



Agreement

between

Office & Professional Employees
International Union
Local 537
AFL-CIO

and

AMALGAMATED TRANSIT UNION LOCAL 1309
(AKA San Diego Bus Driver's Union)

January 1, 2021
to
December 31, 2022



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AGREEMENT

This Agreement entered into at Lemon Grove, California, on November 17, 2020, by and between the Amalgamated Transit Union, Local 1309, AKA the San Diego Bus Driver's Union, its assigns, heirs or successors, hereinafter designated as the Employer, and the Office and Professional Employees International Union, Local 537, AFL – CIO, CLC hereinafter designated as the Union.

WITNESSETH

In the interest of harmony, efficiency and uniformity, it is mutually agreed by and between the parties as follows:

ARTICLE 1 - RECOGNITION

Section 1.1 The Employer shall recognize the Union for the purpose of collective bargaining with respect to hours, wages and other terms and conditions of employment, as the sole and exclusive bargaining agent for all employees coming under this Agreement.

Section 1.2 The Union agrees to use every reasonable effort and means at its disposal to assist and promote the business and welfare of the Employer, and to promote and encourage harmonious relations between the Union, the Employer and those who receive pay from the Union.

ARTICLE 2 - UNION SECURITY

Section 2.1 It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing. Those who are not members on the effective date of this Agreement shall immediately after the thirty-first (31st) day following the effective date of this Agreement, become and remain members in good standing in the Union.

Section 2.2 It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall immediately after the thirty-first (31st) day, following the beginning of such employment become and remain members in good standing in the Union.

A. For the purpose of determining membership in good standing, it is agreed that this shall be interpreted to mean the payment of Initiation Fee and Regular Monthly dues, required by the Union's By-Laws.

B. Employees who do not comply with the provisions of this Section shall be discharged by the Employer upon request of the Union within five (5) calendar days unless such action conflicts with state or federal laws.

Section 2.3 The Union shall maintain an open and non-discriminatory list of employees available and shall not discriminate in matters of referrals because of age, sex, race, color, creed, ancestry, national origin or marital status as provided in Title 7 of the Civil Rights Act of 1964, and the California Fair Employment Practices Act.

Section 2.4 There shall be no discrimination by the Employer either in hiring, promotion, severance, layoff, discipline or discharge because of Union membership or age, sex, race, creed, color, ancestry, national origin or marital status as provided in Title 7 of the Civil Rights Act of 1964, and the California Fair Employment Practices Act.

Section 2.5 It is the intent of the Employer to ensure the Union of the opportunity to refer applicants for all job openings. The Employer agrees to give Local Union #537 forty-eight (48) hours to refer applicants on all job openings covered by this Agreement before interviewing applicants from any other source, except in case of emergency.

ARTICLE 3 - RIGHTS OF MANAGEMENT

For the purpose of this Agreement and all Successor Agreements, the term "Management" shall be the Chief Executive Office of the Local.

Section 3.1 The right to hire, promote, transfer, determine work schedules, to establish or discharge, to maintain and enforce reasonable rules and regulations for the maintenance of efficiency of employees, and to discharge employees is vested exclusively in the Employer subject to the terms of this Agreement, provided that any grievance arising out of promotion, transfer or discharge of an employee shall be adjusted through the grievance procedure set forth in Article 12.

Section 3.2 The Employer retains the exclusive right to determine the competence and qualifications of the applicants who are referred and shall be free to select the applicant of his choice.

Section 3.3 The Employer, upon hiring each employee, shall make known to them the duties they are expected to perform and from whom they are to receive their instructions as to policy and procedure for the establishment. In no event shall any employee be accountable to anyone other than the elected Chief Executive Officer of the Local or his designee.

ARTICLE 4 - WORKING HOURS AND OVERTIME

Section 4.1 The regular full-time workweek will consist of eight (8) consecutive hours, including one (1) hour of unpaid meal break daily, between 9:00 a.m. and 5:00 p.m., Monday through Friday. An alternative work schedule of 8:30 a.m. to 4:30 p.m., Monday through Thursday and 8:30 a.m. to 2:00 p.m. on Friday with a one-half hour unpaid lunch period taken between noon and 1:00 p.m. each day.

Section 4.2 The regular full-time workweek shall consist of five (5) consecutive workdays, totaling thirty-five (35) hours per week.

Section 4.3 Any work performed in excess of the regular workday or the regular workweek shall be considered as overtime and shall be paid at the one and one-half (1½) time rate except as provided in the sub-sections of this Section.

A. Work performed on Sundays shall be paid for at two (2) times the regular hourly rate.

B. Any time worked on Holidays, hereinafter defined, shall be paid for at two (2) times the regular hourly rate, in addition to straight time allowed.

C. For all overtime hours worked in excess of three (3) hours in any one (1) day, Monday through Friday, inclusive, double (2) time will be paid.

D. When an employee is required to work overtime beyond 6:00 p.m., Monday through Friday, inclusive, the employee shall be allowed a dinner period not to exceed one (1) hour. Said dinner period shall be mutually agreed upon by the Employer and the employee based upon the length of time required to, complete the work but shall never the less be paid for one (1) hour. Said dinner period shall be considered as overtime worked and be paid accordingly.

E. Employees called back, after their normal working hours have ended, shall be guaranteed a minimum of not less than two (2) hours' pay, at the double (2) time rate.

F. Any work performed on Saturday, in excess of seven (7) hours will be paid at the double time rate of pay.

Section 4.4 Only authorized time shall be compensated.

Section 4.5 The lunch period shall be one (1) hour each day, between noon and 1:00 p.m.

Section 4.6 All employees shall receive a mid-morning and a mid-afternoon rest period of fifteen (15) minutes each.

Section 4.7 All time paid in accordance with this Agreement, shall be considered as time worked for the purpose of Pension, Health and Welfare and Seniority, with the exception of annual sick leave payoff, vacation payoff and severance pay.

ARTICLE 5 - WORKING CONDITIONS

Section 5.1 It is expressly agreed that the wage scales herein provided for are minimum scales. No clause in this Agreement shall at any time be so construed as to reduce the pay, increase the hours, nor shall privileges now enjoyed by the employees be eliminated as a result of this Agreement. Nor can it be construed that an employee may not obtain a salary above minimum, be granted an increase in pay before period specified, or be advanced or promoted in the service of the Employer.

Minimum wages will apply in all classifications as follows:

Starting Wage	After 6 Months	After 12 Months
\$13.76	\$14.62	\$15.48

Effective January 1, 2021, a three percent (3%) wage increase for all current employees.

Effective January 1, 2022, a three percent (3%) wage increase for all current employees.

The bargaining unit will determine what portion, if any, of the wage increases will be allocated to pension, prior to each anniversary date.

The Employer will purchase a monthly bus pass, at the employee's actual cost, for the current employee hired prior to January 1, 2011, for each month during the term of the Agreement as long as said employee uses the bus to travel to and from work.

Section 5.2 Nothing shall prevent the Employer from paying higher than the minimum herein set forth.

Section 5.3 It is understood and agreed that no employee coming under the jurisdiction of Local Union #537 already in the employ of the Employer shall suffer any reduction in wages and conditions as a result of the signing of this Agreement.

Should the Bus Drivers 1309 membership become drastically reduced as to cause a change in work hours and working conditions of the Bargaining unit employee. The Parties shall immediately meet to negotiate the effects of such change.

Section 5.4 It is agreed that all employees shall be paid weekly.

Section 5.5 It is understood and agreed that in the event of the creation of a job classification or type of work not herein provided for, the Employer and the Union, shall meet and negotiate the rate of compensation and other conditions of employment, not overlooking the provisions contained in Article 6.

Section 5.6 Any employee required by the Employer to work less than twenty-five (25) hours in one (1) week, shall be considered a part-time employee.

Section 5.7 Any employee who reports for work, at the Employers request, and is not put to work, on a regularly scheduled day-off, shall be guaranteed not less than four (4) hours' pay.

Section 5.8 No employee covered hereby shall be compelled or allowed to enter into an individual contract or agreement with the Employer, varying any of the terms or conditions contained in this Agreement.

ARTICLE 6 - TECHNOLOGICAL CHANGES AND PROMOTIONAL OPPORTUNITIES

Section 6.1 Since there is currently one employee, said employee's title shall be that of "Administrative Assistant to the President."

Section 6.2 In the event of technological changes, over and above those currently in effect, which require the introduction of computer or other automated office machinery, in the local office of the Employer, the Employer agrees to discuss such changes with the Union Representative as much in advance of the effective date of such changes as possible, in compliance with Article 5, Section 5.5.

Section 6.3 An employee, who is awarded a new job through the operation of this Article, shall be on a ninety (90) day probationary period for said job. During that probationary period, the employee shall be returned to their former position if the employee is found, by the Employer, not to be qualified to perform the new job.

Section 6.4 Employees to be displaced will be given first opportunity to qualify for the new positions before any persons outside the bargaining unit are hired to fill the resultant job(s).

ARTICLE 7 - VACATIONS

Section 7.1 Each employee, after having been in the employ of the Employer for a period of one (1) year, shall be entitled to vacation with pay as follows:

Years of Employment	Vacation Days
One (1) year	Ten (10) days
Five (5) years	Fifteen (15) days
Ten (10) years	Twenty (20) days
Fifteen (15) years	Twenty-five (25) days

Section 7.2 This vacation shall be earned on a pro-rata basis. In all pro-rated cases, the vacation shall be one-twelfth (1/12) of normal vacation pay for each month or major fraction thereof worked during the seniority year.

Section 7.3 The Employer may, at their option, require vacation schedules to be posted on or before January 31st of each year.

Section 7.4 If Employer circumstances prevent an employee from taking vacation during any given year, such employee will be paid for all earned but unused vacation in addition to regular pay, on the payday nearest to the employee's anniversary date of employment.

Section 7.5 Regular part-time employees shall earn vacation on a pro-rata basis.

Section 7.6 Employees shall have the option of taking all earned vacation or designating earned vacation days as casual work day(s), if he/she so chooses provided production and workload requirements do not make their request unreasonable and upon approval of the Employer.

If Employer circumstances prevent an employee from taking their scheduled vacation or casual work day(s) said employee must be notified forty-eight (48) hours in advance.

Section 7.7 Any employee entitled to more than three (3) weeks of vacation may request a sellback of any complete weeks' in excess of the three (3) week minimum. Request must be made in writing and be submitted by the end of February. Only complete weeks may be sold back. Sellback payments will be paid when the first (1st) week of regular vacation is paid.

ARTICLE 8 - LEAVE OF ABSENCE

Section 8.1 Sick Leave

A. Each employee, after three (3) months service with the Employer, shall be entitled to a total of seven (7) days of sick leave through the first year of service. Thereafter, sick leave shall accrue at the rate of one (1) day per month of employment to a total of twelve (12) days per year. After twenty (20) years of service, sick leave shall accrue at the rate of fifteen (15) days per year to accrue on anniversary date of each year.

B. Sick leave shall be earned before being granted.

C. Employees may use earned sick leave for dental and doctor appointments in the event of emergency or with forty-eight (48) hours prior notice to the Employer.

D. Unused sick leave may accumulate in a bank of days, to a maximum of thirty (30) days. Unused sick leave earned in excess of the (30) days shall be paid, on the employee's next anniversary date.

E. On the first payday following the effective date of this Agreement and quarterly thereafter, the Employer shall give each employee a computation of their sick leave. Said computation shall include the amount of previously earned sick leave, the amount of sick leave used during the quarter and the amount of sick leave remaining.

F. On the day on which an employee becomes eligible for Worker's Compensation or Disability Benefits, sick leave payments, as provided herein, shall be withheld pending a determination as to the amount of benefits due the employee. When such determination has been made, the employee will receive an amount of sick leave payments which, together with Worker's Compensation or Disability Benefits payments, will equal the regular straight time salary. The difference in pay will continue until the total accumulated sick leave, as transformed into a money equivalent, has been paid.

Section 8.2 Personal Leave

The Employer shall grant leaves of absence for illness or injury in addition to normal sick leave. This leave will be without pay and shall be for a period of not more than one (1) year. Request for extended illness leave will be in writing and must be accompanied by a medical certification of illness or injury.

Section 8.3 Maternity Leave

Leaves of absence for maternity shall be granted in accordance with the following:

A. A physically able employee may continue in employment during pregnancy.

B. Upon request of the Employer, the employee shall furnish a signed doctor's certification of pregnancy. In addition, the employee returning from maternity leave shall furnish a signed doctor's certification stating that the employee is eligible to return to work and the amount and type of work she may perform.

C. During maternity leave the employee shall be paid all accumulated sick leave.

D. Such employee must indicate, in writing her desire to return to her former position upon termination of disability. She must be ready and able to return to work not less than six (6) weeks no more than four (4) months after the birth of the child. In the event of a miscarriage, she must be ready and able to return to work within thirty (30) days. An employee not conforming to this Section, except in the case of extended disability, confirmed in writing by a physician, shall lose all seniority rights.

E. At any time during the authorized four (4) month period the employee on maternity leave may return to work.

Section 8.4 Bereavement Leave

In case of the death of a full-time employee's spouse, child, parent, brother, sister, or spouse's parent, the employee shall be granted four (4) working days bereavement leave. The full-time employee shall be granted two (2) working days bereavement leave for a grandparent, grandchild, spouse's brother or sister or child's spouse.

Section 8.5 Jury Duty Leave

An employee called for Jury Duty shall be limited to one (1) week and will be excused from work on the days they serve. An employee shall receive for each such day of Jury

Duty, the difference between their regular straight time pay and the amount of jury pay to which they are entitled. The employee must show proof of attendance and the amount of jury pay received from the court.

Section 8.6. Union Activities Leave

Any employee, who is elected or appointed to serve the Union in any labor activity, necessitating a leave of absence, shall be granted such leave, without pay; however, forty-eight (48) hour's notice to the Employer will be required from Local 537.

Section 8.7 Service and Seniority

The continuous service and seniority status of an employee shall not be affected or interrupted as a result of absence described and set forth in this Article.

Section 8.8 Temporary Replacement

The Employer may employ a temporary replacement for an employee on any authorized leave of absence.

Section 8.9 Return from Leave of Absence

An employee, on any authorized leave of absence, shall be entitled to return to their position when their leave of absence expires.

ARTICLE 9 - HOLIDAYS

Section 9.1 The following days are hereby designated as paid Holidays:

New Year's Day	Veteran' Day
Martin Luther King's Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Employee's Birthday
Labor Day	Floating Holiday

Section 9.2 Designated holidays shall be granted as days off with pay, in addition to the employee's regular days off. Whenever such holidays fall on Sunday, they shall be observed on the following Monday. When a holiday falls on Saturday, employees shall receive one additional day's pay, or shall comply with the Employer's scheduled day, or an additional day off in lieu thereof.

Section 9.3 All employees not required to work, on any of the above-mentioned holidays, or days observed in lieu thereof shall nevertheless be paid for such time not worked at their regular rate of pay.

Section 9.4 Holidays falling during an employee's vacation period shall entitle the employee to an additional day(s) pay.

Section 9.5 A temporary employee, on the payroll of the Employer, shall be paid for a holiday after fifteen (15) days of employment. Temporary employees shall receive as holiday pay the amount the employee is normally paid.

Section 9.6 A regular part-time employee shall be paid for a holiday, at the regular scale, if the holiday falls within the employees, time regularly employed each week or month, and shall receive as holiday pay the amount normally paid. In order to be eligible for holiday pay, a regular part-time employee must have worked their last regularly scheduled day prior to and the first regularly scheduled day following the holiday.

Section 9.7 In the event the Employer elects to close his office on any day(s) or any part(s) thereof, to observe a holiday(s) other than those listed above, or in "memoriam", the employee shall be paid for such time lost as a result of such closing.

ARTICLE 10 - SEVERANCE PAY

Section 10.1 Any employee of three (3) months service or over who is laid off, shall be given two (2) weeks' notice in writing and two (2) weeks' pay.

Section 10.2 In the event an employee's services are terminated, they shall receive all earned, but unused vacation pay and any sick leave pay in excess of the thirty (30) day accumulation, in addition to severance notice and pay.

ARTICLE 11 - SENIORITY

Section 11.1 Employees shall be considered probationary for a period of three (3) months, from the date of hire, during which period they shall be entitled to all rights and privileges of this Agreement, except with respect to discharge. Such employees may be terminated during this three (3) month period without any recourse whatsoever. Thereafter, seniority shall be effective as of the original date of hire.

Section 11.2 Seniority shall mean the length of continuous service with the same Employer. In laying off and rehiring, seniority shall prevail. In promotion, seniority and qualifications shall prevail.

Section 11.3 In the event of lay-off resulting in the reduction of the number of employees in any classification, the employee with the least seniority shall be laid off first. Such employee, in lieu of lay-off, may elect to bump to another classification, provided their seniority entitles them such bumping rights over employees with less seniority.

Section 11.4 Such employee bumped by a senior employee as provided in the foregoing section, shall be allowed to exercise their seniority rights in the same manner. An employee who exercises such rights will retain their wage step status, but will be paid the rate applicable to the classification. In cases where the employee has not held the job previously, such employee shall be entitled to bump employees in an equal or lower classification based upon seniority and qualifications.

Section 11.5 Any employee who is laid off shall be recalled when work is available in accordance with such employee's seniority status. Such employee shall be notified in writing of the date to report for work, which shall not be less than five (5) regular work days after such notification is given; however, nothing shall prohibit such employee from reporting to work earlier, by Agreement with the Employer.

Section 11.6 An employee shall lose all seniority rights in case of voluntary resignation, discharge for just cause or absence from work for a period of one (1) year due to injury or illness. An employee laid off shall be placed on the recall list for a period of one (1) month, retaining prior seniority status.

Section 11.7 Seniority will not be interrupted because of Jury Duty Leave.

Section 11.8 The Employer cannot arbitrarily lower the wage of an employee who continuously performs the same work at a wage that has been previously established for that work.

ARTICLE 12 - GRIEVANCE PROCEDURE

SECTION 12.1 Any disputes arising between the parties as to the meaning, interpretation and/or application of the provisions of this Agreement shall be processed in the following manner:

A. The grievance must be presented to the Employer within five (5) working days of the occurrence that caused the grievance.

B. The Employer and the grievant mutually agree State or Federal Mediation and Conciliation Services can be utilized to effectuate resolution of disputes at no cost to the parties, prior to arbitration request.

C. If no agreement can be reached on the grievance within ten (10) working days from the date it was first presented to the Employer, the parties may within thirty (30) days submit the dispute to arbitration.

D. The arbitrator shall be selected from an odd numbered list on a panel to be submitted to the Federal Mediation and Conciliation Service, or the American Arbitration Association. Names shall be stricken from the list by each party in turn, with the first strike to be determined by lot. The last name remaining shall be the mutually accepted arbitrator. The arbitrator shall consider the issue at the earliest convenience and render a decision. The arbitrator's decision shall be final and binding on all parties. The cost of the arbitrator, including court recorders, shall be shared equally by the parties. Each party will be solely responsible for the cost of preparing and presenting its case.

ARTICLE 13 - HEALTH AND WELFARE PLAN

Section 13.1 Effective January 1, 2014, the Employer shall pay into the Office & Professional Employees International Union Locals 30/537 Health & Welfare Fund the full contribution determined by the Board of Trustees, up to nine hundred and fifty dollars (\$950.00) per month on behalf of all regular full-time and regular part-time employees, working twenty (20) hours or more per week, after completing their initial probationary period coming under the jurisdiction of this Agreement.

The Employer will deduct fifty dollars (\$50.00) from each employee's pay check each month. Such contribution shall be made on behalf of each regular full-time and regular part-time employee coming under the jurisdiction of this Agreement. Any additional increases shall be paid by the employee.

At the close of the probationary period, the employee shall be considered a regular employee, except as otherwise provided in this Agreement and shall be entitled to all contract benefits from date of employment, excluding Health and Welfare contributions.

Section 13.2 The Employer and the Union by executing this Agreement agree to be bound by all the provisions of the Agreement and Declaration of Trust, including any modifications or amendments thereto as adopted by the Trustees.

It is agreed that the above obligations exist without the necessity of executing any additional written instrument.

ARTICLE 14 - PENSION

Section 14.1 An account will be established by the Employer for each individual employee at the Labor Unions 401(k) Plan according to the Plan's Rules and Regulations. This section may be changed by mutual Agreement between the Union and the Employer in the event of changes in the pension plan.

Section 14.2 Effective January 1, 2014, the Employer will contribute two dollars (\$2.00) on all compensable hours including vacation and sick hours to the individual(s) 401k account.

Section 14.3 Probationary employees will accrue one dollar thirty-five cents (\$1.35) per hour worked. Establishment of their I.R.A. account and employer contribution to that account will be made upon the successful completion of the probationary period.

ARTICLE 15 - SUBCONTRACTING

All work described in this Agreement or performed by the bargaining unit employees is hereby recognized as bargaining unit work. Bargaining unit work shall not be subcontracted or performed by non-bargaining unit employees.

ARTICLE 16 - CONTRACT MAINTENANCE

The Business Representative or other authorized officer of the Union shall have the right to enter the premises of the Employer and contact employees with respect to this Agreement.

ARTICLE 17 - UNION LABEL

The Employer agrees that all correspondence and other material leaving the Employer's office shall bear the Office and Professional Employees International Union Label. The Union Label shall be affixed as follows:

OPEIU#537 AFL-CIO-CLC

ARTICLE 18 - UNION OFFICE CARD

The Employer agrees to permit the display of a Union office card, signifying that the office is staffed by members of the Office & Professional Employees International Union, Local 537, AFL-CIO, CLC and under agreement with the Union.

ARTICLE 19 - SAVINGS CLAUSE

Should any portion of this Agreement or any provision herein contained, be rendered or declared invalid, by reason of any existing or subsequently enacted legislation or by a decree of a court of competent jurisdiction, such invalidation of such portion of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect. The parties agree to meet and confer to rewrite said Section within thirty (30) calendar days.

ARTICLE 20 - DUES DEDUCTIONS

Upon receipt of signed authorization by the employee, the Employer shall deduct from the employee's wages, initiation fee, (three (3) equal installments), and monthly dues; payable that same month to the Union in an amount directed by the Union for the period specified, so long as the employee remains in the bargaining unit.

ARTICLE 21 - VOTE

SECTION 21.1 The Employer shall deduct from the wages of any employee who submits a voluntary authorization card, an amount designated by such employee for OPEIU "Voice of The Electorate (VOTE) fund. Such voluntary contributions shall be forwarded to OPEIU Local 537 monthly by check payable to Voice of The Electorate or VOTE, along with a listing of persons who donated such monies.

SECTION 21.2 A copy of the check off authorization to be used for this purpose is attached hereto as Exhibit "A".

ARTICLE 22 - TERM

This Agreement shall be in full force and effect from January 1, 2021 through December 31, 2022 and shall be renewed from year to year thereafter, if neither party to the Agreement gives sixty (60) days written notice of its intent to modify, amend, or terminate the Agreement. If such notice is given but no successor agreement is reached by December 31, 2022, the parties agree that all terms and conditions of the Agreement shall remain in full force and effect until a successor agreement is negotiated.

FOR THE EMPLOYER:

Amalgamated Transit Union, Local 1309

FOR THE UNION:

OPEIU Local 537

Cesar Buenaventura
President

Jacqueline K. White-Brown
Business Manager/Secretary-Treasurer

Date

Date

*JKWB:mm
OPEIU #537/afl-cio, clc*

EXHIBIT "A" - CHECKOFF AUTHORIZATION VOICE OF THE ELECTORATE (VOTE)

TO:

I hereby authorize you as my Employer to deduct from my paycheck the following amount:

\$.25 [] \$.50 [] \$ 1.00 [] other [] _____ (check one),

Weekly [] bi-weekly [] monthly [] _____ (check one).

This amount is to be forwarded to the OPEIU Local 537 Office for deposit with the Voice of the Electorate (VOTE) Fund. This authorization is signed voluntarily and with the understanding that Local 537 Voice of the Electorate (VOTE) Fund monies are to be used to make political contributions and expenditures in connection with Federal, State and Local elections; and that this voluntary authorization is in response to a joint fund-raising effort by Office and Professional Employees International Union and the AFL-CIO.

In the event my employer will not check off this amount from my paycheck, I pledge to forward such amount directly to the Voice of the Electorate (VOTE) Fund.

This authorization may be revoked by me at any time by written notice to my Employer and/or Office and Professional Employees International Union Local 537, AFL-CIO as applicable.

Signature

Print or type name

Home Address

City

State

Zip

Date

Witness

MAIL TO: VOICE OF THE ELECTORATE (VOTE)
c/o OPEIU LOCAL #537
3229 E. Foothill Blvd.
Pasadena, CA 91107