

Holiday Proposal Vote (For / Against)

The Holiday Committee is bringing the following **Holiday Proposal** to the membership for a **For / Against** vote:

Holiday Proposal

A. First step of holiday bidding

Members will have priority for the job and shift they normally work on the day of the holiday.

B. Second step of bidding

Members who choose not to work their own job may bid to fill vacancies.

- Awarding will be determined by the member's order on the holiday rotation.

C. Third step of the holiday cycle (forcing)

- Forcing will be determined by the member's order on the seniority roster.

Notes

- B & C are unchanged from today (holiday rotation for awarding; seniority roster for forcing). The only change is A: the option to work your own job/shift held on the holiday.
- To keep forcing to a minimum, we will only fill jobs requested by the carrier. If more members volunteer for a job/shift than the carrier is filling, the positions will be awarded in order of the holiday rotation.
- To facilitate productive holiday discussions in accordance with attrition and new hires, a holiday committee can be formed no sooner than every two years.

Voting Update: Electronic Voting + In-Person Vote (February 10)

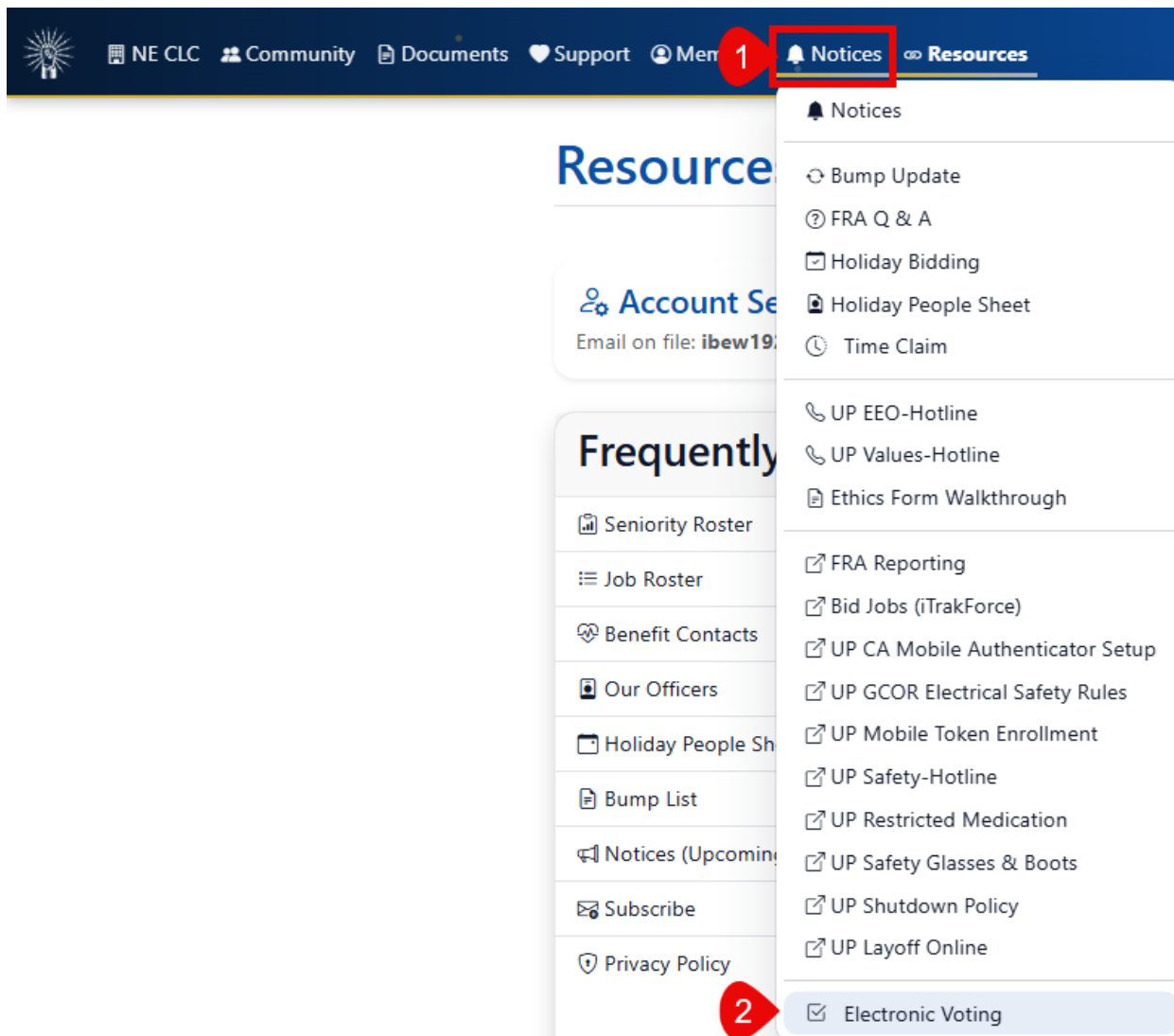
- To make it easier to hear from more members, we're trying something new: **electronic voting prior to the meeting**. Electronic voting will be open **January 19th at 8:00 AM through February 9th at 8:00 AM**.
- **Electronic voting**: Available before the meeting so members can vote ahead of time.
- **In-person voting**: If you do not want to vote electronically, you will have the opportunity to vote **in person by hand raise at the February 10 union meeting**.
- **One member, one vote**: The **names of members who voted electronically** will be brought to the meeting so votes are only counted once.

Transparency + Auditability (with privacy)

- You will be able to see **live counts** as votes come in (totals **For** and **Against**).
- The union meeting will receive the **electronic totals (For/Against)** and the **list of members who voted electronically** to prevent duplicate voting.
- Members at the meeting wanted ballots to be **auditable**, but **not made publicly available during the meeting**. Ballots will be accessible only as needed for verification, not for public display.

How to vote electronically:

Log in and go to **Notices** → **Electronic Voting**.



Thank You

Latisha Dunton would like to thank all Holiday Committee members for the work put into this proposal, and everyone who has shared their views on the topic. Thank you, Latisha, for managing the committee and taking the time to organize it.