



LIUNA!

May 11, 2020

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**TO ALL LIUNA REGIONAL OFFICES, DISTRICT COUNCILS, AND LOCAL UNIONS IN THE
UNITED STATES AND CANADA**

Re: Meetings and Elections

Dear Brothers and Sisters:

During this COVID-19 pandemic, our first and foremost concern is, as always, the health and safety of our members and their families. I am writing to update you on our policy regarding the safe conduct of meetings and elections as parts of our two great nations reopen.

On March 13, 2020, we authorized the cancellation of March and April delegate and membership meetings. By letter of March 24, 2020, we dealt with election schedules in light of U.S. Department of Labor guidance. We granted affiliates the option of adhering to the normal nomination and election cycle, using mail nominations and mail ballot elections if necessary, or delaying the election cycle to June (nominations) and July (election). Most recently, on April 8, 2020, we allowed affiliates to cancel May membership meetings in light of the continuing impact of COVID-19. We committed to returning to this issue by mid-May to review as conditions then warranted.

The situation continues to evolve. A number of states and provinces are planning to return to normal practices sooner than previously contemplated. Several have already gone beyond discussions and are reopening parts of their economy. In fact, for many members in construction, work has proceeded without interruption throughout the pandemic. We address the question of affiliate meetings and elections in light of these developments.

District Council and Local Union Delegate and Membership Meetings

Affiliates have been allowed to cancel May District Council and Local Union delegate and membership meetings. I hereby extend the Constitutional variance to allow District Councils and Local Union Executive Boards to cancel June delegate and membership meetings based either on state or local law, or based on concern that an Executive Board may have for the health of delegates and members. **Any delegate or membership meeting that is conducted must comply with COVID-19 rules, including social distancing and meeting size requirements. In some situations, this will mean that in-person meetings cannot be held. In those cases, affiliates should consider conducting meetings by video conference, for example, Zoom or Google Hangouts, or teleconferencing. Conducting meetings by teleconferencing or videoconferencing is permitted, but not required at this time.** Affiliates should keep their Regional Office advised of the way they have decided to handle this issue.

District Council and Local Union Executive Board Meetings

District Council and Local Union Executive Boards are expected to meet pursuant to their normal schedule. Where COVID-19 rules, including social distancing and meeting size limitations, prevent in-person meetings, Executive Boards should meet via teleconferencing or videoconferencing.

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District Council and Local Union Nominations and Elections

We have previously authorized Local Unions to delay in-person 2020 officer elections until June (nominations) and July (elections). The time has come to go forward with our election cycle with a slight modification. Those who cannot lawfully or safely conduct in-person nominations and elections will be expected to conduct mail ballot elections. Nomination meetings can be by video conference, mail, or teleconference, if in-person nomination meetings are not possible. Affiliates should keep their Regional Office advised of the election arrangements they have adopted.

We have received a number of questions regarding the scheduling of nominations and elections. **Affiliates may adopt whatever nomination and election schedule suits their needs, so long as the entire election process is finished by the end of July.** Affiliates may decide to have both nominations and election in July. By Constitution and law, the schedule must include 15 days' notice for both nomination and election. For affiliates using mail balloting, the process of mailing instructions and ballots, providing time to vote, and allowing time for the return by mail of ballots, will need to be taken into account in setting the date for the nomination meeting. Except for these considerations, Local Union Executive Boards have broad discretion in setting the dates for nominations and elections. As previously stated, District Councils must comply with the normal constitutional cycle of nominations and elections in August.

Your time and attention to the above are appreciated. Should you have any questions, please feel free to contact your Regional Manager.

Brothers and Sisters, our great International Union has been through many trying times during our 117-year history. I continue to be inspired by your tireless dedication and commitment to the men and women we proudly represent. Each of you stand as a testament to the goodness and greatness of LIUNA. May you continue to feel the power, use the power, and be the power.

With kind regards, I am

Fraternally yours,



TERRY O'SULLIVAN
General President

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