

OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1050 17th Street, NW, Suite 375
Washington, DC 20036
202-429-8683
844-428-8683 Toll Free
202-774-5526 Facsimile
ElectionSupervisor@ibtvote.org
www.ibtvote.org

RICHARD W. MARK
Election Supervisor

**AMENDMENT TO THE IBT 2011 LOCAL UNION ELECTION PLAN
FOR THE ELECTION OF DELEGATES & ALTERNATE DELEGATES TO THE IBT CONVENTION**

This is an amendment to the IBT Local Union 2011 Plan for conducting the re-run election for delegate to the June 2016 IBT International Convention. This Plan has been approved by the Election Supervisor. **The results of the original election have been voided as the result of an election protest.** The decisions of the Election Supervisor, Schultz, 2016 ESD 156 (April 1, 2016), and the Election Appeals Master, 2016 EAM 17 (Re: 2016 ESD 156) (April 25, 2016), may be found under the "Protest Decisions" tab of the Election Supervisor's website, www.ibtvote.org.

IBT Local Union 2011 is entitled to elect 5 delegates and has determined to elect 5 alternate delegates. The expenses of all the delegates will be paid the Local Union. IBT Local Union 2011 will pay for the expenses of 1 of the alternate delegates. Only the expenses of the highest ranked alternate delegate will be paid the Local Union.

ELECTION

The election will be conducted by mail ballot. All members should receive the ballot at their home address before Tuesday, May 10, 2016. Any eligible member who does not receive a ballot by May 10, 2016 should contact IBT Local Union 2011 at 813-621-1391, extension 9 or at 5818 E. Martin Luther King, Jr. Blvd., Tampa, FL 33619 immediately. **YOUR VOTED BALLOT MUST BE RETURNED BY MAIL FOR RECEIPT BY THE UNION NO LATER THAN 9:00 A.M. on Friday, May 27, 2016.**

Further details about the election process may be obtained from your Local's Secretary-Treasurer at 813-621-1391 or the Election Supervisor at 844-428-8683 or the Regional Director for the Office of the Election Supervisor at:

**Dolores Hall
1000 Belmont Place
Metairie, LA 70001
504-834-0262 (office)
504-491-3877 (mobile)
dhall@ibtvote.org**

OFFICE OF THE ELECTION SUPERVISOR
1050 17TH ST., N.W., SUITE 375
WASHINGTON, D.C. 20036
202-429-8683
844-428-8683 TOLL FREE
202-774-5526 FACSIMILE
electionsupervisor@ibtvote.org
www.ibtvote.org

Richard W. Mark
Election Supervisor

VIA EMAIL ibtlocal2011@aol.com

Mr. Kenneth W. Wood
Trustee
IBT Local Union 2011
5818 E. Martin Luther King, Jr. Blvd
Tampa FL 33619

Dear Mr. Wood:

The Office of the Election Supervisor has approved the Local Union Election Plan for:

IBT Local Union 2011

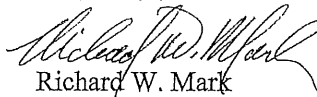
I am forwarding the approved Plan and a Local Union Plan Summary that contains all the relevant information on the nomination and election of delegate(s) and alternate delegate(s) in your Local. Please check the Plan Summary to ensure that all the information is accurate.

Under the *Rules*, a copy of the Plan Summary must be posted on all Local Union bulletin boards as soon as possible, but in no event later than seven (7) days from the date that you received this letter. The Plan Summary must be posted on Office of the Election Supervisor letterhead just as it is being transmitted to you. The posting must be maintained throughout the entire nomination and election period.

Article II, § 4 of the *Rules* requires that within three (3) days of the posting, you must provide an declaration to the Election Supervisor attesting to the fact that the Plan Summary was posted as required and identifying every bulletin board site, by employer and location, where the Plan Summary was posted and the individual(s) responsible for posting and maintaining the Plan Summary at each site. ES Form 3, available on the Election Supervisor's website, www.ibtvote.org, under "Official Forms" may be used for the declaration.

Please do not hesitate to call me if you have any questions or need assistance.

Very truly yours,



Richard W. Mark
Election Supervisor

Date: November 16 2015

cc: Dolores Hall
dhall@ibtvote.org
Attachments

OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1050 17th Street, NW, Suite 375
Washington, DC 20036
202-429-8683
844-428-8683 Toll Free
202-774-5526 Facsimile
ElectionSupervisor@ibtvote.org
www.ibtvote.org

RICHARD W. MARK
Election Supervisor

LOCAL UNION PLAN SUMMARY
FOR ELECTION OF DELEGATES AND ALTERNATE DELEGATES TO THE IBT CONVENTION

This is a summary of the IBT Local Union 2011 Plan for conducting nominations and elections for delegate to the June 2016 IBT International Convention. This Plan has been approved by the Election Supervisor.

IBT Local Union 2011 is entitled to elect 5 delegates and has determined to elect 5 alternate delegates. The expenses of all the delegates will be paid by the Local Union. IBT Local Union 2011 will pay for the expenses of 1 of the alternate delegates. Only the expenses of the highest ranked alternate delegate will be paid by IBT Local Union 2011.

NOMINATIONS

The nomination meeting will be held on Tuesday, January 5, 2016 at 10:00 AM. The meeting will be held at 5818 E. Martin Luther King, Jr. Blvd., Tampa, FL 33619.

Any member may attend the nomination meeting. Only members in good standing may nominate or second a candidate for delegate or alternate delegate.

Any member is entitled and encouraged to submit nominations, seconds or acceptances in writing prior to the nomination meeting. Written nominations or seconds must be received by IBT Local 2011 no later than 5:00 p.m. on Monday, January 4, 2016. A member may accept nomination in person, or if absent from the meeting, by furnishing a written acceptance to the Local Union officer presiding at the nomination meeting no later than the time the member is nominated. The written acceptance may be furnished by another member present at the meeting, who must produce it at the time the member is nominated. Full instructions on written nominations are available on the Nominations Notice you will receive from your local.

Written nominations, seconds, or acceptances, maybe be submitted by any of the following three methods.

- US Mail/UPS/hand delivery to Election Committee, 5818 E Martin Luther King, Jr. Blvd., Tampa, FL 33619.
- Via facsimile to 813-349-1327. Please send to "Attention - Election Committee"
- Via email to ibtlocal2011@aol.com. Please add "Attention - Election Committee" to the subject line.

In order to be eligible to nominate, second or participate in the nominations, dues arrearages must be before 5:00 PM on Monday, January 4, 2016. Dues may be paid at 5818 E. Martin Luther King, Jr. Blvd., Tampa, FL 33619. To be nominated, a member must be in continuous good standing for a period of twenty-four months prior to the month of nomination.

ELECTION

The election will be conducted by mail ballot. All members should receive the ballot at their home address before Tuesday, February 16, 2016. Any eligible member who does not receive a ballot by that date should contact the Local Union immediately. **YOUR VOTED BALLOT MUST BE RETURNED BY MAIL FOR RECEIPT BY THE UNION NO LATER THAN 9:00 A.M. on Thursday, March 3, 2016.**

Further details about the election process may be obtained from your Local's Secretary-Treasurer or the Election Supervisor at 844-428-8683 or the Regional Director for the Office of the Election Supervisor at:

Dolores Hall
1000 Belmont Place
Metairie, LA 70001
504-834-0262 (office)
504-491-3877 (mobile)
dhall@ibtvote.org

2015-2016 LOCAL UNION ELECTION PLAN

The Rules for the 2015-2016 IBT International Union Delegate and Officer Election ('Rules') require every local union to submit a Local Union Plan for the election of delegates and alternates to the IBT International Convention. The Local Union must use this document to submit its Election Plan. The Plan requires detailed information about how the local will perform the specific tasks and procedures that must be followed to nominate and elect IBT convention delegates and alternate delegates. Once the Local Union Plan is reviewed and approved in writing by the Election Supervisor, your local must conduct its delegate elections in the exact manner described in the approved Plan.

If you have any questions about how to complete this Local Union Plan document, you may contact your Regional Director, Dolores Hall, via email at dhall@ibtvote.org or telephone at (504) 834-0262 .

THE ELECTION SUPERVISOR'S ADDRESS IS:

Office of the Election Supervisor
for the International Brotherhood of Teamsters
1050 17th Street, NW, Suite 375
Washington, DC 20036

Phone: 202-429-8683

Fax:

Toll Free Phone Number: 1-844-428-8683

Electionsupervisor@ibtvote.org

www.ibtvote.org

DEADLINE FOR SUBMITTING THE LOCAL UNION PLAN

Seasonal Election – June 1, 2015

Fall Election - June 30, 2015

Winter/Spring Election - September 30, 2015

Seasonal Elections: Any local union in which ten percent (10%) or more the membership is employed by a seasonal food industry. These Local Unions will be notified by the Election Supervisor of their seasonal status.

Fall Elections: Any local with a regularly scheduled local union officer election in the fall of 2015 may choose to hold a fall delegate and alternate delegate election. If you choose to elect delegates in the fall, the Local Union Plan must be submitted on or before June 30, 2015. Any local that does not submit its plan by this date shall be required to conduct delegate nominations and elections during the winter and spring of 2016.

If you choose to hold delegate and alternate elections in the fall of 2015, the delegate and alternate delegate nominations and elections must be conducted entirely separate from your officer elections. You should contact the Election Supervisor or your Regional Director at the address listed above if you have any questions regarding how to conduct separate delegate and officer nominations and elections.

Winter/Spring Election: All other local unions shall submit a Local Union Plan on or before September 30, 2015. A local union that does not submit a plan by this date will have to conduct its delegate election according to a plan imposed by the Election

Supervisor. The cost of planning and conducting the election will be the responsibility of the local union.

Any local may seek modification of, or exemption from, any provision of the Rules by making a written application to the Election Supervisor. A request for modification or exemption must explain the reason or need for such change and shall clearly state any alternative means that the local proposes for guaranteeing the fair and honest conduct of the nomination and election process. Modifications and exemptions will only be granted for extraordinary circumstances.

IMPORTANT NOTE: Is your local seeking a modification of, or exemption from, the Rules, that you have not previously requested and been granted?

Yes

Please enter any modifications of, or exemption from, the Rules your local union is requesting below:

This contract is with the State of Florida which covers all institutional correction officers, parole and probation officers who are located in over 239 different locations throughout the State of Florida. Thus, we are requesting that the Nomination Meeting for Delegates/Alternate Delegates and the Vote for Delegates/Alternate Delegates be done by Mail Referendum. In addition, the members are accustomed to mail referendum voting on their contract. Local Union 2011 members will be encouraged to attend the meeting to be held to open the mail nominations.

Has your local union previously requested and received approval for any modifications of the Rules, or of any version of the Rules that governed delegate elections in 1991, 1996, 2001, 2006 or 2011?

No

LOCAL UNION PLAN

1. Local Union Number: IBT LU 2011
2. Principal Officer: Mr. Kenneth W. Wood
Title: Trustee

LOCAL UNION DELEGATE AND ALTERNATE DELEGATE NOMINATIONS AND ELECTIONS

All elections must be conducted by mail ballot in accordance with the Rules. Ballots can be counted by hand or by mechanical device. Each local union has the option of either conducting its own delegate nomination and election or hiring an outside agency to conduct the election.

If a local chooses to conduct the nominations and elections on its own, it has two choices:

- A. Appoint an election committee (check local by-laws to see if this is required). Each candidate for office may designate one member of the local for service on the local union election committee, who shall be appointed by the President or Secretary-Treasurer.
 - B. Permit the local executive board to conduct the election. Any local union officer or member who is running as a delegate or alternate delegate candidate may not serve on the local union election committee and should not conduct the nomination or election of delegates or alternate delegates.
3. How does your local intend to conduct the delegate and alternate delegate nomination process? Local Union Election Committee

If you chose a Local Union Election Committee, please provide a description of the composition of the committee (e.g., rank and file members, retirees, local union staff, local union officers, etc.) of the Committee. Each candidate may name a representative as a member of the Local Union Election Committee in addition to other members designated in accordance with the local by-laws. If names of committee members are available now, please list the name of each committee members (including candidate representatives).

No Candidates (Delegates/Alternate Delegates) will serve on the Election Committee. The Nomination Meeting will be conducted by William Muse (Co-Chairman) and Bill Curtis (Co-Chairman). The Election Committee of Local Union 2011 will be made up of rank and file members of Local 2011 as follow: Robert Cascio, Vinny DelGuercio, William Muse, Bill Curtis, William Walsh and Jason Beldon. None of these members are candidates for Delegate/Alternate Delegate.

5. Number of Delegates and Alternate Delegates to be Elected

A. Number of delegates to be elected to the International Union Convention:

5

B. The local must pay the convention expenses of all its elected delegates. A local may only propose to send less than a full complement of delegates because of financial inability but must first demonstrate actual financial inability to the General Secretary-Treasurer and then submit the request to the Election Supervisor for approval. If your local's request to send less than the full complement is approved, the candidate(s) receiving the highest number of votes in the delegate election or, in the case of uncontested elections, the candidate(s) ranked highest in the lottery shall be sent to the Convention. Is your local proposing to send less than a full complement of delegates to the Convention?

No

C. Number of alternates to be elected to International Convention:

5

D. Will your local union pay the expenses of any of its alternate delegates to attend the International Union Convention?

Yes

If Yes, for how many alternates will your local pay expenses?

1

If your local proposed to send less than a full complement of alternate delegates, the decision of which alternate delegate candidate shall be sent to the convention by the local must be based solely on which candidate receives the highest number of votes in the alternate delegate election or, in the case of uncontested elections, by lottery.

NOMINATIONS

The 2016 Rules provide that a candidate can be nominated and seconded and can accept a nomination in writing. Therefore, each local may elect to only have one nomination meeting. If your local is having a regularly scheduled officer election this fall, you may choose to conduct the delegate and alternate nomination and election this fall

The nomination period for fall delegate and alternate delegate nominations is September 1, 2015 – November 7, 2015

If you do not have a regularly scheduled local union officer election this fall, you must hold your delegate and alternate delegate nomination(s) meeting between January 4, 2016 and March 7, 2016.

There must be at least thirty (30) days between your local's last nomination meeting and the date the ballots are mailed.

6. Nomination Meeting

A. Please tell us the date, time and location for the nomination meeting(s) your Local wishes to hold:

Meeting Detail 1:

Date: 1/5/2016

Day of Week: Tuesday

Time: 10:00 am

Location/Address: 5818 E Martin Luther King, Jr. Blvd, Tampa, FL 33619

Is the date a regularly scheduled general membership meeting?

No

If the date proposed for any nomination meeting is other than the date for a regularly scheduled, periodic general membership meeting of the local, please provide an explanation.

Mail nominations ballots will be opened on 01/05/2016. The Local Union does not have regular scheduled meetings due to the fact the membership is located throughout the state of Florida with no majority of membership at any particular location. This Contract is with the State of Florida which covers all correctional officers, parole and probation officers throughout the State of Florida in over 239 different locations. We are requesting that the nomination meeting and the vote count for Delegates/Alternate Delegates be done by mail referendum. Members are encouraged to attend the opening of the ballots for nomination and vote of Delegates/Alternate Delegates meeting. Also the calls for in-person nominations will be made in the event any member who is present wishes to make a nomination.

Written nominations maybe be submitted by any of the following three methods.

1. Via US mail/UPS/Hand delivery to Election Committee,5818 E Martin Luther King, Jr. Blvd, Tampa, FL 33619.
2. Via facsimile to 813-349-1327. Please send to "Attention - Election Committee"
3. Via email to ibtlocal2011@aol.com. Please add "Attention - Election Committee" to the subject line.

The Rules require that a written nomination or second must be received by the Local Union Secretary-Treasurer no later than 5:00 PM of the day immediately prior to the day of the nomination meeting. Thus if a nomination meeting is held on a Sunday or Monday (or a day after a holiday) the union office must be open until 5:00 PM on the preceding day, i.e., Saturday, Sunday or holiday.

Deadline for submission of written nominations:

Date: 1/4/2016

Day of Week: Monday

Location/Address: 5818 E Martin Luther King, Jr. Blvd, Tampa, FL 33619

- B. Have any of the nomination meeting locations been changed from your local's last set of delegate nomination meetings?

No

MAILING NOMINATION NOTICES

Under the Rules, your Local must mail the nomination notice at least twenty-one (21) days before the nomination meeting. The local must use the official nomination notice form prepared by the Election Supervisor's office. You can obtain a copy of the Nomination Form (Form 7) on our web site, www.ibtvote.org, or by contacting us directly or contacting your Regional Director.

There are two ways you can mail the nomination notice to your members:

- Mail the notice in a separate, first class mailing to each member (If you are having an officer election at the same time, the nomination notices for delegates and officer may be mailed together but the notices must be on separate sheets of paper and the two notices must be on different colored paper).

- Include the notice in your local union or joint council newsletter or newspaper, which is then mailed by first class mail to each member.

If you chose option number 2, there are three rules your local must follow. The rules are:

1. The first page of the newsletter or publication must state in large bold print: 'Important Delegate Nominations Information Contained on Page __.'

2. The nomination notice must be clearly displayed in larger size print than the other information included in the newsletter or newspaper and the notice must be in bold print.

3. Your local must submit the draft nomination notice to the Regional Director for approval before you finalize and mail it to make sure the layout, print size, and nomination information are all correct.

7. Mailing of the Nomination Notice

- A. Will your local mail the nomination notice in as separate, first class mailing to each member at his or her last known home address?

Yes

- B. Will your local mail the nomination notice by first class mail, in a local union publication, joint council publication or newsletter?

No

- C. When will your local union mail the nomination meetings notice? (Remember, it must be at least 21 days before the nominations meeting. To determine the 21 day period, do not count the day the notices are mailed

but count the day of nominations.

Date for Mailing of Nomination Notice:

12/11/2015

MAIL BALLOTING

The Rules require locals to use mail ballots to elect delegates and alternate delegates.

Timing: Ballots cannot be mailed any sooner than thirty (30) days after the last nomination meeting.

You must allow at least 24 days between the mailing of the ballot and date the local counts the ballots. To determine the 24 day period do not count the day the ballots are mailed but count the day of the election.

Your ballot count day must be a day that the post office is open for business and you are able to pick up the voted ballots mailed to you.

Fall Election Time Period: The election time period for fall delegate and alternate delegate elections is October 24, 2015 – December 31, 2015.

Winter/Spring Election Time Period: The election period for winter/spring delegate and alternate delegate elections is between February 27, 2016 and April 30, 2016.

PRINTING AND MAILING OF BALLOTS

The Election Supervisor's Office has copies of a Notice of Election and Mail Ballot Voting Instruction Form (Form 12) as part of a packet of forms. Your local may also obtain a copy from our website at www.ibtvote.org. Your Local must use this form for the ballot.

The local should try to arrange to have the ballots printed and mailed locally to allow candidates and their observers to easily observe the printing and mailing of the ballots. Your local may choose to contract with a union printer or mailer that is not locally situated and request the ballots be printed and mailed from a distant location, but only if you explain why a locally based printer and mailer is not available. The local may also contract to have one entity print and mail the ballots. The local may use printing or mailing shops which employ members of the Graphic Communications Conference of the IBT. The local may not enter into a contract with any printer or mailer that employs any members of the local. If your local wants to use a union printer and mailer and can only locate union shops employing members of your local, you may request a written waiver from this prohibition.

8. Printing of Ballots

A. Are you requesting a waiver to use a printing or mailing shop that employs members of your local?

No

B. What is the name and address of the printer who will print the ballots?

PrintMeisters
10732 William Tell Drive

Orlando, FL 32821

- C. Please state in miles by road how far the printer is from the local's principal office.

68.6

- D. What is the name and address of the mailer who will mail the ballot for the delegate/alternate delegate elections?

PrintMeisters
10732 William Tell Drive
Orlando, FL 32821

- E. Please state in miles by road how far the mailer is from the local's principal office.

68.6

MAILING THE BALLOTS

9. Mailing of Ballots

- A. On what date will your local mail ballots? (Remember, the mailing date must be at least thirty (30) days after the nomination meeting and twenty-four (24) days before count, for a total of at least fifty-four (54) days between the last nomination meeting and the ballot count).

The printer should be requested to provide the local union with a written official count of the exact number of ballots printed.

Date the local will mail ballots:

2/5/2016

- B. The Rules require you to post the official Notice of Election on all local union bulletin boards no later than seven (7) days after the nomination meeting. You can also print the official Notice of Election in a local union publication or newsletter or post it on the local's website, if any. The Election Supervisor has an official form for the Notice of Election. You may obtain a copy of the Election Notice, Form 11, from our website, www.ibtvote.org.

Date your local will post the Notice of Election:

1/12/2016

- C. Ballots should be picked up from the post office after 9:00 a.m. on the counting date. The ballot count should start at 10:00 a.m. Where and when does your local union propose that the mail ballots be counted?

Date and Time of Ballot Count:

3/3/2016 10:00 am

Location of Ballot Count:

5818 E Martin Luther King, Jr. Blvd
Tampa, FL 33619

Obtaining Post Office Boxes for the Ballots

In order to conduct a mail ballot, your local must rent two post office boxes, one for the return of counted ballots and one for the return of ballots that the post office is unable to deliver because the member's address is incorrect. Your local should not rent the two post office boxes at the same post office where the local union has a regular business post office box because the U.S. Postal Service might mix up the local's business mail with the ballots.

10. Post Office Information

Please list the address of the post office or offices where the local will rent a box for voted ballots and for ballots returned by the U.S. Postal Service as undeliverable.

Voted Ballots Brandon Post Office Brandon, FL 33511	Undelivered Ballots Mango Post Office Mango, FL 33550
-----------------------------------------------------------	-------------------------------------------------------------

MAIL BALLOT ADMINISTRATION

In a mail ballot election, the local has several important responsibilities in addition to counting the voted ballots.

1. First, it is very important that the local maintain correct mailing addresses for its members to insure that all members receive a ballot at their home address.
 2. Second, the local must have procedures in place to insure that ballots returned by the U.S. Postal Service because of incorrect addresses are re-mailed to the members at their correct addresses as quickly as possible.
 3. Third, the local must keep detailed records and have procedures in place to account for the additional printed ballots which may be mailed to members who request a ballot either because they did not receive a ballot in the original mailing process or because the ballot they did receive was lost, destroyed or spoiled. (These are called 'duplicate ballots' or 're-mail ballots'.)
 4. Finally, the local must provide adequate procedures for ballot security throughout the election process. Specifically,
 1. securing the ballots between the dates they are printed and they are mailed.
 2. safeguarding the extra, blank ballots between the date of printing and the date of the ballot count.
 3. safeguarding the voted and blank ballots after the count is concluded or pending the resolution of challenged ballots.
11. Mail Ballot Administration
- A. It is essential in a mail ballot election that the Local union have and maintain an accurate mailing list containing the current home address of all members.

The Election Supervisor recommends the TITAN operator at each IBT local must update the local's mailing list before preparing address labels used to mail Nomination Notices and ballots to members.

Will your local follow the recommended procedure?

Yes

B. What procedures will your local follow to update mailing information of members whose nomination notices or ballots are returned undelivered? The Election Supervisor recommends:

1. Frequent visits to the P.O. Box containing undeliverable ballot packages
2. Contact with the:
 1. Member Employer
 2. Appropriate Shop Steward
 3. Appropriate Health and Welfare Groups
 4. Member

Will your local follow the recommended procedure?

Yes

The Local must respond, within two business days, to each member's requests for an additional ballot. The Election Supervisor requires:

1. A detailed record be kept of all requests for additional ballots including names, address, social security number, reason for request and date mailed.
2. The local's election records should be noted that a duplicate ballot was sent so the election officials at the count will know which, if any members were sent duplicate ballots.

C. Your local must safeguard the ballots between printing and mailing. At a minimum:

1. Ballots must be secured in a tamper proof location such as a locked filing cabinet or similar container.
2. In the event a cardboard box is used it must be taped shut with signatures of observers over the tape.
3. Candidates shall not have access to the ballots.

Please identify the person or persons who will be responsible for safeguarding the ballots:

Olesia Trobaugh (813)621-1391 ibtlocal2011@aol.com

The Local Union is required to access the unused blank ballots following the original mailing to members for the purposes of sending replacement ballots to members who request them and a remailing to members whose ballot packages are returned as undeliverable by the Post Office. The Election Supervisor recommends:

1. Ballots may be removed from storage only by the authorized custodian of the ballots.
2. Each day after the mailing process is completed the ballots must be restored using the same safeguards referred to above in section 11c, i.e., lock and key.

The Election Committee must insure that the ballots and all other election materials are stored for at least one year after the count. The Election Supervisor recommends that all election records, including voted ballots, unused ballots, challenged ballots, voted ballots, spoiled ballots, ballot envelopes, tally sheets and voter eligibility lists be packaged, taped and signed with signatures by the election committee and any observers wish to sign.

D. Will the local follow this procedure:

Yes

COUNTING THE BALLOTS

After the ballots are picked up from the post office, the ballots must be brought back to the count site in the mailing envelopes. The Election Supervisor recommends:

1. The Election Committee alphabetize all the return envelopes.
2. The voters name should then be compared to the voter eligibility list.
3. If found to be eligible, the envelope should be placed in a container marked 'Eligible'. If the voters eligibility is in doubt the envelope should be marked 'C' for challenged and placed in a separate container labeled 'Challenged'.
4. Continue until all the return envelopes have been compared to the voter eligibility list.
5. Open all return envelopes in the eligible grouping and extract, but do not open, the Secret Ballot envelopes.
6. Preserving secrecy, open and extract the ballots from the Secret Ballot Envelopes.

12. Counting the Ballots

A. Will the local follow this procedure?

Yes

B. The Election Supervisor recommends but does not require using a mechanical device to count ballots. The Local may count ballots by hand or mechanically. Please state how your local proposes to count mail ballots

By Hand

If the Local chooses to hand-count ballots, the ballot tallies and results must be counted at least two times. The Election Supervisor recommends the following steps for organizing and counting ballots by hand. First, separate the ballots into three stacks for counting, as follows:

1. the voter chose a full slate of candidates.
2. the voter chose a partial slate of candidates.
3. the voter chose only individual candidates.

Second, after sorting, count each stack of ballots in groups of fifty (50) ballots.

C. Please check whether your local will follow this procedure.

Yes

D. Count the number of Return envelopes in the 'Challenged' container.

1. If counting the challenged would not affect the outcome of the election, the results may be announced and the Official Tally Sheet completed;

2. If the number of challenged ballots could affect the outcome of ANY contest, the Election Committee should immediately recess the count and contact the Election Supervisor's Regional Director without attempting to resolve challenges. The Office of the Election Supervisor is solely responsible for resolving challenged ballots.

ELIGIBILITY TO NOMINATE AND VOTE

Under the Rules, members of the local union who are in arrears in the payment of their dues can pay their dues arrearage in order to be eligible to participate in the election. The Election Supervisor requires that members may take part in the nomination process by paying all arrearages at any time before the regular close of business on the last business day before the nomination meeting. Also, the Election Supervisor requires that members may have their ballot counted by paying all arrearages at any time before the regular close of business on the last business day before the date of the date of the ballot count. Please indicate the last date (day/month/year), hours of business and location such delinquent members can pay their dues arrearages and participate in the process:

13. Eligibility to Nominate and Vote

A. Last payment date of dues for nomination meeting:

1/4/2016

B. Last payment date of dues for election:

3/2/2016

C. Deadline on above dates to submit dues (ex. 5:00 PM):

8:00 am - 5:00 pm

D. Address of the location for payment of dues:

5818 E Martin Luther King, Jr. Blvd
Tampa, FL 33619

FOREIGN LANGUAGES

14. Foreign Languages

A. Please indicate the percentage of the local union membership whose first language is not English:

0

B. Does your local union print or publish its newsletter in a language other than English?

No

- C. If you had a delegate election in 2005/2006 or 2010/2011, was the local union ballot printed in a language other than English?

No

- D. Please provide any reasons why election materials should or should not be published in languages in addition to English, and if so, what languages.

The State of Florida requires their employees covered by this contract to be able to speak, read and write in English.

- E. Request French Election Plan Summary

No

- F. Request Spanish Election Plan Summary

No

WORKSITE LISTS

The Rules require that a list of current and accurate worksite addresses be attached to the Local Union Plan. A worksite list must contain all places, with addresses, where any and all of the local union members work. The worksite list must be arranged alphabetically by employer name. A model form is attached to the plan.

15. Worksite Lists

Please fill out the Worksite List below.

Worksite List attached.

1. 10302_LU2011_Worksites_Elections.pdf

BULLETIN BOARDS

Certain sections of the Rules require the local union Secretary-Treasurer to post various nomination and election related materials on union bulletin boards. The term 'Union Bulletin Boards' means any bulletin board to which the international union or local union and includes bulletin boards at the office of the Union as well as bulletin boards located on employer premises.

16. Bulletin Boards

Does your local union have bulletin boards which meet the above definition?

Yes

If Yes, Please fill out the Bulletin Board List below:

Bulletin Board List attached.

1. 10303_LU2011_BulletinBds_Elections.pdf

LITERATURE TABLE

According to the Rules, each Local Union must establish a literature table and/or bulletin board in a public area of each Local Union facility for the nondiscriminatory distribution/display of campaign literature.

17. Literature Tables

Please describe the location of the literature table or public area bulletin board maintained by the local union. Please also describe the size of the literature table or bulletin board.

Bulletin Board and Literature Table are located at the entrance of the office at 5818 E Martin Luther King, Jr. Blvd, Tampa, FL 33619. The Literature Table is approximately 4' x 1.5'.

MISCELLANEOUS INFORMATION

18. Miscellaneous Information

- A. Does your local union have current Local Union By-laws or a Constitution separate from the International Constitution?

Yes

If Yes, the Rules require a copy to be submitted to the Election Supervisor. Please attach an electronic copy HERE or submit a copy via mail. Please label the copy of your Local Union By Laws or Constitution 'Local Union [your Local Union Number] Response to Local Union Election Plan Question 18a.'

If attaching an electronic copy: Yes

1. 10306_By Laws Local 2011 Final.pdf

- B. Does your local union have any court or administrative decision or legal settlement agreement which governs or affects your local union's elections?

No

- C. Does your local union publish its own newspaper, newsletter, magazine, or periodical?

No

The Election Supervisor maintains a record of all IBT local union newsletters. Please add the Office of the Election Supervisor and your Regional Director to the distribution list of your local union newsletter. The appropriate mailing addresses are as follows:

Office of the Election Supervisor for the
International Brotherhood of Teamsters
1050 17th Street, NW, Suite 375
Washington, DC 20036

Additionally, the Rules require that the Election Supervisor review and approve the content of all IBT newsletters in the event of a contested general election. Be advised that the copy to be included in any newsletter which you propose to distribute after the close of the 2016 IBT Convention must be transmitted to the Office of the Election Supervisor for review and approval before publication.

D. Does your local maintain a web site for communication with its membership?

Yes

If Yes, please provide the website address:

www.teamsterslocal2011.org

E. Has the local union sent email to any of its members in the past two years?

Yes

Has any officer, business agent, shop steward, employee, or representative of the local sent email concerning union-related business to any of the local's members in the past two years?

Yes

Does the local union maintain a list of email addresses of any of its members?

Yes

Does any officer, business agent, shop steward, employee, or representative of the local maintain a list of email addresses of any of the local's members?

Yes

If yes to any of these questions, please attach a full and complete list of all email addresses the local union has for the members for whom it has email addresses. Include in this list all email addresses of members to which the local union or any officer, business agent, shop steward, employee, or representative of the local union sent email in the past two years. Please attach the list HERE or send a copy to the Election Supervisor via mail.

If attaching an electronic copy: Yes

1. 10313_Email Address- LU2011 9-2015.pdf

Article II, Section 4(e) of the Rules requires the Local Union Secretary-Treasurer to do the following:

1. Within 5 days after sending the Plan to the Election Supervisor, a notice must be posted on all Local Union Bulletin Boards (on the Election Supervisor's Official Form 2, available at www.ibtvote.org) advising that the plan has been sent; and,

2. Within 3 days after the above posting, an affidavit attesting to the posting must be sent to the Election Supervisor. For your reference sample affidavits of posting are available as Official Form 3 at www.ibtvote.org.

By submission of this plan, I declare that all of the answers in this Local Union Plan and all work site lists, bulletin board lists and email lists provided are true and accurate and have been reviewed and approved by the Principal Officer of this local.

Name: Mr. Kenneth W Wood

Title/Position: Trustee

Phone: (813)621-1391

Email: ibtlocal2011@aol.com

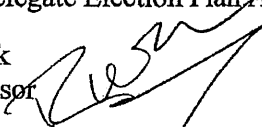
Date: 9/14/2015

OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1050 17th Street, NW, Suite 375
Washington, DC 20036
202-429-8683
844-428-8683 Toll Free
202-774-5526 Facsimile
ElectionSupervisor@ibtvote.org
www.ibtvote.org

RICHARD W. MARK
Election Supervisor

MEMORANDUM

To: IBT LU 2011 Delegate Election Plan Approval File

From : Richard W. Mark
Election Supervisor 

Re: Comments on IBT LU 2011 Delegate Election Plan

Date: November 16, 2015

On September 14, 2015, IBT Local Union 2011 submitted, for approval by the Office of the Election Supervisor ("OES"), its plan for election of delegates and alternate delegates to the IBT's 29th International Convention. Thereafter, OES received a comment, submitted by counsel on behalf of members of the Teamsters United Slate ("TU") (a slate of candidates for International Union office), requesting OES to order the plan modified to require Local Union 2011 to engage an independent agency to supervise the nomination and election process.

Local Union 2011, the bargaining representative for employees of the Florida Department of Corrections, affiliated with the IBT in December 2011. As of May 2015, the local union's 2 year average membership was calculated as 3,741, and the local was entitled to elect 5 delegates to the 29th IBT International Convention.

The local union is presently in Trusteeship. Ken Wood, the named Trustee, is an IBT Vice-President from the Southern Region and is a declared candidate for re-election to that office. He is also a member of the Hoffa-Hall 2016 candidate slate.

The plan proposes to have an appointed election committee conduct the nominations and election for Local Union 2011. As originally submitted, the plan proposed to form a committee of officers from three other Local Unions. None of the officers named to the election committee would be candidates for delegate or alternate delegate. The comment objected to the plan's designation of Trustee Wood as the authority for naming the election committee on the grounds that the committee "may be dominated by officers partial to Wood" and that "creates, at the very least, an appearance of impropriety" based on Wood's status as an International Officer

candidate. The comment asserts that in past elections “Wood himself has been found to violate the Election Rules on numerous occasions.”

In response to the submitted comment, Local Union 2011 identified members of the election committee. Instead of selecting persons from outside of the local, it has proposed to designate a committee of six Local Union 2011 members: Business Representatives Bill Curtis, Vinny DelGuercio, and William Muse; and Stewards Jason Beldon, Robert Cascio, and William Walsh, with Curtis and Walsh to Co-Chair the nomination meeting.

The comment is noted, but Local Union 2011 will not be required to engage an outside election agency. The template for local union election plans requires locals to identify the authority conducting the election, and indicates that the authority may be an election committee, the local union executive board, or an outside agency. Where the local chooses to conduct the election using a committee, no person who is running as a candidate for delegate or alternate delegate may serve on the committee or conduct any part of the election but the committee will be chosen in the manner provided in the local by-laws.

Article 17(A) of the Local Union 2011 by-laws provides that “The Local Union Executive Board shall set the time and place of nominations and elections” If the Local Union Board were in existence, it would set the framework for the election procedures. Because of the Trusteeship, however, the Trustee now has “full charge of the affairs of the Local Union.” IBT Constitution, Article VI, Section 5(b). Wood, as Trustee, is responsible for submitting a plan and has proposed an election authority of Local Union 2011 Business Representatives and Stewards. Wood, as Trustee, will not have a role in conducting nominations or the election, and that is sufficient for approval under the *2016 Election Rules*.

Assuming that any committee members appointed by a local union’s political authority may have some loyalty to that authority, that circumstance alone would not disqualify the authority from exercising the appointment power. A local union’s executive board – the political authority itself – could conduct the delegate election, so long as none of the board members were candidates, and the board would be responsible for conducting a free and fair election. That the board exercises political authority over the local, and that candidates may campaign based on alignment with board policies, does not render the election unfair or the board an improper election authority.

The election protest decisions cited by the commentator do not provide any basis for precluding Wood from exercising authority as Trustee to constitute the election committee. The decisions do not show that “Wood himself” has been found to violate the election rules. In

Ostrach, 2006 ESD 348 (September 24, 2006), a member of IBT Local Union 480 used local union email to distribute an invitation to a campaign fundraiser. Wood had no role in initiating the email and, when he learned of the incident he reported it to the campaign's attorney. Because campaigns are strictly liable for failure to comply with restrictions on raising funds Wood had to return funds raised based on the improper invitation, but Wood was not "himself" the actor who violated the rules. Similarly, in *Leedham Slate*, 2006 ESD 339 (August 26, 2006), Wood was held accountable for his campaign treasurer's failure to timely complete and file a CCER. *Cobb*, 2001 EAD 464 (September 20, 2001), did find Wood and others liable for accepting employer support in the form of taking advantage of an opportunity to campaign inside a work facility. That conduct mirrored a similar violation by the opposing candidates. See *Thompson*, 2001 EAD 332 (April 30, 2001). Compliance is important but one incident from fourteen years ago, reflecting campaign activity that has brought sanctions on incumbent candidates and challengers alike, does not reflect corruption or manipulation of the nomination or balloting process at all, and is not conduct of a sort that would disqualify Wood from fulfilling his Trustee's obligation to appoint a disinterested and impartial election committee for Local Union 2011.