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Nelsonville, OH

November 3, 2023

JUDICIAL PANEL CASE NO. 23-048
Local 372 Election Protest

GREETINGS:

Enclosed is my decision in the above-referenced case.

In Solidarity,

Carla Insinga
Judicial Panel Chairperson

CI:spp

cc: Lee Saunders, President
Elissa McBride, Secretary-Treasurer
Henry Garrido, Executive Director Council 37
Jim Howell, Regional Director O&FS
Ryan Wells, AFSD
Anthony Gordon
Alfonso Giordano
Shaun Francois
Larry Davis
Doreen Cristallo
Donald Nesbit
Glenis Rivera
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Roger Archibald, Esq.

JUDICIAL PANEL CASE NO. 23-048
Local 372 Election Protest

This matter concerns protests arising out of the rerun election of Officers and Executive Board members for Local 372, and Delegates to AFSCME District Council 37 and the Central Labor Council. Local 372 represents workers in the New York City School District. The rerun election was held on September 12, 2023. A timely protest to the rerun election was filed by Brother Anthony Gordon on September 18, 2023, by Brother Larry Davis on September 20, 2023, and by Brother Alfonso Giordano on September 21, 2023, with the Local 372 Election Committee. On September 26, 2023, the Local 372 Election Committee waived jurisdiction over the protests and referred them to the Judicial Panel.

The case was assigned to Judicial Panel Chairperson Carla Insinga for investigation and decision. After giving due notice to all parties concerned, an investigative hearing on the protests was scheduled for October 19, 2023, and it was held via Zoom.

THE PROTESTS

(See attached)

ELECTION RESULTS

(See attached)

REPORT OF THE INVESTIGATING OFFICER

Brother Gordon began presenting his protest appeal by objecting to Local 372 staff member Sonny Isbilir's and counsel Roger Archibald's participation in the hearing. He asserted that nowhere in the election rules does it allow for union staff or counsel to be

part of the Local Election Committee. He further added that during the election process Mr. Archibald and Brother Isbilir did all of the speaking on behalf of the Election Committee. He views their roles in relation to the Election Committee as a conflict of interest because they are employees of the Local, their conflict of interest being that as staff, Isbilir and Archibald are motivated to aid the current Local Executive Board to retain their jobs. He added that the Election Committee is a committee in name only, in that Brother Isbilir and Mr. Archibald make decisions for and control the Election Committee.

Brother Gordon's other items of protest include the following:

Brother Gordon asserts that Global Election Services (GES), the Local's election vendor, was not legally hired and therefore should not have conducted the rerun election on September 12, 2023. Brother Gordon stated that Local 372's Request for Proposals (RFPs) for an election vendor went out on April 14, 2023, but Global Election Services submitted their proposal on April 4, 2023. He also claimed at the hearing that Global Election Services was overpaid for the June 2023 election and got paid 75% of the cost of the original election for the rerun election.

Brother Gordon's protest asserts that the Local Election Committee was not officially appointed based on the AFSCME Constitution, and therefore should not have been allowed to officiate the ballot tabulation or perform other roles and responsibilities of AFSCME's Elections Code. He added that the ballots were not properly tabulated; there were no tabulation sheets, and the ballots were not properly separated in piles by

slate or individual candidates. At the investigative hearing he stated that the Local's meeting minutes from January 2023 to August 2023 do not show when the President appointed the Election Committee. He further asserts the make-up of the Election Committee changed from the June 2023 election to the rerun election conducted in September. Brother Gordon stated that in the period between elections Sister Judith Jones was added to the Committee and Sister Jones was the only Election Committee member nominated to the Committee.

Brother Gordon also asserts that it was a violation that there was no orientation meeting scheduled for the candidates to discuss the ballot for the Tuesday, September 12, 2023, rerun election or an opportunity to see what the ballot would look like. The ballot was sent to the candidates after the notification letter was mailed and received by the membership. In addition, in his view the rerun election notice that was mailed to the membership was impermissibly insufficient because it did not have the election vendor's name on the letter indicating who would conduct the election.

Brother Gordon noted that there was a reduction in the number of polling sites from eleven in the June 2023 election to five in the September 2023 rerun, and that the reduction is a violation. He also noted that candidates were not consulted or informed of this change until they received the notice of election like every other member. Lastly on this issue, he asserts that the five voting sites selected for the rerun election were chosen to give an advantage to the incumbent slate.

Another protest item Brother Gordon raises is that the Election Committee never held a general membership meeting to announce that a protest was filed, and a decision

was made by the Judicial Panel to conduct a rerun election so the membership could vote to accept AFSCME's decision. The Election Committee notified the members that they would have an opportunity to vote on the results of the September 12, 2023, rerun election based on the AFSCME Constitution. He contends that the Election Committee was derelict in their duties by not affording the members the right to vote on the outcome of the election results. Additionally, he believes that the Election Committee did not have the right to waive jurisdiction over the protest to the Judicial Panel. Further, once they waived jurisdiction, they should have been discharged from their duties.

Brother Gordon also claims it is a violation that Global Election Services did not announce how many ballots would be printed for the rerun election, and how many ballots were utilized before or after the final tabulation. In addition, the candidates were not provided with a list of eligible voters 30 days prior to the election. Brother Gordon asserts that he is not required to request such a list because according to the Department of Labor, General Election Services or the Local Election Committee are required to provide the list to each candidate.

In his written protest Brother Gordon requested receipts for the cost of the election (building permits, mailing, vendor, etc.) and questioned how an election can be conducted without an Election Committee in place. He added during the hearing that Global Election Services was to be paid \$140,000.00 for the election but were actually paid \$190,000.00, adding that Global Election Services charged \$90,000.00 to conduct the rerun election at five polling locations. He further added that money was spent to send out a

notice announcing the election on August 22, 2023, but the meeting to approve the expenditure was not held until the end of August.

Brother Gordon added that it was improper for Local 372 President Shaun Francois and a few Local 372 employees to have announced that Brother Gordon was under investigation for misconduct. In addition to sending a text message, President Francois made mention of the investigation in the Local's office during the ballot count. Brother Gordon claims this negative campaigning had an adverse effect on people supporting Brother Gordon due to the false allegations made against him.

Lastly, Brother Gordon's protest states that he has not received the interim figures from the ballot's casts during the September 12, 2023, election which he requested of Global Election Services. During the investigative hearing Brother Gordon stated that the final vote count was not accurate because not all ballots were counted. He asserted that eight or nine ballots were voided, yet the documentation indicates that two ballots were voided, therefore it is possible that at least eleven ballots were not counted. He asserts that most of the voided ballots were cast for independent candidates. Although not a part of his protest, Brother Gordon stated during the investigative hearing that Global Election Services breached their contract because the company did not provide each candidate/slate with their own ballot color.

Brother Larry Davis then provided statements to the investigating officer on his protest. Brother Davis asserts that the reduction in the number of polling sites from eleven in the June 2023 election to five in the September 2023 rerun is a violation of the constitution and the decision in Judicial Panel case 23-037 which directed Local 372 to

rerun the election. By decreasing the number of polling sites, members were not afforded a reasonable opportunity to vote, and it infringed on a democratic election process resulting in low voter turnout. In his protest and written statement Brother Davis set forth a history of low voter turnout and how in past elections there was one polling site.

Brother Davis also asserted that little was done by the Local Executive Board or Local Election Committee between the time the decision to rerun the election was issued on July 31, 2023, and the mailing was received during the week of August 26, 2023, which resulted in many members being unaware that the election had to be conducted again. The mailing received the week of August 26, 2023, was when he first became aware that the number of polling sites had been reduced. Brother Davis stated that when he learned of the reduction in the number of polling sites, he requested that the AFSCME Judicial Panel Chairperson intervene but was informed that his request for intervention was premature. He further added that no one consulted with the candidates prior to reducing the number of polling sites and the Local did not inform members of the rerun election between August 6, 2023, and August 30, 2023. Brother Davis noted that there was an emergency meeting of the Local Executive Board on August 31, 2023. At the Executive Board meeting there was discussion regarding reducing the number of polling locations, and President Francois expressed being concerned about the costs of conducting the rerun election.

It must be noted in this report that both Brother Davis and Brother Gordon requested supporting documentation in a manner consistent with that of a party to an Article X Judicial Panel case. Unlike Article X cases, Appendix D investigations such as

this one do not confer rights to parties to request that union records be compelled. It is the role of the investigating officer to determine what if any documents are necessary to render a decision. Their requests are not considered in this matter.

Brother Alfonso Giordano then presented his protest to the investigating officer. Like Brother Gordon and Brother Davis, Brother Giordano asserts that the terms and conditions of the election changed from the June 7, 2023, election where there were eleven polling sites, to the September 12, 2023, rerun election where there were only five polling sites. Doing so was a departure from what was ordered in Judicial Panel case 23-037. Brother Giordano stated that he and the other candidates were not informed of the changes in advance and were only notified when the membership received a robocall from Local 372 President Shaun Francois on August 5, 2023, announcing that the election would be redone, and the membership received a mailing on August 28, 2023, informing them of the date and polling site locations that would be used in the rerun election. He noted that there was no candidates meeting to discuss changes made by the Election Committee and the election vendor. Brother Giordano further requested that Global Elections Services be removed as the Local's election vendor, and a new election vendor be installed in another rerun election. Finally, Brother Giordano noted that at the time of filing his protest he had not received the official election results, although he requested them from the Election Committee and Global Election Services.

Mr. Roger Archibald, counsel to Local 372, stated that the members of Local 372's Election Committee are working members of the Department of Education, holding 9-to-5 jobs. Brother Sonny Isbilir, a staff member of Local 372, serves as a liaison and provides

“ministerial duties” to the Elections Committee upon conferring with the Elections Committee or its Chair. He explained Brother Isbilir’s duties include sending out correspondence on behalf of the Elections Committee and communicating the Elections Committee’s wishes to the election vendor. However, the decisions and responsibilities of the election rest within the purview of the Election Committee, and Brother Isbilir is tasked with specific duties by delegation of the Election Committee Chair or the Election Committee itself.

Brother Sonny Isbilir stated that he serves as the liaison between the Election Committee and Global Election Services. While he wears many hats, while serving as the liaison to the Election Committee he is mostly tasked with secretarial duties such as assisting with emails and notices, however decisions, and final review and approval of such tasks are made by the Election Committee or the Executive Board. No decisions are made by himself or Mr. Archibald.

Brother Isbilir stated that the Request for Proposal (RFP) was prepared by the Election Committee and Mr. Archibald. Proposals were presented to the Election Committee, who in turn presented them to the Executive Board for final decision. The Executive Board elected Global Election Services as the vendor. Brother Isbilir further asserts he has no personal relationship with Global Election Services.

Brother Isbilir stated that the decision to rerun the June 2023 election was received on July 31, 2023. The decision directed that the election be rerun within 45 days, and the direction to rerun the election was posted on Local 372’s website. He stated that the

robocall that was made to the membership was another way of communicating the Judicial Panel ruling to the members; it was not a campaign message but rather a message giving information to the membership about the need to rerun the election. Finally, a notice announcing the rerun was also mailed to the membership at their last known address with more than 15-days' notice.

Brother Isbilir stated that Brother Anthony Gordon was present when the ballots were counted and that every ballot was shown to Brother Gordon, and everything he asked to review during the count was shown to him and answered.

Brother Shaun Francois stated that the Election Committee and Local Executive Board always make sure that things are done properly, and that information is communicated to the membership. Brother Francois stated that he felt these protests were more about what the protestants would like to see done in the future rather than what occurred in this election. He added that the Local has experienced low voter turnout for years even after adding multiple voting sites throughout New York City's five boroughs. Regarding the reduction in voting sites, he stated that he has a fiduciary responsibility to the members, so he sought guidance from AFSCME International because of the costs associated with conducting the rerun. The Election Committee acted upon the Board's recommendation and chose to reduce the number of polling sites. He noted that voter turnout was the same if not higher than it was when there were eleven sites. Lastly, Brother Francois echoed Brother Isbilir's point in that notices are always sent to a member's last known address.

Regarding Brother Gordon's protest item on the membership list, Brother Isbilir stated that Local 372 has more than 22,000 members. District Council 37 maintains the membership data and sends a membership list to the Local monthly. District Council 37 sends the list of eligible voters to the election vendor, not the Local.

Election Committee Chair Paulette Holland stated that Brother Gordon was present and observed how the ballots were being separated and counted. In addition, she asked Ms. Maralin Falik, CEO of General Election Services, to show each ballot to Brother Gordon to avoid any questions or confusion. In determining polling site locations for the rerun election, Sister Holland stated that the Election Committee selected the five sites that had the highest voter turnout in the June election except for the Staten Island School because it was not available, so another school was selected in its place.

Regarding protest issues around the ballot itself, Mr. Archibald stated that the issue of the ballot being unfair was already raised and ruled upon in the protest filed over the June 2023 election. Further, the ballot from the June election did not change; the same ballot was used in the September rerun election only with a different date. Regarding the voided ballots, Mr. Archibald stated that overall, 8 or 9 voided ballots would not have affected the outcome of the election.

Regarding RFPS, Mr. Archibald stated an RFP may be rejected for many reasons. Global Election Services was selected because the organization gave a firm dollar amount to the Local ahead of the initial election.

Regarding the number of voting sites, Mr. Archibald asserts that the decrease in voting sites still complies with Article VII, Section 1 of the Local 372 Constitution which states in part that "The election of officers of this local shall be held on the same date at [sic] the local's June general membership meeting at multiple polling sites as determined by the local's election committee, including the local union's headquarters where the tally of ballots and announcement of election results shall take place." The polling sites selected by the Election Committee were chosen to ensure that each city borough was given a polling site.

After hearing the facts presented and a review of the evidence provided, the undersigned renders the following decision:

At issue are three protests submitted by Brothers Gordon, Davis, and Giordano. The protests, which were filed separately, will be addressed separately despite there being an overlap on some protest items.

Findings and Conclusions Regarding Brother Anthony Gordon's Protest

Brother Gordon sets forth ten protest items concerning the conduct of the election. Brother Gordon's written protest in part conflates the Judicial Panel's Article X hearing process and the Judicial Panel's Appendix D investigatory process. It must be noted that the rights afforded to parties which arise under Article X of the International Constitution are not conferred to parties in Appendix D matters. Accordingly, issues that implicate Article X and rights arising under Article X will not be considered in this decision.

1. Global Elections Services (GES) was not legally hired to conduct the September 12, 2023, Local 372 rerun election.

Based on statements provided during the investigatory hearing it is clear that the Requests for Proposals (RFPs) submitted by potential election vendors were reviewed by the Election Committee who, in turn, made a recommendation to the Local Executive Board. Global Elections Services was selected as the election vendor by of the Local Union Executive Board prior to the initial election held in June 2023. Raising this matter now is moot because General Election Services for all intents and purposes was properly voted upon by the Board to serve as the election vendor. Further, it would likely be difficult to solicit bids for a new vendor in the 45-day window required to conduct the rerun election. This protest item is dismissed.

2. The Local 372 Election Committee was not properly appointed, and thus actions taken by members of the Election Committee were improper.

Upon reviewing the Local 372 Executive Board meeting minutes that were submitted by Brother Gordon in support of this protest item the undersigned was not able to identify where the Local President, with the approval of the Local Executive Board as provided for in the Local Constitution, appointed the Election Committee. (Except for Sister Jones who was appointed in August to replace a committee member.) Nonetheless, the undersigned is convinced that there was in fact a functioning election committee overseeing the conduct of the rerun election. Clearly, the protestants in this matter recognized the Election Committee as valid because all filed protests with them. Further, whether the appointment of the Election Committee was done properly is irrelevant and

would not have affected the outcome of the election in this matter. This protest item is dismissed.

3. There was no orientation meeting for candidates to discuss and review the ballot ahead of the rerun election.

Upon comparing the ballot used in the June 2023 election to that of the September 2023 rerun election, the ballot contains the relevant information required on a ballot as specified in the AFSCME Local Union Election Manual. In addition, the ballot, as Mr. Archibald noted at the hearing, did not change except for the date of the election on the ballot. It is unclear where in the International Constitution or in the Local 372 election rules it states that Locals are required to hold candidate "orientation meetings" ahead of the election, further while Appendix D, Section 2J of the International Constitution confers a right to candidates to have an observer present when a ballot is prepared, it is not clear from Brother Gordon's statements or written protest that he had an observer or asked to review the ballot ahead of the rerun election. Accordingly, this protest item is dismissed.

4. The rerun election notice did not inform members that Global Elections Services would be conducting the election.

There is nothing in the Elections Code or the AFSCME Local Union Election Manual that requires the name of the election vendor to be placed on the election notice.

This protest item is dismissed.

5. The number of voting sites decreased from the original election to the rerun election, and the rerun election voting sites were selected to benefit the New Direction Slate.

At issue in this protest item is whether members had a reasonable opportunity to vote in the September 2023 rerun election. Article VII, Section 1 of the Local 372 Constitution requires that the election of local officers shall be held at . . . *“multiple polling sites as determined by the local’s election committee . . .”* Sister Paulette Holland stated that the Election Committee selected the five sites that had the highest voter turnout in the June election. Mr. Archibald stated that sites were chosen to ensure that each of the five New York City boroughs had a voting site. Mr. Archibald and Brother Francios explained that the reduction in voting sites had nothing to do with suppressing voter turnout but all to do with reducing a financial burden on the Local to conduct the rerun election which is not improper.

In examining the election notice members were afforded a twelve-hour period on a weekday to vote. No members came forward at the hearing or offered written statements to suggest that they did not have the opportunity to vote due to the reduced number of voting sites. In addition, more members voted in the rerun election than the initial election. The statements made at the hearing and evidence submitted demonstrate that Local 372 members were afforded a reasonable opportunity to vote in this rerun election. It is also unclear how the five voting sites that were selected benefited one candidate over another. This election protest item is dismissed.

6. The Election Committee never held a general membership meeting to announce that Local 372 was ordered by the AFSCME Judicial Panel to conduct a rerun election of its June 2023 election, nor were members permitted to vote on the Judicial Panel’s decision

Statements made by Brother Davis and Brother Isbilir made clear that the Local properly notified members of the rerun by mailing the election notice to the members' last known address over fifteen days before the election took place, by placing the outcome of the Judicial Panel decision on the Local's website, and by communicating the news to members through a recorded phone call from the Local President that advised them of the rerun election. Further, there is no provision in the International Constitution or the Rules of Procedure of the Judicial Panel that requires the membership to vote to accept the decision of the Judicial Panel, nor would it be proper. This protest item is dismissed.

7. Global Election Services did not announce the number of ballots that were printed and utilized in the rerun election; Global Election Services and the Election Committee did not permit candidates to review an eligible voter list for the purpose of allowing candidates the opportunity to identify voters listed as eligible who were in fact ineligible to vote.

In the document provided to the undersigned during the course of this investigation, in which Global Election Services certified the election results, the number of printed ballots was included in the certification. Also included in the certification document was the total number of registered voters, total number of challenged and void ballots, and the total number of valid ballots cast in the rerun election. It is unclear whether Global Election Services announced these figures to the membership during the ballot count, however even if one were to assume that Global Election Services did not do so, it cannot have impacted the election because the ballots were already cast.

Regarding Brother Gordon's assertion that he, along with the other candidates, were denied the right to review the list of eligible voters, his understanding of the

Department of Labor's rules regarding membership list inspections by candidates is incorrect. Brother Gordon had to make a request to either Global Election Services or the Local to inspect the membership list; by his own admission at the hearing, he did not make any such request. This protest item is dismissed.

8. It was improper for the Local to mail election information and pay utilization fees to schools without an Election Committee in place.

Although this is one of the items included in the protest that falls outside of the conduct of the election, it is important to note that the Local did not improperly utilize funds to conduct the rerun election subject to this appeal. First, according to the Article V Expenditures - Authorization, of the Financial Standards Code (FSC), "Union money can only be spent with proper authorization." Section 4 of Article V allows the Executive Board to authorize payments by proper vote of the Board. Second, Article 5, Section 4D of the FSC requires any local having 2,000 or more members to adopt an annual budget, which Local 372 did. That same section allows monies to be allocated between budget line items upon review and approval of the Board which occurred at the August 31, 2023, emergency Executive Board meeting. This item of the protest is dismissed.

9. It was a violation of privacy and confidentiality rights for Brother Francois and Local 372 staff to announce that Brother Gordon was under investigation for misconduct during the rerun election process.

The Judicial Panel does not condone negative campaigning in AFSCME elections. Regarding the alleged statements made Brother Francois and other members about Brother Gordon, such statements are not violative of the AFSCME Elections Code. All AFSCME members are afforded under the Bill of Rights for Union Members the right to free speech. So long as speech does not impair an individual's right to be an AFSCME

member it is permissible. Further, this is not a forum to seek redress for alleged privacy violations and confidentiality right infringements. This protest item is dismissed.

10. Neither Global Election Services nor the Local Election Committee has provided information regarding the number of cast ballots, voided ballots, or challenged ballots for the initial June 2023 election; Brother Gordon also did not receive interim figures for the rerun election that is the subject of this protest; Local 372 members did not receive the rerun election notice.

Regarding Brother Gordon's allegation that he and others have not "received an official notice" from Global Election Services or the Election Committee regarding voting data for the June 7, 2023, election, this purported issue does not pertain to the conduct of the rerun election, and it is dismissed.

Turning to his assertion that he has not received "interim figures" from either Global Election Services or the Local Election Committee for the rerun election, his not having received said interim figures is not necessarily a violation of the AFSCME Elections Code. Brother Gordon's written protest notes that as of September 15, 2023, he had not received the "interim figures." In noting that the rerun election occurred on September 12, 2023, and his protest is dated September 18, 2023, it was not unreasonable for Global Election Services or the Local Election Committee to not have yet forwarded to Brother Gordon, personally, a copy of the "interim figures." Further his not receiving "interim figures" during this time does not constitute a basis for overturning the rerun election. Lastly, the undersigned notes a letter submitted by the CEO of Global Election Services, Ms. Maralin Falik, which in part touches on the matter regarding interim results. Her letter states "As per our contract, GES issues Interim results the day of the election to all candidates present at the end of the tabulation. The Client in this case may then

release the results but has a specific number of days prior to the certification being issued to inform its members, not GES.” Ms. Falik’s letter further notes that Brother Gordon and Brother Giordano left the ballot tabulation prior to its completion, and they were informed they would not receive interim results if they left.

Brother Gordon lastly asserts in his written protest that members did not receive a mailed notice for the rerun election. Statements made at the hearing make clear that the Local 372 practice is to mail election notices to a member’s last known address. The Judicial Panel recognizes that rarely is a union mailing list ever 100% accurate. Brother Gordon provided no names of members who did not receive the notice and no members came forward either at the hearing or wrote to the Judicial Panel to assert they did not receive the notice of the rerun election. This protest item is dismissed.

Brother Gordon’s protest is dismissed in its entirety. In addition, to the above conclusions, the undersigned finds that the actions taken by Mr. Archibald, Counsel to Local 372, and Brother Isbilir, Local 372 staff, on behalf of the Local 372 Election Committee were proper and had no impact on the outcome of the election that is the subject of this protest.

Findings and Conclusions Regarding Brother Larry Davis’ Protest

Brother Davis filed a protest to the rerun election on the basis that the number of voting sites utilized from the June 2023 initial election to the September 2023 rerun election decreased from eleven sites to five sites. In his protest and at the hearing, Brother Davis asserts that the decrease in voting sites is an impermissible departure from the

directive issued in Judicial Panel case 23-037 which ordered that Local 372 conduct a rerun election on the basis that members did not have a reasonable opportunity to vote on the day of the initial election due to weather conditions; and that the decrease in sites is itself a violation of giving members a reasonable opportunity to vote because there were fewer locations for members to exercise their right to vote. To support his assertions, Brother Davis cites the Local's membership size as being over 23,000 members; the size of New York City; that Local 372 members work in over 1,800 locations in the city; that many members do not have 9-to-5 jobs or are part-time employees; that members cannot afford additional transportation costs to vote with fewer voting sites; and that members' ages factor into their decision to travel to vote.

In addressing this portion of Brother Davis' protest, the undersigned draws upon the same analysis that was utilized in determining the outcome of Brother Gordon's protest item on the same issue. Brother Davis' reasoning that the rerun did not comport with the decision rendered in Judicial Panel case 23-037 merits further discussion. A Judicial Panel order to rerun an election does not necessarily require that an election be held in an identical manner to the overturned election. In this instance, information regarding the reduction in voting sites was properly conveyed to members ahead of the election to permit them time to make the proper arrangements to vote, and said reduction still complied with provisions of the Local 372 Constitution and the International Constitution. This protest item is dismissed.

While not brought up in his written protest, Brother Davis made statements at the hearing and provided a written statement regarding a robocall made by Local 372 President Shaun Francois ahead of the rerun election. The robocall message from President Francois transcribed and provided by Brother Davis shows that President Francios was advising the members of Local 372 that the June 2023 election of the Local was directed to be rerun based on the outcome of an election protest appealed to the International Union. Upon review of the message, there was nothing contained in the message that violated the Elections Code nor does the undersigned find it inappropriate that the message was recorded by the Local President rather than the Local Election Committee Chair as asserted by Brother Davis.

Other comments were made both written and orally that are not pertinent to the September 12, 2023, election protest appeal and will not be addressed in this decision.

Findings and Conclusions Regarding Brother Alfonso Giordano's Protest

Brother Giordano sets forth three protest items, each will be discussed separately.

1. It was a violation for the Local and Global Election Services to decrease the number of voting sites from eleven to five between the initial election and the rerun election.

This protest item has been addressed already in the decision in responding to Brother Gordon's and Brother Davis' protests. The undersigned finds that the Local 372 membership was afforded a reasonable opportunity to vote despite the reduction in voting sites. This protest item is dismissed.

2. No candidates meeting was held after Local 372 was ordered to conduct a rerun election.

It was not a violation of the AFSCME Elections Code to not hold a candidates meeting following the order to rerun the election. Further there is no provision in the Local 372 Constitution that requires a candidate meeting ahead of an election. This protest item is dismissed.

3. Brother Giordano's requests for the official election results to the Election Committee and GES have not been fulfilled.

Like Brother Gordon, Brother Giordano asserts that he has not received the rerun elections official results from the Election Committee or GES. It appears that the results of the election have been published in some manner or another to the membership. That Brother Giordano has not personally received them is not a violation of the AFSCME Elections Code. This protest item is dismissed.

DECISION

The items of protests are denied, and the election results are upheld.

November 3, 2023
Harrisburg, PA

Carla Insinga
Judicial Panel Chairperson
AFSCME, AFL-CIO

From: [Election Committee](#)
To: [Carla Insinga](#); [Shaun Plum](#)
Cc: [paulette.holland1@gmail.com](#); [Natashacicero69@gmail.com](#); [chrystalthomas9404@yahoo.com](#); al; Roger Archibald; Maralin Falik; "kathryn"; "John Matthews"
Subject: [EXTERNAL] RE: Official Protest Filed with Local 372 Election Committee by Alfonso Giordano.
Date: Tuesday, September 26, 2023 6:15:39 PM
Attachments: [image001.png](#)
[Letter to AFSCME Judicial Panel - Afonso Giordano Protest.pdf](#)
[Alfonso J.Giordano.092123.pdf](#)

Greetings Mrs. Insinga,

How are you? We hope all is well with you.

Local 372 conducted a Re-Run Election on September 12th, 2023. The election was in-person with 1 polling location in each of the 5 boroughs of New York City. The polls opened at 9:00 AM and closed at 9:00 PM.

We are attaching an official protest letter we received from Brother Alfonso Giordano this email. We are also attaching a letter from us, the Local 372 Election Committee, indicating that we are waiving our jurisdiction of this matter, and referring this case to AFSCME's Judicial Panel to take full jurisdiction in handling this protest request.

If you have any questions, please feel free to contact us.

Best Regards,

Local 372 Election Committee

New York City Board of Education Employees

20 West 33rd Street, 8th Floor

New York, NY 10001

Ph.: 212.815.1372





New York City Board of Education Employees
20 West 33rd Street, 8th Floor, New York, N.Y. 10001 - (212)815-1372 - www.local372.org
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SHAUN D. FRANCOIS I
PRESIDENT

DONALD NESBIT
EXECUTIVE VICE PRESIDENT

GLENYS RIVERA
2ND VICE PRESIDENT

TRINA PRIOR
SECRETARY-TREASURER

LA'NETTE MURPHY
RECORDING SECRETARY

JOHN OLSSON
SERGEANT AT ARMS

DARELL JONES
SERGEANT AT ARMS

JANICE SUTHERLAND
M/A S.L. CHAIRPERSON

SHARON LIPSCOMB
M/A S.L. SECRETARY

DIONNE D'ARRIGO
HOURLY S.L. CHAIRPERSON

YVONNE DUPREE
HOURLY S.L. SECRETARY

BARBARA RICHARDSON
S.A./M.A. CHAIRPERSON

PAMELA J. ARMSTRONG
S.A./M.A. SECRETARY

JENNIFER AUSTIN
FAMILY PARAS CHAIRPERSON

DENIA IGENIO
FAMILY PARAS SECRETARY

DERY RODRIGUEZ
S.N.W./C.A./P.C. CHAIRPERSON

KEISHA STEVENS
S.N.W./C.A./P.C. SECRETARY

DONNA TILGHMAN
S.A.P.I.S. CHAIRPERSON

VACANT
S.A.P.I.S. SECRETARY

DENISE FERRANTE
S.C.O. CHAIRPERSON

MICHELLE DUNSTON
S.C.O. SECRETARY

TRUSTEES

ANTONIO JORDAN

WILLIE MITCHELL

YVONNE VAZQUEZ

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

9/26/2023

Local 372, New York City Board of Education Employees
Election Committee
20 West 33rd Street, 8th Floor.
New York, NY 10001

Mrs. Carla Insinga
AFSCME Judicial Panel Chairperson
1625 L Street
Washington, DC 20036

Dear Mrs. Insinga,

We, the Election Committee for Local 372, New York City Board of Education Employees, received a protest letter from Brother Alfonso Giordano, a candidate for the Secretary-Treasurer position, after the Local's September 12th, 2023 Re-Run General Election. We are attaching the full protest document(s) to this letter.

After reviewing the protest document(s), we've decided to waive our jurisdiction of this matter, and refer this case to AFSCME's Judicial Panel to take full jurisdiction in handling this protest request.

Sincerely,

Paulette Holland
Local 372 Election Committee Chairperson

CC: Shaun Plum, Anthony Gordon, Natasha Cicero, Natasha Williams, Roger Archibald
Maralin Falik, Kathryn Weisberg, John Matthews

Alfonso J. Giordano
52 Yonkers Terrace, Apt 2N
Yonkers, New York 10704
Home: 914-237-3618
Cell: 347-475-5444
Email: Alfonso071579@yahoo.com

New York City Board of Education
Local 372
Election Committee Chairperson
20 West 33rd Street, 8th Floor
New York, New York 10001

September 21, 2023

Please consider this letter as an official protest regarding the Election of Officers, Trustees and Delegates of Local 372 which was conducted on Tuesday, September 12, 2023, at five different polling sites around New York City only one site in each of the borough.

On June 7, 2023 election was held out of eleven different polling sites and the re-run election was ordered after an appeal to the Judicial Panel had five different sites on September 12, 2023. After the appeal decision there was no candidates meeting and the original terms and conditions were changed by the Locals 372 Election Committee and Global Elections Company.

Election Polling sites for each of the two elections listed below:

| | June 7th Election (11 Voting Sites) | September 12th Election (5 Voting Sites) |
|----------------------|--|---|
| Bronx | JHS 22 (Jordan L. Mott) Bronx Regional H.S: | JHS 22 (Jordan L. Mott) |
| Staten Island | New Dorp High School P.S. 18 | P.S. 18 |
| Manhattan | Local 372 Headquarters P.S. 28 (The Wright Brothers): | Local 372 Headquarters |

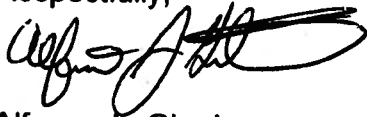
Alfonso J. Giordano
52 Yonkers Terrace, Apt 2N
Yonkers, New York 10704
Home: 914-237-3618
Cell: 347-475-5444
Email: Alfonso071579@yahoo.com

| | | |
|----------|--|--------------------------------|
| Brooklyn | Erasmus High School: Brooklyn H.S. for Law and Tech P.S. 306 | Brooklyn H.S. for Law and Tech |
| Queens | PS/MS 333 (Goldie Maple Academy): Hillcrest High School | Hillcrest High School |

I as a candidate for Secretary Treasurer have requested the official election results from the Election Committee and the Global Elections but still till the current day still have not received them.

I am requesting that Global Election be removed as the election company used by the Local 372 and Local 372 Election Committee and American Arbitration Association (AAA) become the new election company used moving further.

Respectfully,



Alfonso J. Giordano

Member of Local 372 / Candidate for Secretary Treasurer

From: [Election Committee](#)
To: [Carla Insinga](#); [Shaun Plum](#)
Cc: [paulette.holland1@gmail.com](#); [Natashacicero69@gmail.com](#); [chrystalthomas9404@yahoo.com](#); [Anthony Gordon](#); [Roger Archibald](#); [Maralin Falik](#); "kathryn"; "John Matthews"
Subject: [EXTERNAL] Official Protest Filed with Local 372 Election Committee by Anthony Gordon
Date: Tuesday, September 26, 2023 5:54:27 PM
Attachments: [image001.png](#)
[Letter to AFSCME Judicial Panel - Anthony Gordon Protest.pdf](#)
[September 12, 2023 Election Protest.pdf](#)
[local 372 emergency general membership minutes - june 23 2021.pdf](#)

Greetings Mrs. Insinga,

How are you? We hope all is well with you.

Local 372 conducted a Re-Run Election on September 12th, 2023. The election was in-person with 1 polling location in each of the 5 boroughs of New York City. The polls opened at 9:00 AM and closed at 9:00 PM.

We are attaching an official protest letter we received from Brother Anthony Gordon this email. We are also attaching a letter from us, the Local 372 Election Committee, indicating that we are waiving our jurisdiction of this matter, and referring this case to AFSCME's Judicial Panel to take full jurisdiction in handling this protest request.

If you have any questions, please feel free to contact us.

Best Regards,

Local 372 Election Committee

New York City Board of Education Employees

20 West 33rd Street, 8th Floor

New York, NY 10001

Ph.: 212.815.1372



Anthony B. Gordon Local 372 Parent Coordinator
325 East 115th Street Manhattan, New York 10029 apt #405
Cell 646 319-7587
Email: agordon983@gmail.com

Monday, September 18, 2023

Local 372 Election Committee
20 West 33rd Street New York, New York 10001

Re: Protest of the Local 372 re-run election for Officers, DC37 Delegates and Central Labor Council Regarding the Tuesday, September 12, 2023, Local 372 Election.

I: Constitution Violation I am requesting information pertaining to the RFP's all communication via emails. I want to see all the bids, especially when they were made. I believe Global Election Services Inc. was not hired legally. Therefore, they should haven't conducted the election for Local 372 On Tuesday, September 12, 2023.

II: Constitution Violation Appointments of Election Committee dates and times of the appointments and approval by Local 372 Executive Board. I want copies of all minutes to support their claims in which they will submit verbally or otherwise. I believe they were not appointed officially based on the AFSCME Constitution. Therefore, they shouldn't have been allowed to officiate the Tabulation of the ballots, or any other role and responsibilities they are charged with executing as a Committee.

III: Constitution Violation There was no Orientation Meeting scheduled for the candidates to discuss the Ballot, for the Tuesday, September 12, 2023, election or see what it would look like and no opportunity to express any concerns either candidate had, prior to the ballots being mailed. The ballot was sent to us after the Notification letter was mailed and received by the membership.

IV: Constitution Violation The Notification letter to the Membership didn't have the Election Company name on the letter indicating who would be conducting the V

V: Constitution Violation of AFSCME's ruling/decision regarding my protest delivered on 7/31/2023 The Reduction from the original voting sites which were 11 and changed to 5 that favor them in which they got the most votes on June 7, 2023. We were not consulted nor informed about the decision until we received the Notification letter like every other member.

I'm Requesting Minutes from the Executive Board concerning all the voting and decisions about hiring Global Election Services Inc. and the approval to attain building permits. The actual day mailing went out which announced the election and when Global Election was notified they were approved to conduct the election and when they received payment.

VI: Constitution Violation The Election Committee has never held a General Membership Meeting to announce it was a protest filed and a decision was made to do a re-run election, so the Membership could vote on accepting AFSCME's decision or if they felt violations occurred and they made a different decision. Yet on the notification announcing the re-run election they mention the Membership would have an opportunity to accept the election results from September 12, 2023 based on AFSCME's Constitution concerning a particular Appendix. Decisions of the membership shall be appealable to AFSCME's Judicial Panel under Section 4 of Appendix D to AFSCME's Judicial Panel within ten (10) days following the membership's decision or forty (40) days after the protest was filed if no decision has been reached by the membership.

VII: Constitution Violation Global Election Services Inc., Never announced how many ballots would be printed and how many were utilized before or after the final tabulation

of the ballots on Tuesday, September 12, 2023. Global Election Services Inc., nor Local 372 Election Committee ever during before or after the Tabulation of ballots allowed the candidates to see the list of eligible voters, for us to determine if anyone should not have been allowed to cast a vote.

VIII: Constitution Violation I'm Requesting Receipts for the entire election. Cost for building permits, mailing of notification of election, and most importantly any down payments to the vendor to conduct election and the total cost. Most importantly how can you do the mailing and pay the fees for the utilization of the schools without first having an Election Committee in place.

IX: Violation of my Privacy and Confidential Rights President Shaun François and a few Local 372 employees announced I was under an investigation for smacking a student during Summer School at a Police Precinct, in addition to sending text messages and Shaun also mentioned it in the Local's Office during the tabulation of the ballots. Which almost resulted in a physical altercation between me and him. Bottom-line this had an adverse effect on people supporting me and coming out to vote for me.

X: Constitution Violation we still haven't received an official notice from neither the Election Committee nor Global Election Services Inc. Regarding the numbers of votes casted, challenged or voided for the June 7, 2023 election. I asked Global Election Inc. to please email me a copy of the Interim figures from the September 12, 2023 election results. Global Election made me ask the Election Committee they agreed to send me a copy, I specifically asked not to receive a copy from the Election Committee, which I wanted to receive from Global Election Inc. They both agreed I would receive a copy. I still have received a copy as of Friday, September 15, 2023.

I'm requesting the AAA Election Vendor conduct the re-run election once you make your decision based on my evidence when I present it during the hearing/investigation. Mainly because Global Election Services Inc. and Local 372 Election Committee Soner Isbilir Local 372 IT Director and Local 372 General Counsel Roger Archibald are impartial and biased. Additionally, they have a conflict of interest and should be required to recuse themselves altogether. I'm requesting copies of the Mailing receipts from Wednesday, June 7, and Tuesday, September 12, 2023, then went to the membership announcing both the original and re-run election. I believe the entire membership wasn't sent the notifications, along with copies of payments made by The New Directions Slate for their mailing. I suspect they were given the opportunity to do mailing twice for the June 7th election and members who normally receive notification didn't receive notifications for both elections.

Rigged Election In SEIU 1021 By Global Election Services? Members Demand New Election : Indybay

Local 372 membership have experienced identical situations concerning not receiving the notifications for elections or in 2021 the actual Mail in Ballot. Yet they receive all other mailings from our Local all the time.

I confronted the Local 372 Election Committee and Global Election Inc. During our Orientation Meeting in 2017 about these allegations and the investigation against Global Election Services Inc.

Article X - Judicial Procedure

Section 13. The person bringing the charge shall be guaranteed the following rights:

- A. The right to give personal testimony.
- B. The right to present the testimony of others and to cross-examine witnesses presented by the accused.
- C. The right to compel the production of union records pertinent to the case.
- D. The right to choose a person to act as the charging party's counsel in the case.
- E. The right to appeal, in the manner hereafter provided.

Respectfully,

Anthony B. Gordon

Local 372 Member-In-Good-Standings

From: Election Committee
To: Carla Insinga; Shaun Plum
Cc: paulette.holland1@gmail.com; Natashacicero69@gmail.com; chrystalthomas9404@yahoo.com; ministerlldavis@gmail.com; ministerlldavis@aol.com; Roger Archibald; Maralin Falik; "kathryn"; "John Matthews"
Subject: [EXTERNAL] Official Protest Filed with Local 372 Election Committee by Larry L. Davis.
Date: Tuesday, September 26, 2023 6:06:38 PM
Attachments: [image001.png](#)
[Letter to AFSCME Judicial Panel - Larry L. Davis Protest.pdf](#)
[Protest Of Election Local 372 Conducted on Sept 12 23 Filed Sept 20 2023 LLDavis.pdf](#)

Greetings Mrs. Insinga,

How are you? We hope all is well with you.

Local 372 conducted a Re-Run Election on September 12th, 2023. The election was in-person with 1 polling location in each of the 5 boroughs of New York City. The polls opened at 9:00 AM and closed at 9:00 PM.

We are attaching an official protest letter we received from Brother Larry L. Davis this email. We are also attaching a letter from us, the Local 372 Election Committee, indicating that we are waiving our jurisdiction of this matter, and referring this case to AFSCME's Judicial Panel to take full jurisdiction in handling this protest request.

If you have any questions, please feel free to contact us.

Best Regards,

Local 372 Election Committee

New York City Board of Education Employees

20 West 33rd Street, 8th Floor

New York, NY 10001

Ph.: 212.815.1372





New York City Board of Education Employees
20 West 33rd Street, 8th Floor, New York, N.Y. 10001 - (212)815-1372 - www.local372.org
Affiliated with District Council 37, American Federation of State, County & Municipal Employees, AFL-CIO

SHAUN D. FRANCOIS I
PRESIDENT

DONALD NESBIT
EXECUTIVE VICE PRESIDENT

GLENYS RIVERA
2ND VICE PRESIDENT

TRINA PRIOR
SECRETARY-TREASURER

LA'NETTE MURPHY
RECORDING SECRETARY

JOHN OLSSON
SERGEANT AT ARMS

DARELL JONES
SERGEANT AT ARMS

JANICE SUTHERLAND
M/A S. L. CHAIRPERSON

SHARON LIPSCOMB
M/A S. L. SECRETARY

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TRUSTEES
ANTONIO JORDAN

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CERTIFIED MAIL
RETURN RECEIPT REQUESTED

9/26/2023

Local 372, New York City Board of Education Employees
Election Committee
20 West 33rd Street, 8th Floor.
New York, NY 10001

Mrs. Carla Insinga
AFSCME Judicial Panel Chairperson
1625 L Street
Washington, DC 20036

Dear Mrs. Insinga,

We, the Election Committee for Local 372, New York City Board of Education Employees, received a protest letter from Brother Larry L. Davis, a candidate for the President position, after the Local's September 12th, 2023 Re-Run General Election. We are attaching the full protest document(s) to this letter.

After reviewing the protest document(s), we've decided to waive our jurisdiction of this matter, and refer this case to AFSCME's Judicial Panel to take full jurisdiction in handling this protest request.

Sincerely,

Paulette Holland
Local 372 Election Committee Chairperson

CC: Shaun Plum, Anthony Gordon, Natasha Cicero, Natasha Williams, Roger Archibald
Maralin Falik, Kathryn Weisberg, John Matthews

VIA Email – Electioncommittee@local372.org

Larry Luther Davis
512 West 151 St. Apt. 7C
New York NY 10031

Local 372 Election Committee, 2023
20 West 33rd Street, 8th Floor
New York, NY 10001

September 20, 2023

Dear Local 372 Election Committee 2023,

This is an official protest of the Local 372 of DC37, election conducted on September 12, 2023. I strongly believe any President of a local union who engages in disregarding the directives of the AFSCME Judicial Chairperson's decision to conduct the June 7, 2023, election over again and makes changes to how the election was conducted by reducing polling sites, should be removed from his position as it is a very serious violation of the AFSCME Constitution. The Local, Local 372, shouldn't in anyway should have diverted from the same voting procedures in place on June 7, 2023, to reduce the voting polling sites was a clear violation of the directives of AFSCME to conduct the election over again as instructed on July 31, 2023.

I'm requesting the following information as a result of his decision to reduce the polling sites:

1. Any meeting minutes from the meeting in which the decision of the local was made to reduce the voting/polling sites in preparation of the September 12, 2023.
2. Any meeting minutes from the meeting in which the decision of the local was made to change the voting/polling sites from the original June 7, 2023, site in preparation of the September 12, 2023.
3. Any meeting minutes from conversations with data, anticipated or speculated as to how reducing the voting sites could have an impact on the September 12, 2023, election, reflecting on very low turnout the past four Local 372 elections.
4. I am also requesting a record of the names of the members who voted, along with the titles of each member.
5. What if anything the Local 372 Executive Board said or did when they were informed the voting/polling sites would be reduced from eleven (11) to five (5).
6. I'm requesting to review every vote and to have a tally of the final count, which I never received.
7. How the election committee, considered the separation of candidates, specifically for president as there was much confusion with who to vote for as many ballots had votes for two of the three candidates for president and three of the three candidates for president.

I will be requesting as a remedy that the Local 372 election takes place again in the name of democracy and the very constitutional right to have an election in which **ALL** members are afforded a reasonable opportunity to vote as noted in Appendix D, Section 2, sub-section F of the International Constitution. The second requirement, noted as 'Reasonable Opportunity to Vote', certainly in no way constitutes the reduction of voting sites as being the proper way to meet this noted constitutional requirement. And since I have been a member of Local 372 and voting in every election, there has always been less than 6%, no more than 8% of members voting in any election since. It is time for Local 372's election committee to correct this and if you will not, I am asking AFSCME to correct this in the name of democracy.

For there are many factors which makes 'Reasonable Opportunity to Vote' both necessary and the need to strongly consider it, they are;

1. The membership size of Local 372, over 23,000 members

2. The size of New York City
3. The demographic area for which the members work covers over 1,800 locations, schools and offices in Manhattan, Brooklyn, Bronx, Queens and Staten Island.
4. Many of them work after work as the majority are part-time employees.
5. There must be consideration for transportation costs, as many of them can't afford additional travel cost.
6. There must also be a high consideration of the age of many of the members of Local 372, as the average age of members must be considered traveling.
7. The election conducted on June 7, 2023, had a total of 11 voting sites (still not enough)

Local 372 didn't consider any of the above concerns and had little to no intentions to give a greater opportunity for more members to vote as there was only 1 voting site in each borough for the September 12, 2023, election, a reduction of six, yes six voting sites.

I am requesting the election from September 12, 2023, be voiced and conducted again but with ELECTRONIC VOTING, like most large unions use in NYC Public Schools, AKA Department of Education, AKA Board of Education; and if electronic on site voting will not be considered, I am asking for the election to be conducted by MAIL-IN-BALLOTS, under the direction of the AAA (American Arbitration Association) which has a proven record of being able to conduct local union elections and offer, On-Site, Touch-Screen Voting.

I am requesting Election Services no longer be able to conduct the elections of Local 372 as there is information which shows they are not the most efficient or reliable entity to conduct the election of Local 372. Therefore, I request they be disqualified from ever conducting, facilitating, being involved in the election process again. The fact the company has been involved in Local 372 elections for more than two decades is questionable, one company conducting elections for a local union for more than eight (8) election cycles.

I thank you in advance for providing a response to this official election protest.

Yours in Solidarity,

Larry Luther Davis
Member in Excellent Standing (April 1992)

Cc: Sonny Isbilir, Consultant to Local 372, Election Committee

CERTIFICATION BY GLOBAL ELECTION SERVICES

Pursuant to a request of Local 372 AFSCME, Global Election Services designated Maralin Falik, Chief Executive Officer as the Election Monitor and Kathryn Weisbeck and John Matthews as Election Supervisors for the re-run election of the Local 372 2023 Officers and Delegates.

GLOBAL ELECTION SERVICES HEREBY CERTIFIES that Maralin Falik and John Matthews chaired the Nominations for candidates of Local 372 on May 1, 2023, held at the High School of Fashion Industries. According to the Judicial Review Board, for the re-run election, the same ballot was to be used and the number of polling sites would be five.

GLOBAL ELECTION SERVICES HEREBY CERTIFIES that the re-run election was held on September 12, 2023, at five (5) locations in the five boroughs. The polls were open from 9:00 AM to 9:00 PM. The election was held in accordance with AFSCME requirements, and the By-Laws and Constitution of Local 372.

GLOBAL ELECTION SERVICES FURTHER CERTIFIES that the following represents the true and accurate results of the election.

| | |
|---------------------|--------|
| BALLOTS PRINTED | 12,000 |
| CHALLENGED BALLOTS | 7 |
| REGISTERED VOTERS | 457 |
| VOID BALLOTS | 2 |
| TOTAL VALID BALLOTS | 455 |
| NEW DIRECTION SLATE | 276 |
| MIXED BALLOTS | 179 |

LISTING OF THE FIVE (5) POLLING SITES:

| | |
|---|--|
| 01 UNION HQ 20 West 33 rd St 8 th Floor New York, NY 10001 | 04 JHS 22-Jordan L Mott 270 East 167 th Street Bronx, NY 10456 |
| 02 Brooklyn HS for Law & Tech (Acom HS for Social Justice) 1396 Broadway Brooklyn, NY 11221 | 05 PS 18-John G Whittier 221 Broadway Staten Island, NY 10310 |
| 03 Hillcrest High School 160-05 Highland Avenue Queens, NY 11432 | |

THE FOLLOWING REPRESENTS THE TRUE AND ACCURATE RESULTS OF THE ELECTION.

| Position | Candidate | Slate Votes | Mixed | Total |
|---|------------------------------|--------------------|--------------|--------------|
| PRESIDENT VOTE FOR 1 | ANTHONY B. GORDON | 0 | 101 | 101 |
| | **SHAUN D. FRANCOIS I | 276 | 43 | 319 |
| | LARRY L. DAVIS | 0 | 9 | 9 |
| EXEC VICE PRESIDENT VOTE FOR 1 | DOREEN CRISTALLO | 0 | 66 | 66 |
| | **DONALD NESBIT | 276 | 44 | 320 |
| 2ND VICE PRESIDENT VOTE FOR 1 | **GLENIS RIVERA | 276 | 41 | 317 |
| SECRETARY TREASURER VOTE FOR 1 | ALFONSO J. GIORDANO | 0 | 44 | 44 |
| | DAVID KEYE | 0 | 39 | 39 |
| | **TINA PRIOR | 276 | 27 | 303 |
| RECORDING SECRETARY VOTE FOR 1 | **LA' NETTE MURPHY | 276 | 36 | 312 |
| SERGEANT AT ARMS VOTE FOR 2 | JASON CONCEPCION | 0 | 68 | 68 |
| | **DARREL JONES | 276 | 26 | 302 |
| | **JOHN OLSSON | 276 | 24 | 300 |
| 3 YEAR TRUSTEE VOTE FOR 3 | **YVONNE VAZQUEZ | 276 | 28 | 304 |
| | **ANTONIO JORDAN | 276 | 25 | 301 |
| | **WILLIE MITCHELL | 276 | 18 | 294 |
| DELEGATE TO DC 37 VOTE FOR 23 | ANTHONY B. GORDON | 0 | 86 | 86 |
| | DAWN BEST | 0 | 47 | 47 |
| | ALFONSO J. GIORDANO | 0 | 44 | 44 |
| | DOREEN CRISTALLO | 0 | 43 | 43 |
| | JASON CONCEPCION | 0 | 41 | 41 |
| | **DONALD NESBIT | 276 | 31 | 307 |
| | **GLENYS RIVERA | 276 | 24 | 300 |
| | **LA' NETTE MURPHY | 276 | 18 | 294 |
| | **YVONNE VAZQUEZ | 276 | 18 | 294 |
| | **ANTONIO JORDAN | 276 | 16 | 292 |
| | **DARELL JONES | 276 | 16 | 292 |
| | **MICHAEL DAVIDSON | 276 | 15 | 291 |
| | **TRINA PRIOR | 276 | 15 | 291 |
| | **WILLIE MITCHELL | 276 | 15 | 291 |
| | **ROBIN CHISOLM | 276 | 14 | 290 |
| | **IMOGENE THOMAS | 276 | 14 | 290 |
| | **JANICE SUTHERLAND | 276 | 14 | 290 |
| | **MICHELLE DUNSTON | 276 | 13 | 289 |
| **PAMELA J. ARMSTRONG | 276 | 13 | 289 | |
| **ALAIN BERROUET | 276 | 12 | 288 | |
| **JOHN OLSSON | 276 | 12 | 288 | |
| **TAMATHA KELLY | 276 | 11 | 287 | |

| | | | | |
|---|------------------------------|------------|------------|------------|
| DELEGATE TO DC 37 VOTE FOR 23 CONTINUED | **DIONNE DARRIGO | 276 | 11 | 287 |
| | **DERY RODRIGUEZ | 276 | 10 | 286 |
| | **PAUL SFORZA | 276 | 10 | 286 |
| | **ALLISON BOSTON | 276 | 10 | 286 |
| | **DAVID GRADY | 276 | 9 | 285 |
| | **KEITH GRADY | 276 | 8 | 284 |
| DELEGATE TO CENTRAL LABOR COUNCIL VOTE FOR 10 | ANTHONY B. GORDON | 0 | 72 | 72 |
| | DAVID KEYE | 0 | 55 | 55 |
| | ALFONSO J. GIORDANO | 0 | 40 | 40 |
| | DAWN BEST | 0 | 38 | 38 |
| | LARRY L. DAVIS | 0 | 37 | 37 |
| | JASON CONCEPCION | 0 | 32 | 32 |
| | **SHAUN D. FRANCOIS I | 276 | 31 | 307 |
| | **DONALD NESBIT | 276 | 29 | 305 |
| | **GLENYS RIVERA | 276 | 19 | 295 |
| | **KEITH GRADY | 276 | 13 | 289 |
| | **ROBIN CHISOLM | 276 | 13 | 289 |
| | **TRINA PRIOR | 276 | 11 | 287 |
| | **GENNARO MICCIO | 276 | 11 | 287 |
| **ALAIN BNERROUET | 276 | 10 | 286 | |
| **DAVID GRADY | 276 | 9 | 285 | |
| **IMOGENE THOMAS | 276 | 8 | 284 | |

****elected**

September 23, 2023

NEW YORK NY

GLOBAL ELECTION SERVICES

Maralin Falik

BY: MARALIN FALIK, CHIEF EXECUTIVE OFFICER

**APPROVED AND ACCEPTED BY THE ELECTION
CHAIRPERSON ON BEHALF OF THE ELECTION COMMITTEE**

Paulette Holland