



**RN 2011-2014 Contract
Professionals 2011-2014 Contract
Attending Physicians 2011-2014 Contract
RATIFICATION PROCEDURES
February 14, 15 and 16, 2012**

VOTING PROCEDURE

At a sign-in table at the announced Ratification Meetings, members of the bargaining unit will be asked to show photo ID and then will be instructed to sign their name next to their printed name on the RN, Professionals or Attending Physicians sign-in sheet. If their name is not on the sign-in sheet, they will complete the challenged ballot procedure below. After signing in, the voter will receive an appropriate RN, Professionals or Attending Physicians ballot. The voter will be allowed to vote privately anywhere in the room. Voters will not be allowed to leave the room with a ballot. After a voter has marked his/her ballot, the voter will place the ballot in the appropriate RN, Professionals or Attending Physicians Ballot Box. Ballots for each of the three contracts will be different colors and the Ballot Boxes will be marked with the respective color and Bargaining Unit name.

BALLOT SECURITY

Unused ballots will be kept securely in an envelope at the sign in table and removed individually from the envelope only when being issued to a voter. The poll workers will ensure that all ballots and sign-in sheets are secure and that no one is able to obtain a ballot without signing in.

MEETING

During the announced times, meetings will be conducted during which all bargaining unit members will be allowed to participate in questions and answers and voting.

REVIEW OF TENTATIVE AGREEMENTS

The tentative agreements will be available for review at the meetings. They are also available for review at www.seiu1991.org.

CHALLENGED BALLOT PROCEDURE

If a person's name does not appear on the sign-in sheet, he/she will be asked to complete a challenged ballot. He/she will print his/her full name and unit and signature on a blank line on the sign-in sheet. The voter will be issued a RN, Professionals or Attending Physician ballot, a secret ballot envelope and an envelope marked "Challenged Ballot." The voter will mark his/her ballot, place the ballot in the secret ballot envelope and seal it, and then place that envelope in the "Challenged Ballot" envelope and seal it. Over the seal of the Challenged Ballot envelope the voter will print his/her full name and unit and signature. The voter will place the envelope in the correct Ballot Box.

BALLOT BOX SECURITY

At the conclusion of the last voting period at each site, the sign-in sheet will be placed in the respective Ballot Box/Envelope and the Box/Envelope will be sealed with tape. The Poll Worker and any witnesses will sign their names over the tape.

The Ballot Box/Envelope will be delivered to the Union office that day where ballots will be tallied in front of observers and results recorded. Ballots will then be placed in a locked area. The final ballot counting will take place on Thursday, February 16 at 5pm at the union office.

BALLOT COUNTING

Ratification ballots will be counted at the SEIU Local 1991 Union Office (18441 NW 2nd Avenue, Suite 502, Miami Gardens, FL 33169) at the conclusion of each day of voting. Ballots will be tallied at 7 pm on Feb. 14, and at 5pm on Feb. 15 and 16. Bargaining unit members are welcome to observe the counting process.