



The
TWU Local 577
the Union of allegiant Flight Attendants

Election and Campaign Rules
2018 Officer Election

The TWU Local 577 Election Committee is responsible for ensuring the election is conducted in accordance with the TWU Constitution and Title IV of the Labor-Management Reporting and Disclosure Act of 1959, (LMRDA) and, in accordance with this responsibility, has established the following rules for this election.

1. Election Committee Chairperson

Robert Payne is the Chairperson of the Election Committee and has the authority and responsibility for implementing all aspects of this election. All questions, correspondence, or protests should be directed to him at the following address: **Local577elections@twu.org**

2. Officers to be elected

The 2018 election of Officers will include the following positions: President, Vice President, Financial Secretary-Treasurer, Recording Secretary, and three (3) Board Members at Large.

3. Eligibility to Hold Office

In accordance with Article IX, paragraph (a), of the TWU Local 577 bylaws: a Member, to be eligible for nomination and election to any office, including Election Committee must:

- Be a Member in Good Standing at the time of Nominations
- Not be arrears on Dues.

Section 504 of the LMRDA prohibits persons convicted of certain crimes, including robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury and violations of Title II of the LMRDA, from holding office for thirteen (13) years after conviction or after their release from imprisonment, whichever is later.

4. Nominator Eligibility

To be eligible to nominate candidates, a Member must be in good standing and current on dues at the time of the nomination meeting.

5. Nomination/Election Notice

A combined nomination/election notice will be posted on the TWU Local 577 Website, emailed, and mailed to the home address on file for all Flight Attendants on May 21, 2018. The notice will contain the date, time, and manner of the election, the positions to be filled, the term of office and the date. The Election Committee will attempt to obtain updated addresses for those Members whose voting instruction notices are returned undelivered.

6. Nominating Process

The nomination process will be conducted electronically through the TWU Local 577 website at 577.twu.org. **The nominator is responsible for notifying the nominee of the nomination.** A list of all nominees will be posted on the TWU Local 577 Website on June 22, 2018. Accept/decline letters and election rules will be available on the TWU Local 577 Website.

Nominees may download and respond to their nomination any time after May 28, 2018. Accept/decline letters as well as Election Rules will be sent via email to all eligible nominees who've not responded to their nomination on June 11, 2018.

Nominees responses must be received by **1200 Central on June 21, 2018**. The response forms must state the position they are accepting or declining. Written acceptance forms must be emailed to the Election Committee at Local577elections@twu.org in order to meet the deadline. Placement on the ballot is determined by a drawing of names in the presence of a Notary.

7. Determining Candidate Eligibility

The Election Committee will review Union records to verify the eligibility of all nominees. Each non-eligible nominee will be advised of the Election Committee's determination via email.

8. Election Rules

An electronic version of election rules will be emailed to each candidate nominated. Election rules will also be posted on the TWU Local 577 Website.

9. Distribution of Campaign Literature

Each candidate will be responsible for the distribution of her/his own campaign material. Candidates may choose to use one or both of the following third-party, independent vendors to distribute campaign material. Mailing addresses and email addresses will not be provided to candidates and will only be provided to the third-party independent vendors for the purpose of campaigning in this election only.

Via U.S. Mail: Each candidate will have the opportunity to mail campaign literature to the Membership via U.S. mail. In order to do so, candidates must contact Steve Echols at Reilly Echols Printing Inc. at 214-428-8385 or 800-874-5863 to set up an account. All mailings will be at the candidate's expense and must be pre-paid. Contact Steve for a quote. Access to this service is granted as of 10:00 AM, PDT on June 21, 2018.

Via Email: Each candidate will have the opportunity to email campaign literature to those Members who have an email on file with the Union Website. Please note – there is not an email address on file for every Member of TWU Local 577. In order to utilize email, candidates must contact Katie Schneider at Appletree MediaWorks, LLC at 810-444-4080. All mailings will be at the candidate's expense and must be pre-paid. The cost of each email list sent starts at \$120.00. Access to this service is granted as of 10:00 AM, PDT on June 21, 2018. FAQs for sending out campaign emails can be viewed here <https://appletreemediaworks.com/emails/>

10. Campaign Restrictions

The LMRDA requires that all candidates be treated equally regarding the opportunity to campaign. In addition, Section 401(g) of the LMRDA provides that any monies received by TWU Local 577 or any other labor organization by way of dues, assessments, or similar levy, or monies of any employer may not be used directly or indirectly to support the candidacy of any person in a union officer election. This prohibition extends to equipment, vehicles, office supplies, records, and personnel of any labor organization or employer, whether or not they employ Members of the TWU or any other labor

organization and any employer, whether or not they employ TWU Members.

Accordingly:

- **Union Officers and employees may not campaign on time paid for by the Union. This includes any Union sponsored training or travel on a Union-provided pass.**
- **Email addresses obtained through Union committee work (Uniform, Scheduling, Negotiations, etc.) may not be used for campaign purposes.**
- **Candidates may not wear apparel paid for by Union funds in images used on campaign literature. Union pins are permitted.**
- **Literature which appears to be harassing, including sexual harassment, or is determined to be threatening, intimidating or discriminatory is strictly prohibited per Allegiant Air Policies.**
- **Candidates may not use other Company property for campaign purposes, including but not limited to: Allegiant Air email accounts.**
- **Campaigning is permitted in the lounge after Flight Attendants have checked in for their trip. Candidates must follow Allegiant Air Policies related to behavior while on duty.**

The LMRDA also states that Members, in the exercise of their right to support candidates of their choice, may not be subjected to penalty, discipline, or reprisal of any kind by a labor organization or its Members.

11. Inspection of Membership List

Once, within 30 days before the election, each candidate has the right to inspect a list containing the names and last known home addresses of all TWU Local 577 Members. No candidate is entitled to a copy of the list.

The Membership list will be generated by the TWU International Financial Secretary/Treasurer and will be maintained by the TWU Local 577 Election Committee in Las Vegas, NV. It will be available for inspection by appointment beginning June 23 2018 from 9:00 AM to 5:00 PM, PDT, during normal business hours. Any candidate who wants to inspect the Membership list should notify the Election Committee at Local577elections@twu.org.

12. Voter Eligibility

TrueBallot will use a Membership list provided by TWU International when the ballots are mailed June 28, 2018. If a Member's name appears on the Union's Membership list, she/he will be presumed to be eligible to vote in this election. Therefore, if any Member's eligibility is questioned, the person making the challenge must give a specific reason why the Member is not eligible to vote. Members not receiving a ballot may request a ballot by contacting the Election Committee at Local577elections@twu.org.

13. Ballot Preparation and Mailing

The Election Committee will design the ballot and voting instructions using TrueBallot as the vendor. Ballots will be mailed to the last address on file with TWU Local on June 22, 2018.

14. Tally of Ballots

All voting will be done via paper ballot between 12:00 PM, PDT on June 28, 2018 and 12:00 PM, PDT on July 11, 2018. Write-in votes will not be permitted. The tally will be certified by the Election Committee beginning at 12:01 PM, PDT on July 11, 2018 in Las Vegas, NV. The candidate who

receives the highest number of votes for President, Vice President, Secretary/Treasurer, and Recording Secretary will be deemed the winner of those respective elections. The individuals who receive the top three highest vote totals for Board Member at Large will be certified as the winners of that election. In the event of a tie, drawing of lots will determine the winner. Any Member running unopposed shall be deemed elected to that office. TWU Local 577 will post the results of the election TWU Local 577 Website as soon as possible.

15. Observers

Each candidate may appoint one observer, at the candidate's own expense, to observe all aspects of the election. Observers must be a Member in good standing of TWU Local 577. Candidates are to submit the name of their observer in writing to the Election Committee no later than 10:00 AM, PDT on July 6, 2018. No ballot related function will take place without Election Committee supervision.

16. Preservation of Records

TWU Local 577 will preserve all election records until July 11, 2019.

17. Election Protest

All protests concerning the conduct of the election must be in writing and received by the Election Committee Chairperson no later than 4:00 PM, PDT on July 26, 2018. These protests must be emailed to the Election Committee Chairperson at Local577elections@twu.org.

No aspect of this election should be conducted without prior consultation with and approval of the TWU Local 577 Election Committee Chairperson or his designated representative. The rules and procedures provided here are not all-inclusive. The TWU Local 577 Election Committee may issue additional rules or clarifications as needed during the nomination and election period.

Respectfully submitted,

Robert Payne, Chairperson

Kelli Ross, Committee Member

Michelle Clark, Committee Member

Susan Hobbs, Alternate