

CONTRACT

RATIFICATION PROCEDURES

(ADOPTED JANUARY 2020)

The following procedures have been adopted by the National Executive Board of the National Postal Mail Handlers Union, pursuant to Article V, Section 9 of the NPMHU National Constitution, to govern the referendum vote that will be held to ratify the terms of the tentative 2019 National Agreement between the Union and the U.S. Postal Service.

1

All regular members who are employed by the U.S. Postal Service as of the last pay period of January 2020 shall be eligible to vote. It will take a majority of the votes properly cast to ratify the tentative agreement.

2

The voting shall be by mail ballot in postage-guaranteed return envelopes that are pre-addressed to a Post Office Box rented for the collection of such ballots. Voters will be asked to set forth their name, their address, their Local

Union, and the last four digits of their employee identification number on the return envelope, but not on the inside envelope containing their secret ballot.

3

All eligible voters will be furnished with the text of any proposed changes and deletions, together with their ballots and return envelopes, as soon as practicable after the tentative agreement has been reached. It is the present intention of the National Office to mail these materials to all eligible voters no later than sixty (60) days after the date on which a tentative agreement is announced.

4

The balloting period shall extend for at least thirty (30) days after the mailing of ballots. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on that day. The Union shall retain the American Arbitration Association or

a similar organization to certify the ballot count. All Local Unions may send observers to be present at the collection, verification, opening, and counting of the ballots.

5

Any member who does not receive a ballot or the accompanying information must call the Ratification Ballot Coordinator at 202-833-9095, extension 1029, to request those materials.

6

The results of the voting will be announced publicly after the final ballot count is available. Copies of the official ballot count will be furnished to all Local Unions for posting.

7

All envelopes and ballots, together with other pertinent records pertaining to the vote, shall be maintained by the National Office for at least one year.

