

April 28, 2021

Ms. Shirley Block, President
Amalgamated Transit Union 757
1801 NE Couch Street
Portland, OR 97232-3054

ATU
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RECEIVED

Re: Union Election Campaigning on Cherriots Premises

Dear Shirley:

Cherriots management takes no position on any ATU election process or outcome; however, we do have an interest in ensuring that Cherriots property and equipment are not used for union campaign purposes, except as expressly authorized below:

A. Cherriots will permit the following union campaign activities during any election process:

1. Postings will be allowed only at the designated facilities in the area that Cherriots has designated for this purpose.
2. Candidates who compete in the election must remove their campaign materials from the designated Cherriots facilities by no later than the day after results of the elections are announced.
3. Union campaign materials are limited to a maximum size of 8 ½ by 11 inches and only one sign per candidate may be posted at each designated facility in the area designated by Cherriots.
4. The designated facilities and location for posting union campaign materials are as follows:
 - Del Webb Maintenance Lunch/Break Room Area (notice board)
 - Del Webb Operator Report/Break Room Area (notice board)
 - Downtown Transit Center Lunch/Break Room Area (notice board)
 - Keizer Transit Center Lunch/ Break Room Area (notice board)

5. All campaign posters or signs displayed on Cherriots properties must be signed and dated by the candidate. Any poster or sign that is not signed and dated by the candidate will be removed immediately, as will posters or signs posted at any non-designated location.

6. All campaign posters with disrespectful comments or statements about the District, ATU, or any individual will be removed.

B. Cherriots will take steps to ensure the following:

1. Union campaigning, or campaign-related materials of any kind, are not permitted in, on, or by using Cherriots property or systems contrary to existing policies, including all Cherriots-owned vehicles.

2. Employees may not engage in any union campaigning activities during work hours. Under no circumstances may any "off-the-clock" employee direct union campaigning activities at other employees who are "on-the-clock" in any manner that may disrupt, distract, or divert attention of employees from their work.

3. Cherriots will remove any union campaigning materials that are defaced or that are not in compliance with these guidelines. The District will not be responsible for damage to, or loss of, campaign materials.

4. District supervisory and management staff will be responsible for ensuring these guidelines are followed.

If you have any questions regarding these guidelines, please contact me at (503) 361-2551.

Sincerely,



Paula Dixon
Director of Human Resources and Labor Relations

Shirley Block
Union Campaigning
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CC: Allan Pollock, General Manager/CEO
David Trimble, Deputy General Manager
Mikel Burke, ATU Executive Board Officer
Operations Division Managers