

June 12, 2019

Mr. Stan Macala
President, CUPE 59

Dear Stan:

Re: CUPE 59 - Local Representative Voting on Election Day

This is just a reminder that on Election Day, employees are expected to vote on their own time. I expect the following protocol will be followed by the Union and the employees regarding voting on company property:

1. Polling stations are not permitted on City property outside regular hours of business. Polling stations on City property during regular hours of business are subject to the Union obtaining approval in advance from the Chief Human Resources Officer.
2. Employees who are required to work on the day of the CUPE Election must vote prior to their shift starting, during the employees' lunch hour or authorized break, after the end of the employees' shift or request and obtain an approved Leave of Absence.

If you have any questions, do not hesitate to contact Labour Relations.

Yours truly,



Marno McInnes
Director, Labour Resources
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cc: Sarah Cameron, Chief Human Resources Officer
Labour Relations
Nils Sundby, CUPE 59 Elections Committee