

RULES FOR THE 2021 NEWSGUILD OF NEW YORK DUES INCREASE REFERENDUM

Pursuant to Article V Section 5 of the Bylaws of the NewsGuild of New York, Local 31003, CWA, AFL-CIO (the "Guild"), the Local Election Committee adopts the following rules for the referendum:

1. SCHEDULE:

a. Eligibility cutoff shall be July 9, 2021. All members in good standing as of July 9, 2021 shall be eligible to vote.

b. Ballots shall be mailed on July 16, 2021.

c. Members may request a replacement ballot between July 22, 2021 and August 3, 2021.

Instructions on requesting a replacement ballot and for members not receiving a ballot shall be posted on the union website by July 1, 2021.

c. Ballots shall be due on August 16, 2021. Ballots received after August 16, 2021 shall not be counted and shall not be valid.

d. Ballots shall be counted on August 17, 2021.

e. The referendum shall be conducted by mail ballot.

2. BALLOT LANGUAGE:

DO YOU APPROVE THE FOLLOWING CHANGES AS RECOMMENDED BY THE NY GUILD EXECUTIVE COMMITTEE, TO SECURE THE FUTURE OF THE UNION (VOTE FOR NO MORE THAN ONE CHOICE)

- For a three year period, increase the dues rate from 1.3846% to 1.75%

- Permanently eliminate the annual salary cap under which dues are charged (current cap is \$140,140/year)

For more information regarding these proposed changes, please go to: nyguild.org/guild-strong

3. VOTING INSTRUCTIONS:

a. Write nothing on the ballot other than the voting mark.

b. Ballots with any identifying information on them - the person's name, initials, or any other identifying information - will be voided.

c. Other voting instructions approved of by the Local Election Committee will be included with the ballot. Ballots must be mailed and marked in conformity with the voting instructions accompanying the ballot.

4. VOTE COUNT:

Votes will be counted under the supervision of the Local Election Committee by Global Election Services. The election shall be decided by a majority of valid ballots cast. The Local Election Committee shall, in writing, certify the referendum results and immediately sent the results and certification to the Local Secretary-Treasurer. The

5. ELIGIBILITY DISPUTES:

The Local Election Committee shall determine all voter eligibility disputes.

6. POST-REFERENDUM PROTESTS:

Any member wishing to file a post-referendum protest must submit it in writing to the Local Election Committee by no later than midnight, August 27, 2021. Protests must be submitted via email to: hkolko@cwsny.com Appeals from decisions of the Local Election Committee on post-referendum protests shall be made to the Local Executive Committee, in writing, by no later than midnight, September 7, 2021. Such appeals must be submitted via email to: assistant@nyguild.org

7. NOTIFICATION OF MEMBERSHIP:

The Guild shall notify the membership of the results of the referendum in its newsletter and on its website.

8. PRESERVATION OF RECORDS:

The Guild shall preserve records of the referendum for one year.

9. POSTING OF THESE RULES

The Guild shall post these rules on its website by no later than midnight, June 25, 2021.