



November 9th, 2014

Dear Jenny Lee and Kye Carbone,

You are confirmed as the candidates for the Fall 2014, Re-Run Election for Union President of Local 1460 UFCT

We will be announcing you as the candidates by printed letter to the membership with the dates of the election, which will be starting December 3rd, 2014, and concluding **December 12th, 2014**. This will allow for all active members to vote by electronic ballot, during a period that is allowable by DOL law, and when school is in session, ending before the last day of classes. This announcement will serve as the official notice of election to the membership.

The announcement will state also that the candidate statements can be found on the Union Website. This announcement letter will be posted and mailed to the membership providing the LMRDA required 15 days advance notice of the election.

The short candidate's statements requested of you on September 24th, 2014, will be posted on the Union Website on **November 14th, 2014**, if we receive them by **November 13th, 2014**. If a statement is not received by the deadline stated above it will be noted on the website as "statement not provided by X candidate". Please be aware of this in considering how you present yourself as a candidate on the Union Website. If you believe that you have already submitted the short candidate's statement to us, please confirm that the election committee has it prior to the web posting date.

This letter to both of you, confirming your candidacies and outlining what we hope will be fair and consistent standards meant to assure a valid and conclusive election, will also be posted on the Union Website, in the service of transparency to our members.

The membership list will be available for your inspection at the Union office or Conference room between 9:00 a.m. and 5:00 p.m., Monday through Thursday, from **November 17th** through **November 20th, 2014**. You will each be allowed to inspect the list once, for no more than two hours within the stated time period. You will not be allowed to copy the list. Any candidate who wishes to inspect the list should contact Mark O'Grady as soon as possible or by the deadline of November 14th at 5 p.m., to make their appointment.

Please provide us 2 or 3 potential time blocks during any of those four days

when you'd prefer to conduct your inspection. We will then notify you with which of those requested appointments we can accommodate.

Once that appointment has been made it will be absolute and any tardiness on your part will result in an appropriately shortened inspection period or an entirely forfeited opportunity to inspect the membership list, should you miss the appointment in its entirety.

If you request any changes or additions to the membership list, the onus will be on you to provide proof and verification sources for the request. Any requests for changes or additions to the membership list that one candidate makes will automatically be conveyed to the other in order to conduct as fair and transparent an election as possible, along with the corresponding database or verification sources.

If you have had access to any membership mailing list prior, due to earlier or present work as a Union officer, and you intend on using that list to distribute campaign literature, you are required by LMRDA regulation to share that list with the other candidate and the election committee as soon as possible.

Prior to the actual balloting period if there are additional members added to the union, who can be registered in time, they will be added to the eligible voter list. Any member who has paid dues through **October 2014** will be eligible to vote in this election.

The eligible voters list will be closed on **December 1st, 2014** at 5:00 p.m., two days before the election begins. You will both be notified about any additions or subtractions to the list. There will be no further changes to this list during the balloting period.

The election will be conducted by electronic ballot administered by Votenet Solutions. If candidates have questions or concerns regarding the use of an electronic balloting system, the Election Committee will facilitate a meeting for both candidates to meet simultaneously with a representative from Votenet Solutions to clarify any questions or concerns.

Please let us know if you would like to exercise this option as soon as possible so that we may best coordinate all necessary parties and in the interest of having a viable and fair election.

Any problems or issues you may find or have regarding any part of the election should be communicated to us and the Union leadership ASAP and certainly prior to **November 18th, 2014** (15 days before the beginning of the balloting period) so that we may have the opportunity to make any warranted adjustments toward a fair and inclusive election.

Your continuing candidacy is an assertion that you understand and abide by this and other structures meant to ensure a clear and conclusive result to this re-election, for the good of our union.

Please note this list of formal regulations for the candidates regarding the elections:

1. You may not use the union and employer funds for the furthering of your candidacy in this election
2. You may not use other union and employer publication/website or other union or employer channels to promote or criticize each other or yourselves.
3. No union and employer equipment, such as computers, printers, postage may be used to further the candidacy or election campaigning of one or the other candidate.
4. The union will honor any reasonable request by each of you to distribute campaign literature to members at your expense (your expense includes the cost of postage and time to affix address labels on envelopes containing campaign literature). Requests will be honored in the order received. Campaign literature must be provided to the Election Committee in sealed, stamped envelopes, which are ready for mailing. Each candidate should check with postal officials to determine the proper postage.

Again, your continuing candidacy asserts a clear and conscious acceptance of the conditions and structures of this election. Thank you for your attention and please do not hesitate to ask any questions of the committee.

Sincerely,
UFCT Elections Committee
Luis Alonso
Linda Lauro-Lazin
Mark O'Grady