Ratification Committee Report
MONDAY AUGUST 5, 2019

National Officers and fellow Rural Carriers, as is required by Article XI, of the National Rural Letter Carriers’ Association Constitution this is the official report of the Ratification Committee for the 2018-2021 proposed National Agreement between the United States Postal Service and the National Rural Letter Carriers’ Association.

Through the entire ratification process each member of this committee fully realized the importance of their task. All functions of the process were carried out with diligence and adherence to Federal Law as well as the provisions set forth in the NRLCA Constitution. During the entire process ballot secrecy was maintained. All members participated equally at each step of the certification process. Decisions were made impartially and in keeping with democratic process.

Our first function was to obtain the ballots from the designated Post Office. All committee members were present and assisted in the acceptance and retrieval of the ballots. We were given the opportunity to view the PO Box area and its surroundings. On August 1, 2019 the committee made a preliminary collection of the received ballots in order to begin the sorting process in a timely manner. A final collection and sweep of the PO Boxes were made on August 2, 2019 by the committee. Each member of the committee signed for and accepted the mailed ballots. All ballots were loaded and transported to the counting area at our National Office. No person other than a committee member participated in any loading or unloading function. From the time the ballots entered the counting area no person outside of the committee had public access to the counting room. Observers were limited to members of the National Board, approved staff, NRLCA Legal Counsel, and outside vendors who were retained to provide certain services and/or equipment necessary to complete the ratification process. The door to the counting area was locked and all information was secured at any time the committee left the area. No person other than the chair was in possession of a key.

Initial discussion amongst the Ratification Committee took place on August 1st, 2019 (9:00am). There was a concern regarding the notation of State Affiliation on returned envelopes. Following our preliminary collection at the Alexandria, VA Post Office (12:00pm) it was evident that the committee’s concern was valid. Due to the importance of protecting the voting rights of the membership, guidelines were amended in an effort to ensure the right of every members vote being counted. This decision was made prior to any ballot being processed.

The committee began the duties associated with the ratification process on August 1, 2019. All functions were completed on Monday August 5, 2019. The following constitutes the information compiled from the certification of the ballots.
On July 9, 2019, Ninety-Seven Thousand Seven Hundred and Eighty-Nine (97,789), ballots were mailed to all bargaining craft members in good standing.

Two Hundred Fifty-Five ballots were returned by the USPS as UAA/UTF (undeliverable as addressed/unable to forward). Ten (10), ballots were determined to be invalid and are not included in any count total. Nineteen Thousand Four hundred and Twelve (19,412), ballots were processed.

The results are:

| IN FAVOR OF RATIFICATION | 16,714 |
| OPPOSED TO RATIFICATION   | 2,665  |
| VOID                      | 33     |
| TOTAL BALLOTS             | 19,412 |

Respectfully submitted,

[Handwritten signatures]

Randall A Cook, Chairman

Mary Bence

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