

2022 INTERNATIONAL OFFICER ELECTION
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE,
AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA (UAW)

RULES FOR OBSERVERS

Observer Rule 1: Overview

All Candidates, representatives of the UAW, representatives of the Monitor team, and representatives of the Department of Labor’s Office of Labor-Management Standards are invited to observe the printing, mailing, and counting of the ballots. In addition, pursuant to Section 7-2 of the Election Rules, each Candidate or Slate of Candidates shall have the right, at their expense, to have at least one (1) individual present to observe the printing, mailing, and counting of ballots, the Monitor issues these Rules for Observers (the “Observer Rules”). A Slate is entitled to have at least one (1) individual observer in addition to any observers representing the Slate’s constituent Candidates. If a Candidate or Slate of Candidates requests more than (1) individual to observe any of these activities, reasonable requests will be accommodated. The Monitor reserves the right to restrict the total number of observers for any activity in order to comply with safety and security issues, or to otherwise comply with the Election Rules.

To serve as an observer, an individual must (1) be a UAW member in good standing at the time they perform observer duties and (2) be in compliance with both the Election Rules and these Observer Rules, including but not limited to Observer Rule 5 (Covid-19 Safety Guidelines). Observers may be present for the printing, mailing, and picking up of ballots from the designated postal facility, as well as the scanning and sorting processes prior to the vote count (“Pre-Count Activities”). Observers may also be present for the performance of voter eligibility checks and the processing and counting of voted ballots during the vote count (“Count Activities”). Per Section 7-2 of the Election Rules, Candidates and Slates must inform the Monitor in writing at UAWMonitor-Election@jenner.com by **September 1, 2022**, of the names of those individuals whom they have chosen to serve as observers for Pre-Count Activities; and by **November 1, 2022**, for those who will serve as observers for Count Activities.

Once the Monitor has received the names of each Candidate’s or Slate’s observer(s), and has confirmed the the observer(s) are in compliance with both the Election Rules and these Observer Rules, then the names and contact information of approved observers will be forwarded to the Merriman River Group (the “Election Vendor”), who will be

responsible for supervising security and observer access for the Pre-Count Activities and Count Activities. The Election Vendor will issue observer badges to approved observers at the time they report for observer duty.

Observer Rule 2: Printing Plant and Mail House

Pursuant to Section 7-3 of the Election Rules, observers may be present while ballots are being printed and mailed to the UAW membership. Observers may also inspect the ballot prototype prior to printing and the printer's certification of the number of ballots printed.

The printing of ballots will take place at Christian Edwards Print & Graphics (CIE), a sub-vendor of the Election Vendor, located at 2700 Bell Avenue, Des Moines, IA 50321 (the "Printing Plant"). Ballot printing and folding will start on or about **September 7, 2022, and conclude on or about September 15, 2022**. To access the Printing Plant, observers must enter through the main entrance where Election Vendor staff will issue observer badges to approved observers. Observer badges must be worn at all times while at the Printing Plant and surrendered to Election Vendor staff before leaving for the day. Observers wishing to access the Printing Plant to observe the printing of ballots must contact Paul Dever at pdever@merrimanriver.com no fewer than three (3) days prior to the day of observation.

Preparation for the mailing of ballots, including the ink jetting of labels and ballot package assembly, will take place at Rees Associates, a sub-vendor of the Election Vendor, located at 1800 SW 2nd St, Des Moines, IA 50315 (the "Mail House"). Mail House operations will begin on or about **September 16, 2022, and continue until the first formal distribution of mail-in ballots on October 17, 2022**. Staff members from Rees Associates and the Election Vendor will transfer all ballots to be distributed in the first formal distribution of ballots to the custody of the United States Postal Service on October 17, 2022. To access the Mail House, observers must enter through the main entrance where Election Vendor staff will issue observer badges to approved observers. Observer badges must be worn at all times while at the Mail House and surrendered to Election Vendor staff before leaving for the day. Observers wishing to access the Mail House to observe any of the above described activities must contact Paul Dever at pdever@merrimanriver.com no fewer than three (3) days prior to the day of observation. Observers wishing to accompany Rees Associates and Election Vendor staff to the post office for the mailing of ballots must contact Paul Dever at pdever@merrimanriver.com to arrange access on the day of mailing.

Election Vendor staff will assign designated areas within both the Printing Plant and the Mail House from which the Pre-Count Activities may be observed. Observers may not interfere with the Pre-Count Activities. At both the Printing Plant and the Mail House, ballots will be secured, locked, and sealed when not in an active production process. Any and all questions must be directed to the Election Vendor's on-site staff, who may provide an answer or refer the inquiry to the Monitor.

Observer Rule 3: Pre-Count Activities

All voted ballots will be returned to one of nine post office boxes at the central USPS post office in Dayton, Ohio, located at 1111 E. 5th Street, Dayton, OH 45401 (the "Dayton Post Office"). Ballots which are not able to be delivered to UAW members because of incorrect addressee information will be returned to a separate post office box at the Dayton Post Office and considered returned as undeliverable ("RAU"). Starting on Monday October 24, 2022 at 10:00 am ET, Election Vendor staff will begin to pick up returned voted ballots and RAUs, and store them at a secure facility located at 155 Harrisburg Dr., Englewood OH 45322, just outside of Dayton, Ohio (the "Count Site").

All ballots will be counted at the Count Site. The Count Site is a stand-alone warehouse building with off-street parking.

Beginning on October 24, 2022, the following Pre-Count Activities will be conducted at the Count Site:

- Daily pick-up of returned ballots and RAUs, Monday through Saturday at 10:00 am ET;
- Return of ballots and RAUs to the Count Site for storage in a secure area of the Count Site where ballots will be locked when not in active process ("the Ballot Security Room");
- Electronic scanning of envelope bar codes for both returned ballots and RAUs at the Count Site;
- Sorting of returned ballots by Region and Local Union;
- Fielding of calls from UAW members for ballot replacements through the "Call Center" (*see below*);
- Processing and mailing of new and replacement ballots.

These Pre-Count Activities will take place at the Count Site, Monday through Friday from 9 am ET until 5 pm ET, with the exception of the Call Center, which will operate Monday through Friday from 8 am ET until 8 pm ET and on Saturday from 9 am ET until 5 pm ET. The telephone number to reach Election Vendor staff during Pre-Count

Activities at the Count Site is 202-215-0066.

Please note the following limitations around the observation of certain Pre-Count Activities involving the Count Site:

- **Mail pick-up/drop off:** Each Candidate and Slate of Candidates may have one observer accompany Election Vendor staff to the Dayton Post Office to be present for the pick-up of returned ballots and RAUs and/or the mailing of new or replacement ballots.
- **Ballot Security Room:** When not undergoing an active process, all ballots will be stored in the Ballot Security Room. Election Vendor security personnel will be stationed, and videotaping equipment installed, at all access points to the Ballot Security Room, which will be monitored on a 24-7 basis. The Ballot Security Room will be locked unless there is activity involving the ballots stored in the room. Access to the Ballot Security Room will be limited to the Monitor and his staff, designated Election Vendor staff, and security personnel. However, when the Ballot Security Room is open and active, each Candidate and Slate of Candidates may have at least one observer positioned in an area designated by the Monitor and his staff from which observation will be permitted.
- **Returned Ballot Sort:** Once returned ballots are retrieved from the Dayton Post Office and brought to the Count Site, the unopened business reply envelopes that contain the returned ballots will be scanned and sorted by Region and by Local Union. This data input and sort process will be conducted by Election Vendor staff and will take place at worktables on the Count Site Floor, just outside of the Ballot Security Room. During this process, each Candidate and Slate of Candidates may have one observer present near the work tables to observe that activity. As this process only involves the sorting of unopened business reply envelopes, and not the returned ballots themselves, challenges regarding voter eligibility will not be permitted. Once the sorting process is complete, the unopened business reply envelopes containing the returned ballots will be stored in the Ballot Security Room for safekeeping.
- **Call Center:** The Election Vendor will have staff positioned in a dedicated area at the Count Site (the "Call Center"), to respond to telephone calls with requests for new or replacement ballots or for information about the Election. Call Center staff will also try to obtain updated address information for members whose ballots are returned as undeliverable

(RAU). Because of the need for relative quiet to handle the calls, there will be no regular observer stations set up at the Call Center. However, observers representing any Candidate or Slate of Candidates may request that an Election Vendor staff member escort them to a location where the Call Center may be visually observed and may remain in that location for a short observation period of up to 10 minutes to become familiar with the Call Center activity. The number of times observers may visit the Call Center each day and the number of observers that may visit the Call Center at one time will be determined at the discretion of the Monitor and his staff and/or the Election Vendor.

- **Ballot mailings:** As new addresses are found for members whose ballots were returned as undeliverable (RAU) by the Postal Service, new ballot packages will be prepared and sent to those members. Additionally, Call Center activity may generate requests from UAW members for new or replacement ballots. All of these new ballots will be prepared in an area on the Count Site Floor just outside of the Ballot Security Room (the “Re-mail Area”). Once prepared, these ballots will be stored in the Ballot Security Room until they are taken to the Dayton Post Office at the time of the next mail pick-up. During this process, each Candidate and Slate of Candidates may have one observer present near the work tables in the Re-mail Area to observe that activity.

To access the Count Site, observers must enter through the main entrance where Election Vendor staff will issue observer badges to approved observers. Observer badges must be worn at all times while at the Count Site and surrendered to Election Vendor staff before leaving the facility for the day. Observers with observer badges will be permitted on the Count Site Floor in designated areas from which they may observe Pre-Count Activities. While at the Count Site, observers must not interfere with any of the Pre-Count Activities or Count Activities and must observe the following Count Site rules:

- Cell phones may never be used on the floor of the Count Site or in the Ballot Security Room.
- Cameras may never be used on the floor of the Count Site, or in the Ballot Security Room.
- No coats, jackets, bags, or briefcases are allowed on the floor of the Count Site or the Ballot Security Room.
- No food or beverages are allowed on the floor of the Count Site or the Ballot Security Room. Smoking is not allowed anywhere inside the Count Site.

- Candidates and observers may not touch ballot envelopes, ballots, ballot trays, Election Vendor staff or workers, or other observers.

Any and all questions regarding the Count Site must be directed to the Election Vendor's on-site staff, who may provide an answer to the observer or refer the inquiry to the Monitor.

Observers wishing to access the Count Site to observe Pre-Count Activities must contact Paul Dever at pdever@merrimanriver.com no fewer than five (5) days prior to the day of observation.

Observer Rule 4: Vote Counting

The Monitor will issue Vote Counting Rules and corresponding Supplemental Observer Rules, including rules regarding the processing and tabulating of returned ballots, before the November 1, 2022 deadline for Candidates and Slates of Candidates to designate their observers for the vote count. The Vote Counting Rules and corresponding Supplemental Observer Rules will provide Candidates and Slates of Candidates with detailed information about the layout of the Count Site, including the processing lines and locations of eligibility scanning, ballot envelope processing and extraction, and ballot tabulation. The Supplemental Observer Rules will also indicate any limitations on the number of observers permitted for Count Activities and the location of where observers may be positioned during Count Activities.

Observer Rule 5: Covid-19 Safety Guidelines

All Candidates observers wishing to enter the Printing Plant, Mail House, or Count Site (the "Facilities") must be current in their protection against the Covid-19 virus. As set forth by the CDC, "current in their protection" means that the individual has received two doses of either a Pfizer or Moderna vaccine, a single Johnson & Johnson vaccine, or two doses of a Novavax vaccine, and has received the appropriate booster(s) for their age group. Each Candidate or Slate of Candidates is responsible for ascertaining and certifying to the Monitor the protection status for each of their observers.

Activity at the Facilities will be conducted in accordance with public health regulations and guidance pertaining to Covid-19. Candidates and observers will be required to show proof of vaccination for entry to the Facilities and may also be subject to other screening procedures that may be in place and recommended by the CDC at the time of observation. Restrictions on public gatherings applicable as of the date of the event may require changes in layout to the respective Facilities, individuals to wear

personal protective masks, or other limitations. Candidates and Slates of Candidates will be advised of any such changes to these Rules.

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