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Lockport, IL

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Helena, MT

Tim Warren
Nelsonville, OH

January 30, 2024

JUDICIAL PANEL CASE NO. 23-066
Local 88 Election Protest

Sent via e-mail to:
Robin Easton-Davis

RE: Request for an Extension in JPC 23-066 Local 88 Election Protest

Dear Sister Easton-Davis:

I am in receipt of your email request seeking an extension to and clarification of my decision in Judicial Panel Case 23-066 Local 88 Election Protest.

Regarding your request to extend the deadline, 90 days is excessive. However, by way of this correspondence I will amend my decision and direct that the election be rerun within 60 days of my original decision issued on January 23, 2024.

For the purpose of clarifying my decision, I understand that the uncontested elections were not the subject of the election protest, however they were part of the nomination and election process. Therefore, any position subject to the original election must be rerun, including nominations.

In Solidarity,

Carla Insinga
Judicial Panel Chairperson

CI:spp

cc: Lee Saunders, President
Elissa McBride, Secretary-Treasurer
Joe Baessler, Interim Executive Director Council 75
Walter Blair, Regional Director O&FS
Meghan Eierman, Assistant Regional Director O&FS

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Jessica Crowson
Maria Rodriguez
Joslyn Baker

Shaun Plum

From: Robin Easton-Davis
Sent: Monday, January 29, 2024 9:33 AM
To: Carla Insinga; Andrew Matus; joe; Walter Blair; Megan Eierman; Jeremy Kruse; Shaun Plum
Cc: Rachael Riley; Manuel Arellano Carpio; M.laura Rodriguez; Jessica Crowson; Eben Pullman; CABI
[EXTERNAL] Urgent Request for an Extension for the JPC 23-066 Local 88 Election Protest Decision
Subject:

Dear Chairperson Insinga,

I am writing to you as the Chair of the AFSCME Local 88 Election Committee. The AFSCME Local 88 Election Committee is requesting more time to rerun our nominations and elections from 45 days to 90 days, with the same January 23, 2023 start date. If approved, the deadline would change from March 8th to April 22, 2024.

In addition, we are seeking clarification from you about whether we need to renominate and rerun our elections for the 27 recently filled Executive Board positions. The election committee followed the exact same procedure as we did for the nomination of the officers, and we notified our members about the nomination for these open board seats in the same NW Labor Press issue. The Election Committee Chair did not ask about these positions during the time of the investigation because none of these nominations were contested, and this possibility did not occur to us until we began planning the new elections and nominations process. Once this issue was brought to the committee's attention, retaking the nominations for these positions seems a likely outcome; however, we want to confirm this with you prior to notifying our E-Board and including this in the notification to the general membership.

Regardless of whether we need to include the E-Board seats during renominations, we are asking for more time to plan the new election based on several factors listed below:

- My understanding is that for several decades, Local 88 has used the Northwest Labor Press as the only method to mail election notifications to members' homes. Until this protest, we were unaware that our interpretation of how we fulfilled this requirement was incorrect. This election committee and I, as the Chair, accept the responsibility to

ensure that our election practices fully align with the requirements of AFSCME Local Union Election Manual and the AFSCME International Constitution; however, the election committee needs more time to build in new systems within our current election procedures and as we rerun the elections.

- Despite being relatively new to our roles in the election committee, we take our union elections very seriously, but we are a volunteer, ad-hoc committee, and we do this integral union work in addition to our full-time jobs, other union work, and our personal obligations. Committee members are not able to perform this work during our routine working hours, and we have real concerns about our capacity to meet the 45 day deadline. Our assessment is based on the new election work plan and timeline we created, and from the concerns raised by our vendor who has worked with our union on previous elections.
- Our request for additional time is based on the recommendation from our current election vendor, who has run several of our previous elections, the elections of other AFSCME Locals, and for other unions across the country.
- We need time to connect with vendors for additional services, and to understand their services and turnaround times.
- We would like time to review alternative ballot methods and determine which ones comply with International and Local 88 election requirements and that are within our ability to maintain member confidentiality throughout the elections.
- The 90-day deadline will ensure that the Election Committee has needed time and capacity to meet timelines, problem-solve any issues as they arise, and remain in compliance with the election rules and regulations.

In the short term, the Election Committee is feeling very overwhelmed about redoing this election and our responsibility to build in new procedures as we run this election. However, we also know that, in the long run, this democratic process will be more robust and therefore less vulnerable to future protests because of the work we are about to take on. We are hopeful that you will grant our request for an extension for a total of 90 days so that we are successful in achieving this outcome. Thank you in advance for your consideration of our request.

In solidarity!

--

Robin Easton-Davis

AFSCME Local 88 Election Committee Chair

she/her

Imperialism leaves behind germs of rot which we must clinically detect and remove from our land but from our minds as well. --Frantz Fanon