

NOMINATION & ELECTION NOTICE

National Council of EEOC Locals, No. 216, AFGE, AFL-CIO

DATE AND TIME OF NOMINATIONS/ ELECTIONS PROCESS:

Monday, August 20, 2007 at
10:00 a.m.

PLACE:

The Tropicana Resort &
Casino
3801 Las Vegas Boulevard
Las Vegas, Nevada 89109

OFFICES TO BE FILLED:

- President
- 1st Vice President
- 2nd Vice President
- Secretary
- Treasurer

TERM OF OFFICE:

Three (3) years and will
expire with the election
and installation of officers
at the regularly scheduled
election in August of 2010
(Council Bylaws, Section 6).

THE ELECTION PROCESS:

The nominations and election will be held in accordance with the June 3, 2003, National Executive Council-approved Council 216 Constitution and with Appendix A, Part II of the AFGE National Constitution. The officers of the Council are to be nominated, elected and installed at a Council meeting (Council Constitution, Article VIII, Section 1). An Election Committee will be selected. The Election Committee will conduct preliminary work and run the election process. Nominations will be made on the floor at the time, date and place indicated above. Nominations will be held, followed by election of Council Officers.

To be a candidate for, or be elected to Council office, a person shall be a member in good standing of an affiliated local, be a member for one year of an AFGE local immediately preceding the closing of the nomination process, and not be a member of any labor organization not affiliated with the AFL-CIO. A person shall not be a candidate for more than one office (Article VII, Section 1).

Only delegates may nominate candidates (Article VIII, Section 6). Nominees must accept a nomination to be considered a candidate for Council office. Acceptance of nominations may be oral or in writing. Self-nominations are acceptable. The delegate making the nomination has the responsibility of informing the nominee of his/her nomination. Nominees who are not present must accept in writing by

sending the acceptance to the Council Secretary for delivery to the Election Committee by the opening of the Nominations/Election Process. A written acceptance may accompany the written nomination.

Election of National Council officers will be conducted by manual secret ballot on the date, time and place indicated above.

Each local shall be entitled to vote based upon the average membership strength for the previous 12 month period (Article VIII, Section 2).

Placement on the ballot will be determined by lot immediately following the close of nominations. Each candidate may have an observer, who is a delegate, present throughout the election process, including the tally of ballots. The Election Committee will announce the results following the counting of the ballots.

A runoff election, if necessary, will be held immediately following the counting of the ballots. Installation of officers will follow the conclusion of the election.

All protests to the nomination and election of the Council officers must be in writing and submitted to the Council Election Committee prior to, during the election, or within five days after the announcement of the election results, to the Election Committee. This election is governed by the AFGE Rules of Conduct for an Election, set forth in Appendix A of the AFGE National Constitution.

Equal Pay

Reprinted from 'The Equalizer,' April/May 2007

Each year, the National Committee on Pay Equity (NCPE) organizes the national observance of Equal Pay Day to raise awareness about unfair pay for women and people of color in America. Equal Pay Day is observed in April to indicate how far into each year a woman must work to earn as much as a man earned in the previous year. Tuesday symbolizes the day when women's wages catch up to men's wages from the previous week. This year's Equal Pay Day will take place on Tuesday, April 24th.

Working families in America continue to endure shortcomings because of continued pay inequalities for working women. It is the goal of the Women's and Fair Practices Departments to continue to revisit this injustice until true pay equality is achieved. It is also our goal to educate our members on the issues of equal pay as it impacts D.C. and federal government.

Many people believe that this is primarily a minority women's issue. However, unequal pay not only affects all women, but it also affects minority men and men who work in women dominated fields. According to the U.S. Census Bureau, women on average earn only 77 cents for every dollar earned by a man. Yet, the disparity is even greater for minorities. For example, African-American women make only 66 cents, Latin-American women make 55 cents, and Asian-American women make 80 cents for every dollar earned

by their male counterparts. Even though the pay is higher for Asian-Americans, many are discriminated against because of language barriers and differences in their educational advancement. Minority men and men in women dominated career fields are also faced with pay bias in the workplace, African-American men still tend to make 48 percent less than their Caucasian counterparts.

The right of employees to earn equal pay and be free from discrimination should be enforced by the Equal Employment Opportunity Commission (EEOC). However, due to downsizing and the reorganization of this agency, the opportunity to review these cases effectively has become a growing concern. By raising awareness among women and minorities on Equal

Pay Day, we can arm them with the necessary tools to effectively challenge the inadequacies of the EEOC on this subject.

All Local Coordinators are asked to become involved on Equal Pay Day by planning events, distributing

literature, organizing informational meetings, or simply wearing red to symbolize how far women and minorities are "in the red" with their pay. To find out more about this campaign partnership with the National Committee on Pay Equity visit AFGE's website www.afge.org, the "What's New Section" on the Women's and Fair Practices page, or www.pay-equity.org.


Get Active!

Workers Memorial Day



Reprinted from 'The Equalizer,' April/May 2007

In 1970, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. The intention was to ensure that employers provide their workers with an environment free from dangers to

their safety and health. Three decades later, the toll of workplace injuries, illnesses, and death remain enormous. Each year, thousands of workers are killed, and millions more are injured or contaminated because of their jobs. In 2005 alone, more than 4.2 million workers were injured on the job, 5,702 were killed due to hazards on the job, and another 50,000 died due to occupational contaminants.

On April 28, 2007, the labor movement will once again observe Workers Memorial Day to remember those who have

been killed or injured on the job and to renew the fight for strong safety and health protections. The theme of this year's Workers Memorial Day is "Good Jobs. Safe Jobs. It's Time". The National Vice President for Women's and Fair Practices would like all Local coordinators to participate in the events hosted by the AFL-CIO around the country, or organize your own event or program to honor these men and women who have suffered due to unsafe working conditions.

American workers are in need of a course of action that puts workers, not employers, first; and protects their safety and health, not corporate interests. Please join us on this day of remembrance and resolve by participating in a scheduled event or planning one in your Local to continue fighting for the promise of safe jobs for all workers. To find out more information on Workers Memorial Day visit AFGE's website www.afge.org, the "What's New Section" on the Women's and Fair Practices page, or the AFL-CIO website at www.aflcio.org.