



April 26, 2021

Michael Hartig
Chair, 2021 ATU Division 757 Election Committee
ATU Local 757
1801 NE Couch Street
Portland, OR 97232

Re: Paratransit Services' Policy on Union Election Campaigning

Dear Mr. Hartig:

Thank you for asking for clarification about our company's policy with regards to union election campaigning in Bend, Oregon.

Paratransit Services fully supports the union's right to conduct election campaigning in a manner that:

1. Does not cause or take part in any work stoppage, work interruption, work interference, or work slowdown.
2. Does not adversely impact the Company and its employee's ability to continuously perform essential public services in a courteous, on-time, competent, efficient, and safe manner.

As such, we must ask that the union's campaigning efforts/contact with employees not occur while employees are in a paid work status.

As far as any union campaigning efforts/contact during employee's off-the-clock status, it should be noted that Paratransit Services is not in a position to provide guidance or authorization regarding access to the following transit facilities:

- 1250 NE Bear Creek Rd., Bend OR
- 334 NE Hawthorne Ave, Bend OR (Hawthorne Station)

The facilities listed above are under the sole management and administration by COIC/CET.

Sincerely,

A handwritten signature in blue ink that reads "Randy Grove". The signature is fluid and cursive.

Randy Grove
Director of Human Resources