

**DESI EVERETT CAMPAIGN – TASK LIST**

**JUNE 18, 2004**

<u>Item No.</u>	<u>Tasks</u>	<u>Assigned To</u>	<u>Due Date</u>	<u>Deliverable</u>
1.	Locate, interview and engage labor relations consultant/persuader	Blackstone Michalk Edgette	June 23,04	Consulting agreement
2.	Determine who will be coordinating the campaign from Diebold/DESI perspective, and appropriate roles for consultant and legal counsel – set up campaign committee?	Blackstone Michalk Edgette Moreland/Henderson	June 22,04	
3.	Determine whether two supervisors in print shop (Justin Elder and Brian Duffy ) qualify as supervisors under the National Labor Relations Act.	Blackstone Edgette Henderson	June 21,04	
4.	Determine whether if they are not supervisors, we want to try to include these two in bargaining unit.	Henderson Edgette Consultant	June 22,04	
5.	Determine status of efforts to fill vacant shipping clerk position; review selection process to ensure that best qualified candidate is hired.	Henderson Blackstone	June 22,04	X
6.	Determine whether Justin Elder has been involved in organizing effort, and if he is determined to be a supervisor, determine what actions to take as a result of his unlawful conduct	Blackstone Henderson Edgette	June 23,04	
7.	Continue implementation of current drug testing and background check process in order to determine which existing employees will be	Edgette Blackstone Sekula Henderson	June 21,04	

	retained and which will be terminated			
8.	Determine whether and how many additional staff will be needed to implement approved changes in scheduling for upcoming election cycle, and whether such additional staff should be full-time employees, temporary agency employees (as has apparently been done in the past), or temporary or part-time DESI employees. Also determine when those staff can be brought on board from both a business perspective and legally whether they can be included in the bargaining unit.	Edgette Moreland Henderson ?	June 22,04	
9.	Profile each member of the proposed/anticipated bargaining unit to determine their specific and unique issues, and develop a communication plan with respect to those issues including determination of who the most effective person is to communicate with that employee. Communications to include combination of meetings, one-on-one discussions, handouts, and video.	Consultant Henderson Blackstone	June 25,04	
10	Determine best date and time for election, within likely NLRB constraints	Blackstone Sr. Management	June 23,04	
11	Prepare for NLRB hearing now set for June 28th; attempt to postpone as long as possible.	Blackstone	Ongoing	
12	Prepare appropriate response to press or customer inquiries regarding Teamster activity	PR?	June 22,04	

13	Prepare contingency plan in the event of potential strike by production employees	Urosevich, Moreland, Henderson, Ashworth	June 22, 04	
14	Assess possible pressure points for Teamsters to use in a "corporate campaign" to get company to not oppose unionization – customers/political pressure, media, etc.	Blackstone Henderson Wagoner	June 22, 04	
15	Research Teamsters Local 38 as to finances, contracts, strikes, misconduct, etc. – get LM-2 financial reports off DOL website	Blackstone Edgette Michalk	June 25, 04	
16	Determine whether union campaign videos would be effective, and if so, obtain	Blackstone Edgette Michalk	June 30, 04	
17	Gather and update background material on Teamsters International and other Puget Sound Teamsters activity	Blackstone	June 25, 04	
18	Gather contract information to determine background requirements per contract.	Edgette Gantt	June 22, 04	
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