

NOMINATION PACKAGE

CAMPAIGN GUIDELINES

The guidelines listed are intended to promote fairness, equality, and manage the liabilities considering any participant in the Union Election Campaign. Basic locations, times, materials, and the utilization of the company property will all be addressed.

No member of the local union shall circulate or cause to be circulated false propaganda against any member or candidate for local office or to direct propaganda against any candidate because of sex, race, colour, nationality, sexual orientation, disability, religious or political affiliations.

Participants shall be allowed to enter the plant during their off shift to post campaign material one hour prior to their shift and/or one hour after their shift. Participants distributing campaign material or literature are fully responsible for complying with the departmental requirements regarding personal protective equipment and departmental pedestrian safety expectations.

Participants shall be allowed to campaign while on shift **ONLY** during their lunch and break periods while adhering to the new safety protocols of social distancing of 6ft/2meters.

Participants shall be allowed to campaign only on his/her own time at the entrance gates, as long as it is **NOT** on their regular scheduled production times, and providing the it does not impede an employee's entrance or exit, while maintaining social distancing practices, and wearing a mask.

Participants are **NOT ALLOWED** to use the PA system to communicate campaign material at any time. Participants are **NOT** permitted to campaign at any workstation in the plant during production. Campaigning at other team members' work stations while they are working is distracting and could lead to safety and quality issues.

Campaign material are to be posted **only in team break areas** (as per Paragraph 52 of the Collective Agreement) **and shall be removed by the participants on their own time within 48 hours after the election**. A reminder that no campaign material is permitted to be posted on company property.

It is strongly advised that due to the COVID-19 concerns that campaign material be posted on the Unofficial Local 88 Bulletin Facebook page or through other social media venues if possible.

FAILURE TO COMPLY WITH THE ABOVE GUIDELINES MAY RESULT IN DISQUALIFICATION FROM THE ELECTION PROCESS.

