



May 10, 2021

Mr. Michael Hartig
Chair, ATU 757 Election Committee
1801 NE Couch
Portland, OR 97232

Subject: Union Election Campaign Activities on TriMet's Premises

Dear Mr. Hartig:

We received notification of ATU 757 elections. We are providing you with notice of TriMet's election campaign activity guidelines for the elections that will be held pursuant to your election notice.

TriMet takes no position on the ATU's election processes or outcomes. Our sole interest is in ensuring that TriMet's operations are not disrupted; that candidates and employees are not diverted from their work duties during paid working hours; that TriMet's property rights are respected; and that TriMet's e-mail, interoffice mail, copy machines, and other TriMet equipment and systems are not used for union election campaign activities.

Election campaign activities expressly permitted and expressly prohibited are listed below. Not all activities can be covered succinctly. Election campaign activities must also follow any COVID-19 protocols issued by TriMet, if applicable, any by the state. Activities not covered below should be considered prohibited unless approved in advance by TriMet. TriMet is willing to discuss election campaign activities not addressed below with representatives of the election committee, but not with individual candidates. Please contact Laird Cusack Director, Labor Relations; his contact information is listed below.

A. Election campaign activities expressly permitted:

1. Beginning the day after official announcement of the election, union election campaign materials may be posted at the TriMet facilities designated below. Postings at the designated facilities will be allowed **only** in the areas that TriMet has established for this purpose.

Note: TriMet will remove any election campaign materials that are defaced or that do not comply with these guidelines. TriMet will not be responsible for damage to or loss of campaign materials.

Note: Election campaign signs are limited to a maximum size of 2'x2' and only **one** sign per candidate may be posted at each designated facility in the area that TriMet has established for this purpose.

Note: All election campaign posters or signs displayed on TriMet properties must be signed and dated by the candidate. Any poster or sign not signed and dated by the candidate will be removed, as will posters or signs posted at non-designated locations.

Note: Candidates competing in the election must remove their posted campaign election materials from the designated TriMet facilities by no later than the day after results of the election are announced.

2. Posting election campaign materials in the designated locations at the following locations:
 - Center Street transportation report room area
 - Center Street maintenance lunch/break room area
 - Powell transportation report room area
 - Powell maintenance lunch/break room area
 - Merlo transportation report room area
 - Merlo maintenance lunch/break room area
 - Ruby Junction light rail transportation report room area
 - Ruby Junction light rail maintenance lunch/break room area
 - Elmonica light rail transportation report room area
 - Elmonica light rail maintenance lunch/break room area
 - Harrison Square lunch/break room area (third floor)
 - WES
 - Trolley Barn
 - Portland Streetcar (with the express permission of the City of Portland for posting on its property)
3. Small election campaign buttons, no larger than 1 ¾ inch diameter in size and limited to one button per candidate, may be worn by ATU members while on duty through the day after results of the election are announced. This accommodation will not negate any TriMet rule prohibiting the wearing of non-approved items while on duty.

B. Election campaign activities expressly prohibited:

1. Candidates may not use TriMet's e-mail, interoffice mail or other systems, or its vehicles, for campaign election activities, including the production or dissemination of handouts, flyers, information sheets and any other form of campaign-related material.
2. Candidates may not engage in any union campaign activities during their working hours. Working hours includes any time for which the candidate is receiving compensation from either TriMet or ATU with the expectation of performing services for their employer.
3. Candidates and employees not engaged in working hours may not direct union election campaign activities toward TriMet's employees who are engaged in working hours in any manner that may disrupt, distract, or divert attention of employees from their work. This includes engaging Operators who have signed in and are preparing to begin their runs. Working hours does not include unpaid meal breaks.
4. Election campaign activities may not disrupt TriMet's operations. Specifically, no candidate may engage in the distribution of food or drink items; set up or rearrange furniture; make or allow excessive noise or utilize microphone or other audio amplification devices; or engage in any other activity on TriMet property that a reasonable supervisor would interpret as creating a disruption, disturbance, or distraction in the workplace.

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TriMet managers and supervisors will be responsible for ensuring these guidelines are followed. If the on-duty supervisor or manager at a TriMet facility deems election campaign activities constitute a disruption, disturbance, or distraction and requests that the activities cease, the candidate is expected to comply. If the candidate does not comply, they will be escorted off the property.

Please communicate these standards to ATU candidates for office. If the ATU election committee has any questions regarding implementation of these guidelines, please contact Laird Cusack by e-mail at cusackl@trimet.org.

Sincerely,



Kimberly Sewell
Executive Director, Labor Relations & Human Resources

cc: Laird Cusack, Director, Labor Relations
Shirley Block, President, ATU 757
Jon Hunt, Vice President, ATU 757
Mary Longoria, Secretary Treasurer