

**JOLIFER NOE
87-17 Seaview
Brooklyn, NY 11237**

May 22, 2023

By Overnight Mail (and by email to Union Counsel)

Joe Oro
Election Committee Chair
Local 983, DC 37
55 Water Street
New York, NY 10041

Re: Appeal of the Local 983 Elections

Dear Brother Oro:

This is an appeal of the Officer Election which was finally held on May 15, 2023. The grounds for our appeal are as follows:

1. Local 983 is governed by a Constitution. That Constitution stands as a contract between the Local and its members. *Polin v. Kaplin*, 257 N.Y. 277 (1931); *LaSonde v. Seabrook*, 89 A.D. 132 (1st Dept. 2011); *Ballas v. McKiernan*, 41 A.D.2d 131 (2d Dept. 1973).

As an affiliate of the American Federation of State, County and Municipal Employees (AFSCME), it is also governed by AFSCME's Constitution, which is also a contract between that union and its members.

2. Under the Local 983 Constitution, Local 983 is supposed conducts elections every three years. That election held on May 15, 2023 should have been held on June 14 ,2022.

3. The relevant provisions of the Local 983 Constitution , the AFSCME Constitution, and the AFSCME Election Code (and Election Manual are as follows:

a) **Local 983 Constitution, Article VIII, Elections Code (Ex. A)**

a. **Elections shall be conducted by secret written ballot at a meeting of the local union. Members must be present to vote.** The conduct of the vote shall be supervised by a duly recognized independent authority. The candidates receiving a majority of votes for each office shall be declared elected. The names and departments of all candidates shall appear on the ballot, except for the offices of president, secretary-treasurer, recording secretary and sergeant-at-arms.

b. The president shall appoint an election committee to make arrangements for the election, and supervise its conduct. Members of the election committee shall not be candidates for office.

c. **In the case of any election in which more than one person is to be elected to the same position or office, members must vote for the full number or office, or ballot is void.**

b) **AFSCME Elections Code Section 2(B)**

Not less than fifteen days prior to the holding of nominations for local union officers, **a notice of the nominations and elections** shall be mailed to each member at the member's last known home address.

c) **AFSCME Elections Code Section 2(G)**

Secret ballot elections may be conducted with use of paper ballots and voting machines. Local unions with 2,000 or more members, and Councils, may conduct secret ballot elections with the use of remote electronic voting systems; provided an alternative voting method is made available to any member who does not have access to the electronic system selected.

d) **AFSCME Elections Manual**

NOTICE OF ELECTION

This notice must be "**mailed** to each member at the member's last known home address" at least 15 days before the election date. **It should state the date, time, and place/manner of the voting and should, in addition, indicate which offices are to be voted on** and, if possible, list the candidates. If there are more than two candidates for a single office, it is wise to include in this notice the date, time and place/manner of conduct for any run-off election that might be necessary, otherwise, the local will be required to mail a separate notice

for a run-off election if one is required. Sending the notice by email does not satisfy these requirements.

If the voting itself is to be done by mail, or by use of an electronic voting system, the notice may be included in the mailing of the ballot or electronic voting materials.

Preparation of the ballots

The ballot should be entitled "Official Ballot," followed by the name and number of the local and the date of the election.

The ballot should also include instructions: "Mark an X in the squares next to the names of those for whom you wish to vote," or some similar simply worded directions on how to properly select a candidate. If using paper ballots, it is also advisable to add "Do not sign your name" and "Do not make any other marks on this ballot."

The various offices to be voted on should be listed one at a time and after the designation of each office, the instructions "Vote for One" or "Vote for Three" or "Vote for No More than Three" or whatever is appropriate should be provided. This should be followed by a listing of the candidates, with a box or circle next to each name if voting by paper or online ballot, or a keypad number if voting by telephone.

Do not list on the ballot any office for which there is only one candidate. That candidate has already been declared elected and placing that office on the ballot can only lead to confusion.

Do not print or record anything on the ballot to indicate which candidates are the incumbents.

The next question is, "In what order will names appear on the ballot?"

Most locals list the names of the ballot in the order in which the candidates were nominated, and this practice is perfectly proper.

Some locals list the candidates in alphabetical order, and this practice is also perfectly proper.

Some locals determine the order of names by drawing lots, and this practice is also perfectly proper.

What is not proper is to change from the method used previously to a new method after the nominations have taken place. If a change from one method to another is desirable, the new procedure should be approved by membership vote (or announced by the election committee) before the nominations begin.

VOTING BY ELECTRONIC VOTING SYSTEMS

Appendix D, Section 2, sub-section G of the International Constitution allows for voting using remote electronic voting systems in local unions with 2,000 or more members, ... Local unions electing to use electronic voting systems are required to provide an alternative voting method (e.g., mail ballot) for any member who does not have access to the technology required to cast a vote using the electronic system selected for voting.

In an election using electronic voting systems, the two basic requirements for the actual conduct of the election contained in Appendix D, Section 2, sub-section F of the International Constitution still apply in full force:

“Election shall be by secret ballot.”

“All local union members shall be afforded a reasonable opportunity to vote.”

In an election using an electronic voting system, **the local union must mail a notice of nominations and election using the same procedures, timelines and information as required for officer elections conducted by paper ballot** (see pages 1-2 of this manual). The notice should also include a date by which a voter must notify the elections committee if they do not receive the necessary credentials to access the electronic system the local has selected....

Finally, the election committee should carefully supervise the process. **Official observers designated by the candidates are entitled to view the preparation and mailing of ballot credential packets and for the count and/or tabulation of electronic votes either in person or by video. Any objections to voter eligibility must be made and decided upon by the election committee PRIOR to the vote.**

4. Nominations for this election occurred on April 15, 2022. The Notice of Nominations was printed in the District Council 37 AFSCME newspaper, ^{EX B} It did not include a ballot credential package; in fact no ballot credential package was ever sent out and members were not advised about receipt of credentials in advance of the election.

5. In February 1998, the membership of Local 983 voted to amend their constitution to provide for voting at one location on election day, requiring members to be “present” in order to vote, rather than by mail, with ballots returning to the local over an extended period of time. See Article VII of the Constitution (Exhibit A) , titled Elections Code. See also Paragraph 6 above. There was a clear command that anyone who voted had to present themselves. The Constitution was amended by membership vote after a series of mail ballots were corrupted by leaders of Local 983’s Regional Parent, District Council 37. One involved a Citywide contract ratification. See “The Big Fix.” <https://www.villagevoice.com/1999/09/14/the-big-fix/>). One of the corrupted elections was that of Local 983 in 1995. (See– The Proof Was In the Files <https://www.nytimes.com/1999/08/13/nyregion/union-leader-says-proof-of-95-fraud-was-in-files.html>. In fact, the 1998 officer election was run at an all-day, in person vote only after a lawsuit was brought to force that to happen; one of the Petitioners was now Local 983 President Joe Puleo. Every contested election since 1998, until this year, was held that way. The last election was held in June 2013, when Puleo was elected President.

6. The relevant portions of AFSCME’s Election Manual, which allows mail ballots and electronic voting, does not allow one to be run unless it is approved at a membership meeting, or at least announced prior to nominations. See Paragraph 3 above. And the AFSCME Constitution does not allow a form of voting to occur which is not allowed by a Local Union’s Constitution.

7. Local 983 Elections, in fact no AFSCME elections, can be run by utilization of what is known as a “slate ballot,” a method of voting whereby a voter makes one box for a slate. See Election Manual at pages 12-14. The Manual states: “Do not print or record anything on the ballot to indicate which candidates are the incumbents”.

The Manual goes on to state: “What is not proper is to change from the method used previously to a new method after the nominations have taken place. If a change from one method to another is desirable, the new procedure should be approved by membership vote (or announced by the election committee) before the nominations begin.”

8. Until this year Local 983 has not had a contested election since 2013, when most of the current incumbents ran as a group against, and defeated, Mark Rosenthal, who had been President since 1998. Local 983 has never utilized slate voting, at least for the last 30 years.

9. There has been no membership approval of either the utilization of slate voting, or a switch to electronic balloting. In fact, at the Nomination Meeting there was no discussion or announcement either of the date of the election or the method of voting. Use of a slate ballot, and electronic balloting, was never approved by the members, or discussed at the nominations meeting. The first time that electronic balloting was discussed, following flyers from Respondent Puleo **promising a mail ballot**, was in the course of proceedings in NY State Supreme Court.

10. During the week of May 9, 2022, the incumbent group of candidates began handing out the flyer annexed as Exhibit B. In it they state that members can vote for the slate headed by Respondent Puleo by “checking one box,” which means that there would be slate voting, and it also stated that “Ballots will be mailed to your home by the end of May,” which meant that that group had been told that there would be a mail ballot, and that they have been supplied with the date.

11. I initiated a court action which was heard by the Court in a hearing on May 18, 2022. On the day of that hearing an affidavit from you was filed stating, for the first time, that the election would include electronic voting “because of the dangers posed by COVID-19.” It did not explain why an all-day vote at a location, with members walking in, voting, and leaving,

would be any more dangerous than the New York State Primary, which had happened at hundreds of locations throughout New York on June 28, 2022, or any of the elections which have been held since the COVID pandemic began, including elections for President, Mayor, Governor, and Congress.

12. On May 26, 2022, my attorney wrote to Respondents' counsel, making additional inquiries about the election, most important of which was to request a review of the membership list, by Petitioners, with access to dues records so that the Petitioners could see who was going to be allowed to vote, since the US Supreme Court has prohibited unions like Local 983 from requiring employees to pay dues, and, upon information and belief many employees in Local 983's jurisdiction do not pay dues, and many of their "seasonal" members only start paying dues in June, with seasonal employment beginning on the Memorial Day weekend. It made requests and gave notice as follows:

1. My clients wish to review the list of members that the Election Notice is going to or has gone to, as well as records of their dues status. Under the recent Court ruling, and a related AFSCME ruling in the 2021 Local 461 election, a seasonal cannot vote until after they commence dues payments during their seasonal work. A large percentage of Local 983 seasonals began either May 1 or will start over the Memorial Day weekend. Such recent hires (a) are unlikely to have begun dues payments, and (b) are unlikely to have current dues checkoff cards on file. These "members" cannot be allowed to vote. With this in mind, my clients want to review the list of who is being notified of the voting and will be allowed to vote sometime over the next week. That review must include the dues records of each member.

2. We would like to know when the Notice of the Election Meeting is being mailed out or has been mailed out. For it to be timely, it must be mailed out on May 27, 2022. May 31 would be only 14 days' notice, a violation of the AFSCME Constitution.

3. My clients have concluded that this hybrid vote, with some members voting in person and some voting on a website, violates the Local 983 Constitution, which does not authorize computer-

based voting, even though the AFSCME Constitution would allow such a provision in the Constitution. Unless voting is done in-person, at an “all day meeting”, we will seek injunctive relief.

13. We got two responses, one from you, and one from Attorney Leschins. Besides deriding me about how having in-person voting would imperil the health and safety of Local 983 members, a specious assertion, We were told that the Notice of Election had been mailed on May 26, 2022 by the American Arbitration Association, and I was told that I could review the mailing list, but not the dues records. Reviewing the list without information about who pays dues and who doesn't, would be meaningless. And AFSCME rules prohibit post-election challenges to eligibility.

14. I was not given an opportunity to watch the compilation and mailing of the Notice of Election either in 2022 or when it was redone in 2023.

15. In May 2022, and again in late April 2023 members began to receive the Notice of Election.. See Exhibits **D** and **E**. It described three methods of voting, by computer, by phone and in-person (in much smaller type), but other than saying “Notice of Elections at the top, the Notice said nothing about what/who was being elected, or about receipt of credential packages. For those voting by telephone, no list of positions and code numbers was included, meaning that they were to vote without a list of candidates in front of them. But the AFSCME Elections Manual instructs as follows:

Notice of election: If the original notice sent out announcing the nominations included announcement of the date, time, and place/manner of conduct for the election, no additional election notice is required. If the nomination notice did not announce the election, an additional notice must be given. This notice must be “mailed to each member at the member’s last known home address” at least 15 days before the election date. **It should state the date, time, and place/manner of the voting and should, in addition, indicate which offices are to be voted on and, if possible, list the candidates.**

16. The Notices of Elections sent in both years were entirely deficient because they didn't state anywhere what election is occurring. There was no way for the members of Local 983 to know what positions an election is being held for.

17. In addition, no packet of electronic voting credentials was sent out. Members, on May 15, 2023, got their "credentials" by calling a phone number and giving their name. There was no method provided for observing the distribution of credentials.

18. During the vote in 2023, 79% of the voters voted from a location other than the polling place. This allowed incumbent officers to observe members voting, it allowed incumbents to call members over at work, instruct them how to get a "pin" number, and then how to vote. Furthermore, there was no paper record of any sort which allowed verification of how a member voted, nor was there any candidate observed test of the voting system to find out if there were any flaws in the system.

19. In addition, one candidate ran for Trustee, a Ms. Martinez, was no longer a member of Local 983 even when the Notice of Elections went out. She became a supervisor and is in the Supervisor Union prior to the election. Her votes should not have been counted.

20. The Local 983 Election, despite aid from three different attorneys, and a court order (reversed not on the merits but because the appeals court ruled that members can't sue unions in state court for violation of a union constitution) conducted an election which was run in gross violation of the Local 983 and AFSCME Constitution and Election Rules:

a. It was run by telephone and on-line balloting even though the Local 983 Constitution requires that "members must be present to vote;"

b. It was run utilizing electronic methods, even though the membership did not vote to do that, and the method was not announced at the nominations meeting, in violation

of AFSCME Manual (**What is not proper is to change from the method used previously to a new method after the nominations have taken place. If a change from one method to another is desirable, the new procedure should be approved by membership vote (or announced by the election committee) before the nominations begin.**)

c. **Members were not sent ballot credential packages in advance.**

d. It was run in part, by telephonic vote, even though there is no way a telephone vote allowed voters to know who is running since the Notice of Elections did not follow the AFSCME rule: “[The Notice] should be followed by a listing of the candidates, with a box or circle next to each name if voting by paper or online ballot, or a keypad number if voting by telephone.” This form of voting allowed no observation of voting by candidates.

e. The Election Notice wholly violated the AFSCME rule since it did not state what members are voting for (“ [The Notice] **should** state the date, time, and place/manner of the voting and should, in addition, **indicate which offices are to be voted on and, if possible, list the candidates.**”);

f. The Election was run, in violation of the AFSCME Electronic Voting guidelines, because no candidate observed credential packets were mailed out to voters, and ballot credential packages were not sent out in advance – requiring members to call in and get a pi number on the day of the vote with no showing of ID, or proof of who was calling;

g. The Election was run allowing a slate vote, with the incumbent slate clearly identified; this method not only identifies the incumbent group, a wholly new method of voting never utilized before in Local 983, which was neither approved by the members, nor announced at the nominations meeting;

h. My team was not given the opportunity to observe the compilation and mailing of the Election Notices in violation of AFSCME's Election Manual which states: "Official observers designated by the candidates are entitled to view the preparation and mailing of ballot credential packets and for the count and/or tabulation of electronic votes either in person or by video;

i. My slate of candidates had no way to observe members voting, verify who voted; and

j. Members were observed voting and pressured to vote by incumbents running for office.

In solidarity,

Jolifer Noe

Jolifer Noe

cc: Preschin Leschins, Esq.

EXHIBIT A

CONSTITUTION

FOR

LOCAL 983

ARTICLE I

NAME OF ORGANIZATION

The name of this organization shall be New York City Motor Vehicle Operators Local 983 of the American Federation of State, County and Municipal Employees, AFL-CIO.

ARTICLE II

AFFILIATION

This local union shall be affiliated with New York City District Council 37 of the American Federation of State, County and Municipal Employees; the New York State AFL-CIO: The New York City Central Labor Council, AFL-CIO; and the Maritime Port Council of Greater New York and Vicinity.

ARTICLE III

OBJECTIVES OF LOCAL UNION

The objectives and methods of Local 983 shall be the same as the objectives and methods of the American Federation of State, County and Municipal Employees.

ARTICLE IV

ELIGIBILITY FOR MEMBERSHIP

Section 1. All non-supervisory motor vehicle operation and dispatching employees of the City of New York, New York, and of its authorities, boards and public corporations, except its cultural institutions, the Off Track Betting Corporation, the Triborough Bridge and Tunnel Authority and the Judicial Conference and except those within the jurisdiction of Local 2507; including associate park service worker and park ranger employees, as well as all seasonal employees, of the New York City Department of Parks and Recreation and assistant highway repairer employees and high pressure plant tenders of the City of New York are eligible for membership in this local union.

Section 2. Upon retirement, members in good standing shall be issued an "Honorary Membership" card.

January-----Shop Steward-Executive Board
 February-----General Membership-Executive Board
 March-----Shop Steward-Executive Board
 April-----General Membership-Executive Board
 May-----Shop Steward-Executive Board
 June-----General Membership-Executive Board
 September-----General Membership-Executive Board
 October-----Shop Steward-Executive Board
 November-----General Membership-Executive Board
 December-----General Membership-Executive Board

There shall be no meetings of the local's general membership during the months of July and August, but the executive board will meet during these months.

Section 2. Special meetings shall be held at the call of the president or of the executive board. One-fourth of all the members of the local may at any time require a special meeting of the local union by filing a request with the president which petition shall name a date for the meeting which shall be no earlier than seven days subsequent to the date of the filing of such petition. A special meeting of the local union may be called by the International President or by his authorized representative. All meetings will be held only after adequate and proper notice of the time and place of such meeting has been given to the membership.

Section 3. The number of members required for a quorum at any regular or special meeting of the local shall be fifty-one.

ARTICLE VII
 LOCAL UNION OFFICERS

Section 1. The officers of this local shall be:

A President		at large
A Secretary-Treasurer	“	“
A Recording Secretary	“	“
4 Vice-Presidents		at large, but no more than one from any one department.
8 Executive Board Members		at large, but no more than one from any one department.
1 Sergeant-at-Arms		at large

In addition, there shall be elected three to serve as trustees, as provided in Article VI, Section 1, of Appendix C to the International Constitution, but not more than one from any one department.

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business. Authorization for non-recurring expenditures of a \$100 or less is given to the president and a record is to be submitted to the executive board and the membership on the next regular meeting.

b. All checks on accounts of the local union must be signed by the secretary-treasurer and countersigned by the president. In the absence or incapacity of the president or secretary-treasurer the recording secretary shall be the second signatory of checks.

c. The local union shall maintain detailed and accurate books and records of account. There shall be rendered to the executive board a semi-annual report of income and expenditures and there shall be rendered to the membership an annual financial report, audited by a Certified Public Accountant.

ARTICLE X DUTIES OF LOCAL OFFICERS

Section 1. The president shall act at all times in a manner which will maintain the organization and benefit its membership. The president shall be authorized to take action to deal with emergencies which may arise. He shall preside at all meetings of the executive officials, and at all meetings of the local union, and shall be a member ex-officio of all committees. He shall sign all authorized orders by the secretary or the treasurer and countersign all checks drawn against the funds of the local. He shall see to it that per capita tax remittances and all other monies due the International Union are forwarded to the International office in accordance with the constitution of the American Federation of State, County and Municipal Employees. At the conclusion of his term he shall submit a report to the local regarding the progress and standing of the local regarding his official acts during term of office.

Section 2. The first vice-president shall act for the president in case of absence or disability. The first vice-president shall at the president's request perform any function that the president delegates to him. He shall also assist the president in giving the local union tone and direction.

Section 3. All other vice-presidents shall assist in general work among the members to keep the organization active and shall assist the president in giving the local union tone and direction.

Section 4. The secretary-treasurer shall receive and take charge of all money, property and securities of the local delivered to him by the officers of the local. He shall deposit all monies so received to the credit of the local and in the name of the local in a bank or banks selected by the executive board. All disbursements shall be made by check which must bear the union label. He shall report on a regular basis, all financial matters to the membership. He shall act at all times to assist the officers and executives in their duties.

Section 5. The recording secretary shall keep a record of the proceedings of all regular executive board meetings and meetings of the local union, carry on correspondence of the local union, draw authorized orders on the secretary-treasurer to be countersigned by the president, and perform such duties as may be required by the officers of the local.

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ARTICLE XII
AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a two-thirds vote of the members voting on such proposed change and such change shall take effect only upon written approval of the International President. Proposed amendments to this constitution must be read at a regular or special meeting of the local union and read and voted on at a subsequent meeting of the local union, adequate and proper notice having been given to the membership prior to the date on which the vote is taken. A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.

EXHIBIT B

**DC-37
UNION
MEETING**

Date:
FRIDAY
APRIL 15, 2022

Time:
6:00 PM

Place:
135 MADISON AVE
NEW YORK, NY 10016
8TH FLOOR BOARD ROOM

ELECTION COMMITTEE CHAIR
JOE ORO

Local: 983
SPECIAL GENERAL MEMBERSHIP MEETING

AGENDA

NOMINATIONS FOR OFFICERS & DELEGATES TO DC37

- (1) PRESIDENT
- (1) SECRETARY/TREASURER
- (1) RECORDING SECRETARY
- (4) VICE PRESIDENTS
- (8) EXECUTIVE BOARD MEMBERS
- (1) SERGEANT-at-ARMS
- (1) TRUSTEE TERM- 2022-2023
- (1) TRUSTEE TERM- 2023-2024
- (1) TRUSTEE TERM- 2024-2025
- (7) DELEGATES TO DISTRICT COUNCIL 37

"MEETING IS FOR MEMBERS ONLY. MASKS AND PROOF OF VACCINATION REQUIRED"

SLIDERS
P SLIDERS 11.99
T SLIDERS 13.99
K SLIDERS 11.99

CHILI
ese, Sour Cream
ch Doritos
owl 7.99

EESE
read crumble
owl 9.99

TEN SOUP
en Vegetable Soup.
Bowl 5.99

NBREAD 2.50
SLAW 3.99
LATE 6.99
3.99

STRAWBERRY • PEACH
TANGERINE • PEACH

ROYALE
CHAMPAGNE OR MOSCATO 6 SHOOTER
\$19.99




EXHIBIT C

VOTE FOR

MEMBERS! For Real Change

LOCAL 983

VOTE FOR THE ENTIRE
MEMBERS FOR REAL CHANGE SLATE

Check the box
on the ballot above Joe Puleo's name

OFFICERS



Joseph PULEO
President

- 24 years of Union leadership experience
- Successfully negotiated dozens of contracts resulting in salary increases
- Doubled size of union membership through advocacy and mergers



Marvin ROBBINS
First Vice President (TEA, NYPD)

- Stopped TEAs with seniority from being unfairly transfer
- Successfully resolved out-of-title work grievances
- Drastically improved relations with NYPD management



Thomas DiNARDO
Vice President (HPPT, Transit)

- Stopped NYC Transit & DCAS from violating Civil Service Law that impacted 100+ members
- Resolved hundreds of disciplinary hearings
- Increased HPPT & ACHR titles by 25%



Ralph BASELICE
Vice President (AUPR, Parks)

- First to hand deliver PPE to members during the height of COVID
- Spearheading current FLSA lawsuits regarding miscalculated wages



Victor SHANNON
Vice President (MVO, H+H)

- Longstanding officer with more than 20 years of service to the members
- Helped hundreds of H+H members with work and disciplinary issues and grievances



Marlena GIGA
Secretary-Treasurer

- Instrumental in securing millions in back pay with FLSA lawsuit
- Stopped members from being disciplined due to information from Geo-tabbing
- Strong advocate for Women's Rights



Donald CHAPMAN
Recording Secretary

- Secured appropriate PPE for members during the pandemic
- Spearheaded successful member grievances in various agencies
- Weekly personal member visits & site meetings to discuss issues of concern



Michael BURKE
Sergeant-at-Arms

- Helped secure funding to return Rangers to their jobs
- Instrumental in PlayFair rallies for additional Parks funding
- Active in City budget negotiations

EXECUTIVE BOARD



Tawana Dunnham
SYFS, Employment Dept.



Robert Aponte
HPPT, Transit



Sylvester Ervin
APSW, Parks



Ronald O'Neill
MVO, DOC



Michael Gorga
HPPT, DCAS



Farris Coley
TEA3, NYPD



Vincent Gismundi
ACHR, DOT



José Padilla
Supr. MVO, H+H

TRUSTEES



Van Scatliffe
TEA3, NYPD



Wanda Martinez
ACHR, DOT



Jessica Torres
AUPR, Parks

DELEGATES

Joseph PULEO
Marvin ROBBINS
Marlena GIGA
Thomas DiNARDO

Victor SHANNON
Donald CHAPMAN
Ralph BASELICE

LOCAL 983

MEMBERS! For Real Change

ONE CHECK MARK



on the ballot above Joe Puleo's name
casts your vote for the **ENTIRE**
MEMBERS FOR REAL CHANGE SLATE

TEAM ACCOMPLISHMENTS

**BALLOTS WILL BE
MAILED TO YOUR
HOMES BY THE
END OF MAY.**

If you do not receive
your ballot please call
347.327.7064

- ▶ Proven **track record** of negotiating **successful contracts**
- ▶ Now preparing for **current contract negotiations**
- ▶ **Helped save 22,000 jobs**
- ▶ Brought union from a deficit to a **huge surplus**
- ▶ **\$10,000 additional FREE** life insurance policy
- ▶ **Increased communication with members** through new website, Union Strong Mobile App, and email system
- ▶ Worked throughout the COVID pandemic to make sure **all members had enough facemasks, gloves, sanitizer, and thermometers** when no other union was able to secure them. **Hand delivered items** to check on members' safety.

ONE CHECK  ELECTS THE ENTIRE SLATE

EXHIBIT D

American Arbitration Association, Administrator

DISTRICT COUNCIL 37, LOCAL 983

Notice of Election and Voting Instructions

OPTION #1: VOTING BY INTERNET

1. Log on to www.electionsaaa.org
2. In the space provided, enter this Organization ID:
LOCAL983
3. Enter your individual Personal Identification Number (PIN). Your PIN number is printed above your name and address below.
4. Vote (Follow the instructions given).

OPTION #2: VOTING BY TELEPHONE

1. Call (toll-free) **1-(866)-745-6918**
2. Enter your individual Personal Identification Number (PIN) then press the pound (#) key.
YOUR PIN NUMBER IS PRINTED ABOVE YOUR NAME AND ADDRESS BELOW.
3. Vote (Follow instructions given).

Both voting systems will be in operation during the election.
ONLINE AND TELEPHONIC POLLING WILL OCCUR ON TUESDAY, APRIL 11, 2023, BETWEEN THE HOURS OF 6:00 AM AND 7:00 PM.

If you experience any problem with either system, or need your PIN, please call 1-800-529-5218 (Weekdays, 9:00 a.m. to 5:00 p.m., and on day of election until 7:00 p.m. EST).

ALTERNATIVE TO ELECTRONIC VOTING: IN-PERSON POLLING

1. In-person polling will occur between the hours of 6:00 AM ~ 7:00 PM at offices of District Council Local 1707 at 420 West 45th Street, New York, NY 10036.
2. In order to vote, you will need to provide a photo ID to verify your identity.

EXHIBIT E

American Arbitration Association, Administrator

DISTRICT COUNCIL 37, LOCAL 983

Notice of Election and Voting Instructions

Offices To Be Elected: President; Secretary-Treasurer; Recording Secretary; 4 Vice Presidents; 8 Executive Board Members; 1 Sergeant-at-Arms; 3 Trustees; 7 Delegates

OPTION #1: VOTING BY INTERNET

May 15, 2023, between 6:00 a.m. and 7:00 p.m.

1. Log on to www.electionsaaa.org
2. In the space provided, enter **this** Organization ID:
LOCAL983
3. Enter your individual Personal Identification Number (PIN). **Your PIN number is printed above your name and address below.**
4. Vote (Follow the instructions given).

OPTION #2: VOTING BY TELEPHONE

May 15, 2023, between 6:00 a.m. and 7:00 p.m.

1. Call (toll-free) **1-(866)-745-6918**
2. Enter your individual Personal Identification Number (PIN) then press the pound (#) key.
YOUR PIN NUMBER IS PRINTED ABOVE YOUR NAME AND ADDRESS BELOW.
3. Vote (Follow instructions given).

ELECTRONIC VOTING WILL BE AVAILABLE IN PERSON AT THE FOLLOWING LOCATION

1. **In-person access to online voting will take place on May 15, 2023 between the hours of 6:00 AM – 7:00 PM at offices of District Council Local 1707 at 420 West 45th Street, New York, NY 10036.**
2. In order to vote, you will **need to provide a photo ID** to verify your identity.

All three options will be in operation during the election.

ALL VOTING WILL OCCUR ON MONDAY, MAY 15, 2023, BETWEEN THE HOURS OF 6:00 AM AND 7:00 PM.

If you experience any problem with either system, or need your PIN, please call 1-800-529-5218 (Weekdays, 9:00 a.m. to 5:00 p.m., and on day of election until 7:00 p.m. EST).