, April 14, 2025, will be available at 9:00 AM on Monday, April 28, 2025. Otherwise, petitions will be prepared as promptly as possible after the Elections Committee is provided with the necessary forms and information.

The Elections Committee will determine the eligibility of candidates to be included on the petition as promptly as possible and will notify each candidate found to be ineligible by telephone, e-mail, and/or overnight mail. Those found ineligible will not be included on a Petition. The inclusion by the Elections Committee of a candidate’s name on a Petition shall not be construed as a final ruling about whether that candidate has met the eligibility requirements for election; such an issue can be the subject of an objection through a period ending 6:00 PM on Tuesday, May 13, 2025.

APPEALS OF ELIGIBILITY RULINGS

A candidate ruled ineligible must appeal that ruling, in writing or by e-mail, delivered to the Elections Committee within 48 hours of receipt of the notice. If the Elections Committee determines that a hearing is necessary, the Elections Committee will conduct a hearing on any appeal as expeditiously as possible, at a time designated by the Elections Committee. The Committee will give the candidate 24 hours’ notice of the hearing. The burden shall be on the candidate to demonstrate to the Elections Committee that its initial determination was wrong. The Elections Committee shall rule on eligibility appeals at the close of the hearing. Elections

Committee determinations may be appealed, after this hearing, to the Neutral Monitor by any candidate or good-standing member within 48 hours.

FILING OF PETITIONS

Signed “Nominating Petition Forms” must be hand-delivered, by a member in good standing, to a member of the Elections Committee on weekdays from Monday, April 28, 2025, to Thursday, May 8, 2025, between the hours of 9:00 AM and 6:00 PM; The Elections Committee will only accept petitions until 5:00 pm on Friday May 9, 2025; the Elections Committee will be closed on Saturday’s and Sunday’s, May 3, 4, 10 & 11, 2025. A receipt will be given to the delivering member indicating the number of pages and the number of signatures on all accepted Nomination Petitions. ***NO Petitions will be accepted after 5:00 PM on May 9, 2025.*** Anyone who has signed in at the Elections Committee by 5:00 PM shall be able to turn his/her Petitions in.

OBJECTIONS TO NOMINATIONS

Any member in good standing will be able to check filed Petitions to verify the number of valid signatures, under the supervision of the Elections Committee, on Monday, May 12, 2025, and Tuesday, May 13, 2025, between the hours of 9:30 AM and 6:00 PM. Written objections alleging signature duplication, or other irregularities, must be signed and submitted by a member in good standing to the Elections Committee no later than 6:00 PM, Tuesday, May 13, 2025. The burden shall be on the challenging party to present evidence that would invalidate individual signatures or a petition as a whole. The Elections Committee will reach a decision about all objections on or before Wednesday, May 21, 2025. The Elections Committee will notify the objector of its decision in writing. The Elections Committee has the authority to investigate apparent irregularities on its own and make a ruling. The Elections Committee may consult with the Neutral Monitor in making its determinations.

ELIGIBILITY REPORT

The Elections Committee will issue the Final Report on Eligibility on or before Wednesday, May 21, 2025. Any party who wishes to contest the determination of the Elections Committee has forty-eight (48) hours from the date of this Report to appeal to the Neutral Monitor, and may appeal the Neutral Monitor’s ruling to the International Committee on Appeals. All decisions will be posted on the election’s website: www.twulocal100.org/elections2024.

BALLOTING PROCEDURE

The balloting shall be by secret mail ballot mailed out on Wednesday, June 4, 2025, and counted on Thursday, June 26, 2025, in accordance with the procedure set forth in Section II below.

II. ELECTION PROCEDURE

THE BALLOT

The Candidate who files the greatest number of valid signatures will be placed first on the ballot and other candidates will be ranked accordingly.

THE MAILING

Ballots will be mailed on June 4, 2025, by the American Arbitration Association (AAA), utilizing the most recent membership list available. To be eligible to vote in the election and be mailed a ballot, a member must be in good standing and must have paid all arrears in dues and other financial obligations to the Union, prior to voting, in accordance with Article XIII of the Constitution of the Transport Workers Union of America, AFL-CIO, on or before May 27, 2025. Any member who is not in good standing on May 27, 2025, may pay his/her arrears and request a ballot from the Elections Committee. Ballots received from such members will be counted.

Enclosed with the ballot mailed to each member will be two (2) envelopes. The words “SECRET BALLOT – TA SURFACE OPERATOR DIVISION - EXECUTIVE BOARD” will be printed on one envelope. The other envelope will be an addressed return envelope, with postage prepaid.

- Each ballot must be voted in accordance with the instructions printed on it.
- Having voted, the member must place their marked ballot in the appropriate secret ballot envelope and seal it. Any mark on the secret ballot envelope which could identify the voter will void the ballot.
- The sealed secret ballot envelope should be placed in the appropriate return addressed envelope and sealed.
- The voted ballots must be mailed so as to arrive at the AAA Post Office Box before 10:00 a.m., on Wednesday, June 25, 2025, utilized for this election. ***No ballots may be returned to the AAA in person.***

AMERICAN ARBITRATION ASSOCIATION

The American Arbitration Association will administer the balloting. The AAA will be in possession of the membership list as it stands on May 27, 2025. Any member who does not receive a ballot by June 10, 2025, should contact the AAA at **1.800.529.5218**. Any question by a member regarding his or her eligibility to vote should be directed to the Elections Committee, not AAA. If the question is not resolved to the member’s satisfaction, then the member requesting a ballot may make a written appeal to the Neutral Monitor who will then make a determination.

All members making a request for a ballot will receive one, and all eligibility issues will be resolved on the day of the count by the Elections Committee and if necessary by the Neutral Monitor. A request for a ballot must be made by the member whose replacement ballot is being sent out. Candidates or other members may not collect names and hand them in.

THE COUNT

The count of the ballots returned will commence at 8:30 a.m. on Thursday, June 26, 2025, at a location chosen by the American Arbitration Association and the Elections Committee, in consultation with the Neutral Monitor, and will continue until completed, with such breaks for meals and rest as the AAA may decide.

No ballot which is received after 10:00 AM on Wednesday, June 25, 2025, shall be counted.

OBSERVERS

The ballot count will not be livestreamed and may not be recorded by any person present. Each candidate may designate in writing, signed by him or her, any member in good standing to act as their observer at each step in the election process, including: the assembling of ballots at the printer; the picking up of ballots from printers and their transportation to the Post Office for mailing; the ballot pick up from the post office; the eligibility check (which AAA will perform each weekday beginning June 9, 2025, at a time and place to be announced on the Elections Committee webpage) and the count on Thursday, June 26, 2025. An individual candidate may not be represented by more than one observer at any one time, except at the count. At the count a candidate may have the same number of observers as there are stations for counting. A candidate may be one of the allowed observers. Attorneys may not be present in the observer area but will be allowed to observe in a designated seating area. **Should COVID-related or other circumstances require it, the Election Committee reserves the right, to limit the number of candidates who can observe in person. Should COVID-related circumstances require it, the Committee may also make other changes to count location, observer rules, etc.**

THE NEUTRAL MONITOR

1. A Neutral Monitor appointed by Local 100 will be responsible for supervising all aspects of the election, including fraud (which will give him/her authority to modify any procedure put into place by the Election Committee or the AAA), and resolving disputes that arise during the course of the election.

2. The Neutral Monitor's jurisdiction includes all disputes over conduct of the election, and disputes about or protests to the conduct of candidate(s), the Local Union or other parties. The Elections Committee will continue to resolve disputes over eligibility, sufficiency of petitions, or failure to issue a ballot, subject to appeal to the Neutral Monitor.

3. Any protests, objections and appeals sent to the Neutral Monitor (or the Elections Committee) must be in writing and must be made within the time periods set forth in these Rules. It will be the Neutral Monitor's responsibility to resolve these disputes in accord with the Local 100 By-Laws, the TWU Constitution, applicable law, the Election Rules adopted by the Local Executive Board, and any Supplemental Rules which may be promulgated by the Neutral Monitor. The Neutral Monitor will have the power to investigate and determine the facts prior to applying the law to all disputes brought to the Neutral Monitor's attention.

CERTIFICATION

As soon as practicable, after the count has been completed and any protest(s) is decided and remedy put into effect, the Neutral Monitor shall certify, in writing, the results of the election to the Elections Committee. The Elections Committee shall then prepare its appropriate report and certify the election to the Local Executive Board.

III. SUPPLEMENTAL RULES

1. Membership List

The final list of the last known names and addresses of all members in good standing of the Local Union shall be established on May 27, 2025. This shall be considered the master membership list. All members who have moved or changed their address and have failed to notify Local 100 of such change should notify Local 100 of the change no later than May 21, 2025. **It is the responsibility of the member to keep the Union updated on his/her current address.** (Notice should be submitted either to the Financial Secretary-Treasurer's office or the Election Committee.) After May 21, 2025, any additions made to the master membership list because of errors previously made, any address changes, and any deletions due to error, promotion or retirement shall be made only by AAA, with notice to the Neutral Monitor; such changes shall be subject to inspection by all affected candidates. The list maintained by the AAA shall be the list used for all candidate mailings. The AAA, or any vendor doing mailings, shall utilize the NCOA database for the creation of the mailing list and mailing of election materials.

2. Inspection of Membership List

Each candidate has the right, on one occasion between April 18, 2025, and May 19, 2025, to inspect, but not copy, a list containing the last known names and addresses of all members of the Local Union. The list may be reviewed at the Local 100 office. Arrangements for review of the list will be made by the Chair of the Elections Committee. The Local Union shall not, in any way, discriminate in favor of or against any candidates with respect to the membership list. The Union shall take appropriate steps to direct that all staff and members who are in possession of part or all of the membership list, whether or not used for their work, shall be returned, together with any copies, to the Union not later than April 4, 2025.

3. **Freedom to Exercise Political Rights**

All Local Union members and all Local Union officers and employees, if members, retain the right to participate in campaign activities, including the right to openly support or oppose any candidate, to aid or campaign for any candidate, and to make personal campaign contributions.

4. **Prohibition on Interference with Voting**

No person or entity shall limit or interfere with the right of any Local 100 members to vote.

5. **Campaign Contributions**

A. 1. No candidate for election shall accept or use any contributions or other things of value received from any employer, representative of an employer, foundation, trust, union or similar entity. Nothing herein shall be interpreted to prohibit receipt of contributions from fellow employees and members of Local 100 or the International Union, unless that employee or member is an employer.

A. 2. No employer shall be permitted to contribute anything to any campaign. The prohibition on employer contributions extends to every employer regardless of the nature of the business, or whether any union represents its employees, and includes but is not limited to political action organizations (other than a candidate's campaign organization), nonprofit organizations such as churches or civic groups, law firms, and professional organizations. These prohibitions include a ban on the contribution and use of stationery, equipment, facilities and personnel, or items to be raffled off.

A. 3. The prohibition on campaign contributions extends to all labor organizations, whether or not they are employers, except as permitted below.

B. No Local Union or employer services, facilities, equipment or goods—including, but not limited to, time, staff, copying machines, fax machines, telephones, printing and postage—shall be used to promote the candidacy of any individual unless the Local notifies all candidates of the items available for use and all candidates are provided equal access at equal cost to such goods and services. **The use of the Local Union's official stationery, or its logo or its name or its initials "TWU" is prohibited especially in electronic communications,** irrespective of compensation or access.

C. No candidate or other member may campaign for her/himself or for any other candidate during time that is paid for by the Local Union or by any employer. However, campaigning incidental to regular Local Union business or during paid vacation, paid lunch hours or breaks, or similar paid time off, is permitted. This prohibition includes campaigning during the employee's regular tour of duty while out on paid sick leave, FMLA, Workers Compensation, disability leave, or, in paid-no work status. If a candidate or other member who wishes to campaign is on paid sick leave, FMLA Leave, Workers Compensation leave, disability leave or in paid-no work available status, they must notify the Elections Committee (which may create a form) and the Neutral Monitor, in writing, prior to campaigning, setting forth his or her regular tour of duty. Campaigning by union officers and staff will be limited to the amount of time the candidate or other member has accrued as vacation and has not used in 2025.

Vacation request forms must be approved in advance and request/approval forms and vacation balances must be made available to the Neutral Monitor upon request. In order to ensure compliance with this rule any person on the Union staff must make a written request and anyone on TA/MaBSTOA/MTA Bus release must give written notice to Financial Secretary-Treasurer, Carlos Bernabel by email in advance of taking any vacation time or other personal time for campaigning. If union staff making the request has sufficient vacation accruals, the request will be deemed granted. This requirement does not apply to campaigning that is incidental to regular Local Union business or during paid lunch hours or breaks or similar paid time off. The Neutral Monitor shall have discretion to disqualify a candidate for repeated violation of this rule.

D. Nothing shall prohibit any candidate from accepting contributions made by any non-member who is not an employer, or by any member, whether or not such member is an employer (and who makes a contribution from personal funds), or by any caucus or group of Local Union members or any campaign organization of any candidate provided that such caucus, group or campaign organization is itself financed exclusively from contributions permitted under these rules.

E. Nothing shall prohibit the donation of services by an individual to a candidate rendered on the individual's personal, free, uncompensated time.

F. It is strongly recommended that each candidate notify all prospective contributors of the limitations on campaign contributions, that the limitation be placed on all campaign literature soliciting contributions, and at all fund-raising events, and that candidates keep a record of all donations greater than \$99.

6. Protests

A. All protests alleging a violation of the Local 100 By-Laws, the TWU Constitution, applicable law, the Election Rules adopted by the Local Executive Board, and Additional Rules promulgated by Neutral Monitor related to the conduct of the nominations and election, except count-day protests, must be filed within forty-eight (48) hours of the time the complainant(s) knows or should have known of the alleged violation. All complaints made after 48 hours shall be deemed waived.

B. Protests regarding any alleged improper mail ballot count-day conduct must be filed with the Neutral Monitor immediately, but no later than the completion of the counting of the ballots and the announcement of tentative results.

C. All pre-election protests except those regarding disputes over an alleged improper failure to issue a ballot shall be filed by sending the Neutral Monitor a clear and concise written statement of the alleged improper conduct by overnight mail or by email or facsimile transmission, shall be titled "Protest", and shall include the name(s), address(es), e-mail address(es) and telephone number(s) of the complainant(s) and the name(s) of the person(s) against whom the protest is filed. A copy must also be sent by email or facsimile to the Elections Committee Chair and to counsel for the Elections Committee. The Neutral Monitor shall serve the protest on the candidate unless it is clear that the protest does not impact on a candidate.

D. With respect to any protest, it shall be the burden of the complainant to present evidence that a violation has occurred.

E. No protest of any candidate or member shall be considered if such candidate or member or anyone acting under his/her direction or control or on his/her behalf, caused or significantly contributed to the situation giving rise to such protest.

F. As soon as practicable after receipt of the protest, the Neutral Monitor or his/her representative shall evaluate the protest and shall determine its merits, applying the Local 100 Bylaws, the TWU constitution, applicable law, these rules, and any published supplemental rules issued by the Neutral Monitor, and, if found meritorious, determine the appropriate remedy. The Neutral Monitor or his/her representative shall render a written decision on each protest and shall notify the complainant(s), the Local Union Elections Committee, Counsel to the Elections Committee, and any other candidate(s) affected by his/her decision.

G. All candidates, members, the Local Union and the TWU shall cooperate with the Neutral Monitor in his/her investigations.

H. *Remedies.* If as a result of any protest filed or any investigation undertaken by the Neutral Monitor with or without a protest, the Neutral Monitor determines that these Rules have been violated, the Neutral Monitor may take whatever remedial action is appropriate.

I. 1. *Appeals.* All appeals from decisions of the Neutral Monitor shall be made in writing to the TWU Committee on Appeals. The applicable procedure to appeal from a decision of the Neutral Monitor shall be that which is set forth in Article XXII of the TWU Constitution for appeal to the International from decisions of Local Unions, **except that appeals must be made within three (3) business days of the decision of the Neutral Monitor.**

I. 2. If no appeal is taken from the determination of the Neutral Monitor, that determination shall become final and binding.

7. Voting and Ballot Count Procedures

A. All candidate's/representatives will have an opportunity to view and comment on the draft of the ballot and instructions.

B. The AAA will send the Elections Committee a daily list of all members requesting a duplicate ballot whose names the AAA has not been able to find on its lists. The Elections Committee will investigate these names as quickly as possible and report back to the AAA as to the member's eligibility to receive a ballot. If the Committee finds that the person is not eligible or does not get back to the AAA with person's status within 24 hours after receiving the name from the AAA, then the AAA will send the person a challenge ballot. The AAA will email to the Elections Committee, Elections Committee Chair, and Neutral Monitor on a daily basis the names, division and pass numbers of all those receiving challenged ballots. The Elections Committee will e-mail these lists to candidates on request to the extent practicable. All parties agree that these lists are to be used for the sole purpose of investigating the eligibility to

vote of the people listed, so that if it becomes necessary to resolve challenges on the day of the count, their status can be more readily determined.

C. If any member does not receive a ballot by June 10, 2025, he or she should call the AAA at **1800-529-5218, beginning, Tuesday, June 10, 2025, until Thursday, June 19, 2025, 9:00 a.m. – 5:00 p.m., (except Saturday & Sunday)** It is preferable for all members to mail their return ballots and to do so as soon as possible after receiving them in the mail. If a member who has timely requested a duplicate ballot by phone has not yet received it in the mail, they should contact the Neutral Monitor or the Elections Committee no later than 10:00 a.m., on Thursday June 19, 2025.

D. If more than one ballot is received by the AAA from any person, the later posted ballot will be the one counted. AAA will note the day of receipt of any ballot(s) received from a person sent a duplicate ballot, so that the order of posting of multiple ballots received might be determined in the absence of a postmark.

E. If a voter votes for more than the set number of candidates for a given office, his/her ballot will be void.

F. If a voter makes any identifying marks on the ballot or erases or defaces the ballot in a manner that makes his/her intent unclear, the ballot will be void or will be void for the office marked in an ambiguous manner. If, however, the voter makes marks or comments on the ballot that do not identify the member or obscure his/her intent, the ballot will be counted.

G. If a return envelope is completely blank or the return ID completely illegible, the ballot will be void. If there is a partial ID, the AAA will attempt to identify the voter by matching the number on the envelope with the number on the AAA mailing list and then comparing the ID on the envelope with the voter information on the list. A name, an address with street name and number, a signature and/or a pass number will constitute sufficient partial identification to allow such a matching process, so long as the ID is legible.

H. Each candidate may have one observer.

8. Election Count Candidates & Observers Rules

A. Should and safety, or an overcrowded vote count area require it, the Elections Committee reserves the right to limit the number of observers. Should circumstances require it, the Committee may make changes to count location, observer rules, etc.

B. Any candidate who wishes to designate a member in good standing as an observer must notify the Elections Committee in writing seven (7) days prior to the count day.

C. Candidates and observers may not count or handle the ballots.

D. Campaign apparel, stickers or buttons may not be worn in the room where counting takes place.

E. Candidates/observers may not engage in campaign activities, including conversations about candidates or conversations about the election campaign in the room where counting takes place. Candidates/observers who are disruptive may be ordered to leave the counting area.

F. Candidates/observers must enter and exit through the designated door only.

G. Candidates/observers must sign in and sign out each time they enter or exit the room.

H. Candidates/observers may not address the ballot counter. The member may request the counter to stop and address the issue with the Neutral Monitor.

I. Candidates/observers are permitted to view all aspects of the election process, but must give the ballot counters room to do their job.

J. The Neutral Monitor will look for the candidate or their designated observer to discuss issues.

K. No one will be permitted to bring knapsacks or oversized bags into the count room.

L. No observer or candidate shall be permitted to photograph, videotape, broadcast, or live-stream the count.

M. Any person who is loud, disruptive, or, in the opinion of the Election Committee intoxicated or high shall immediately be ejected from the counting room.

9. Procedures for Mailing/E-mailing of Campaign Literature

A. Mailings - Each candidate shall be permitted a reasonable opportunity, equal to that of any other candidate, to have literature mailed, via the US Postal Service, to all or part of the membership, at the candidate's expense. Each candidate is entitled to a reasonable number of mailings, whether or not any other candidate makes such request(s). Requests for mailing shall be made to the Elections Committee at least five (5) days before the desired mailing date. The postal address list will be transmitted by the Elections Committee to the mailer designated by the Elections Committee.

B. E-Mails - Each candidate shall also be permitted to send up to five emails, no more than one in any week, to all or part of the membership for whom the Local Union maintains email addresses, at the candidate's expense. Requests for e-mailing shall be made to the Elections Committee at least five (5) days before the desired e-mailing date. The e-mail address list will be transmitted by the Elections Committee to the vendor designated by the Elections Committee.

C. Phone Blasts and Text Messages - Each candidate shall also be permitted to do up to two phone blasts or text message blasts, no more than one of each in any week, to all or part of the membership for whom the Local Union maintains phone numbers, at the candidate's expense. Requests to do a phone or text blast shall be made to the Elections Committee at least five (5)

days before the desired phone or text blast. The list of phone numbers will be transmitted by the Elections Committee to the vendor designated by the Elections Committee.

D. All written requests will be honored in the order received.

E. Arrangements will be made by the Elections Committee with a professional mailer to handle the mailing of campaign literature, and a vendor qualified to handle the mass transmission of e-mails, and phone calls, and text blasts.

F. All costs for the mailing or emailing of campaign literature, sending out emails, or doing phone blasts or text blasts will be borne solely by the candidate. Costs associated with the mailings include, but are not limited to:

1. Address labels, materials, and labor
2. Postage
3. Fees as determined by the outside mailer/e-mailer.

G. The outside mailer chosen shall be one prepared to provide candidates with either bulk rate or first-class service at the candidate's expense. Once the Elections Committee is contacted by the candidate regarding the volume of the mailing, the vendor will inform the candidate of the estimated cost of the mailing. Cost will vary according to volume. Payment by cashier's check or cash must be made upon delivery of the campaign materials to the mailer. No personal checks will be accepted by the mailer.

IV.

LOCAL 100 ELECTIONS COMMITTEE

.:Aquilino Castro:., Chairman	212.873.6000 ext. 2090
Vicente Pagan, Member	212.873.6000 ext. 2090
Richard Lee Davis, Member	212.873.6000 ext. 2090
Cade John, Recording-Secretary	212.873.6000 ext. 2090
Arthur Z. Schwartz, Counsel	e-mail: aschwartz@afjlaw.com
	Phone: 212-285-1400
	Fax: 212-285-1410

Elections Committee e-mail:	elections2024@twulocal100.org
Election Committee General	212-873-6000 x 2090

Neutral Monitor: Barbara Deinhardt	Phone: 917-763-0906
	Fax: 718-855-2933
	email: neutralmonitor@gmail.com
Election materials are available at:	www.twulocal100.org/elections2024