BE A HERO FOR DEMOCRACY & BUSINESS POLL WORKER LOTTERY
POLLWORKER RECRUITMENT PROJECT

Final Grant Report
Prepared by Francisco Pardo
January 15, 2009

Funded by
Dade Community Foundation
Miami Fellows Initiative Social Innovation Project
Project Background

The Miami-Dade Election Reform Coalition is a non-partisan grass-roots organization dedicated to election reform. Our mission is to protect the rights of every eligible voter to cast a ballot and to have that ballot accurately recorded and counted. The Coalition is neither liberal nor conservative, Republican or Democrat. The Coalition will not be co-opted by partisan agendas, political strategies or candidate or issue-driven interests.

In recognition of the historic nature of the transition to optical scan voting technology from DRE (Direct Recording Electronic) technology, the Miami-Dade Election Reform Coalition created the “Be a Hero for Democracy” Poll Worker Recruitment Project and the “Business Poll Worker Lottery”. The goal was to bolster the ranks of poll workers who run our elections with socially aware, technologically-savvy volunteers who are not traditionally recruited for poll worker duties. The Coalition also wanted to involve the businesses that benefit from an engaged and active civic community and who largely contribute to that very community. Those goals arose from the recognition that optical-scan technology and the election system relies heavily on the actions and decisions of poll workers. Poll worker ability, training, and education were ancillary variables that were set to be watched and monitored throughout the course of the project.

Project Implementation and Activities

General

In a true show of faith in the goals and ideals of this project, a great number of Coalition Board Members were trained to work as poll workers and served on Election Days. In order to recruit from wide and diverse social circles, the Coalition made a decision to back its long-held belief in language equality and accessibility at every polling place, with an emphasis on recruiting and placing multi-lingual poll workers at polling locations in numbers reflective of the local community. Thus, the Coalition saw it fit and prudent to contract for translation services to produce a tri-lingual recruitment flyer and Business Poll Worker Sign-up form. English, Spanish, and Creole versions were produced and used throughout the project for recruitment and promotional purposes. Please see Appendix A.

Young, technologically-literate individuals were also targeted in an effort to provide technological know-how in many precincts staffed primarily by well-intentioned older citizens. This aim arose from the knowledge that many problems within the election system are products of breakdowns in the interactions between humans and technology. The simple act of placing a poll worker comfortable with technology in a
precinct is to invest in a reduction of such errors and difficulties. The result is a smoother election all around.

The Coalition’s relationship with the Supervisor of Elections, Lester Sola, allowed for the gauging of the need for poll workers in different parts of the County and for the recruitment of targeted groups, especially language minorities. The Supervisor of Elections stated to the Coalition that an estimated 7,000 poll workers were recruited by June 30, 2008. However, the Coalition was already aware that the overwhelming majority of these poll workers were coming from the ranks of the County’s labor force because for several years, County employees have essentially been responsible for running Miami Dade’s elections. In reality, the two weeks of Early Voting that have received so much positive media attention are staffed mostly with County employees. The Coalition was also aware of the strong need for language minority poll workers throughout the County. In fact, Miami-Dade County is a covered county under the federal Voting Rights Act of 1965 and this, together with a County Ordinance, require that all voting materials in the county be provided in English, Spanish, and Haitian Creole. Historically, these language requirements have posed unique challenges to how the county runs elections and recruits poll workers, especially in precincts that serve Haitian-American voters.

The decision was made to recruit as many poll workers as possible to bolster the ranks for Election Day in order to remove the rationale behind the mandatory participation of many County employees, to reinvigorate the pool of poll workers with new volunteers, and to increase the ranks of multilingual poll workers. The Coalition was also aware that the Department of Election was still recruiting and training poll workers as of July 11, 2008 and this information made the continuation of the projects feasible and worthwhile.

The Coalition was also heavily involved in the Miami-Dade County’s resolution to establish a county-wide Business Poll Worker Lottery under the auspices of the County Mayor and Community Relations Board. Coalition Board members encouraged members of the County Commission to support Commissioner Bruno Barreiro’s resolution and were instrumental in the drafting of the final resolution. The resolution ultimately failed and a county-wide Business Poll Worker Lottery was never established. Please see Appendix B.

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1 This estimate was given by the Supervisor of Elections after an initial report on June 19, 2008 set the number of poll workers at 8,000.

2 Miami-Dade has had a history of not providing Creole-speaking Haitian-American voters with effective assistance at the polls. In 2002 the United States sued the County for failing to comply with Section 208 of the Voting Rights Act, 42 U.S.C. 1973 aa-6. In particular, an investigation had shown that the county had limited assistance provided to the Haitian-American community during the 2000 presidential election. The parties negotiated a Consent Order requiring the County to modify the training of its poll workers, to recruit more bilingual workers and to provide educational materials to Haitian-American voters. This decree expired on December 11, 2005. See Consent Order, No. 02-21688 (S.D. Fla).
Because so many Board members of the Miami-Dade Election Reform Coalition signed up to serve as poll workers, the decision was made to hire two Project Directors to complete the goals of the project. Francisco Pardo, a longtime member of the Miami-Dade Election Reform Coalition, and a student at George Washington University, and Ronald Bilbao, a student at the University of North Carolina at Chapel Hill were contracted to provide products to run the project. The Co-Directors produced media outreach plans, volunteer recruitment plans, and MDERC volunteers utilized these products to complete the goals of the project. The volunteers reached out to local businesses, the Elections Department, local civic, political, and labor organizations to recruit poll workers throughout the summer and fall of 2008.

2. Media Outreach

In conjunction with the Miami Fellows Initiative, the Co-Directors also designed and implemented a media outreach strategy to touch all print and broadcast media outlets in Miami-Dade County. By way of example, on July 30, 2008 both Co-Directors were featured guests on Millie Herrera’s radio show, *Democracia al Dia*, which broadcasts on 1550 AM. The pair was interviewed for nearly 45 minutes on the urgent need for multilingual and young poll workers for the elections. Several callers phoned in to ask how they could volunteer and to comment on the importance of civic participation. Lida Rodriguez-Taseff also appeared on a national Spanish language television show aired by HITN TV on October 23, 2008 at noon. She spoke of the need for poll workers and of the conduct of early voting. In addition to that appearance, Ms. Rodriguez-Taseff and Sandy Wayland were featured guests on the Topical Currents radio show that was broadcast on September 2, 2008 on WLRN 93.1 FM.

The Co-Directors of the project also worked with the Miami Fellows Initiative and Board members of the Coalition to produce a press release. It provided information on the Miami Fellows Initiative’s support for the Coalition’s projects and how to get involved and become a poll worker or sign up for the Business Poll Worker Lottery. It was sent in an email blast and was personally distributed to known media contacts. Please see Appendix C. As a result, the Daily Business Review ran a story on the grant awarded to the Coalition on August 8, 2008. Please see Appendix D. The Coalition also advertised the projects on its website and through its listserve.

3. Community Outreach

The Coalition reached out the following community groups and organizations: Human Services Coalition, AFL-CIO, ACLU of Florida, University of Miami, National Hispanic Bar Association, Florida Bar, Notre Daine d’Haiti Church, Haitian American Grassroots Coalition, Haitian Women of Miami, and the Miami-Dade County Student Government Association.
The outreach included attending group meetings, making presentations, providing information and engaging in basic education, all with the goal of not only recruiting poll workers but also planting the seed for civic participation in the conduct of elections (which is different from the more traditional involvement of citizens in elections which is usually focused on voting and supporting political candidates).

4. Lawyer and Law Firm Outreach

Importantly, the Coalition sought to make its biggest impact on the legal community by reaching out directly to the Florida Bar Board of Governors. The Florida Bar is the oversight organization for all lawyers in Florida. Copies of the outreach efforts to the Board of Governors are attached. Please see Appendix E. The Coalition’s effort resulted in an unprecedented endorsement of the work of the Coalition in the Florida Bar News, the trade publication sent to all lawyers in Florida. Please see Appendix F. Additionally, the Coalition presented its project on the national stage at the annual membership meeting of the Hispanic National Bar Association, the nation’s largest Hispanic lawyer group, held in Los Angeles California. Please see Appendix G.

The Coalition also reached out to Carlos Concepcion, managing partner of the Concepcion, Sexton, and Martinez law firm in Miami to ask him to participate in the Business Poll Worker Lottery. He agreed and also promised to write an opinion piece that subsequently ran in the Miami Herald. The opinion piece urged all other business owners to participate in the Poll Worker Lottery and be “Heroes for Democracy”. This represented the best way to get the word out to other businesses: directly from one of their peers. Please see Appendix H. Mr. Concepcion’s opinion piece continues the MDERC tradition of speaking out through the media.

Personal contacts, organization listings, and media outreach were used in conjunction as the main recruiting methods. This represents the bulk of the work to implement both the poll worker recruitment project and the Business Poll Worker Lottery. The Co-Directors also produced project administration systems and record keeping systems to maintain the project in a sound organizational and fiscal state.

Populations Served

The Be a Hero for Democracy and Business Poll Worker Lottery truly served all of the voters of Miami-Dade County. Additional poll workers result in an improved election experience for everyone. The project targeted language minorities so that those poll workers could be available at precincts where there is a large language minority population to provide assistance if necessary.
Outcomes, Results, and Conclusions

This small project had big goals. The Coalition met and surpassed them. This all-volunteer organization was successful in enlisting the participation of the University of Miami, the second-largest private employer in Miami-Dade County, in the Business Poll Worker Lottery. Non-essential UM employees were allowed to sign up to become poll workers and were paid the same rate as if they were at work for their time as poll workers. This demonstration of civic commitment by the University of Miami was encouraging and it was a big success for the idea of civic participation by businesses that is embodied in the Poll Worker Lottery. Please see Appendix I.

There is no way to gauge the impact of the outreach and media coverage of the projects. The Department of Elections was contacted about the number of poll workers that were recruited after August 1, 2008. The Department did not provide the Coalition with specific information on the new number of poll worker volunteers. As a result, it is very difficult to quantify the success of this recruitment effort. However, the results obtained from the University of Miami are encouraging. They suggest that the outreach undertaken was effective in recruiting large and high-profile organizations for the Business Poll Worker Lottery. While a concrete number is not available, the interest sparked by the media outreach undertaken by the Coalition indicates that many individuals were at least informed of the need for additional poll workers and received the call to civic service. There is no doubt that some individuals who would not have otherwise volunteered did so because of the efforts undertaken for this project.

However, the Miami-Dade Elections Department confirmed that a total of 28 University of Miami employees signed up and worked as poll workers. These are individuals who without the University’s participation in the Business Poll Worker Lottery would not have otherwise had the opportunity to become poll workers. They represent tangible civic engagement and community involvement on the part of the University of Miami as well as positive project results.

The encouraging results also came with interesting and worrisome information. Many of the Coalition Board members who served as poll workers reported receiving different and often conflicting training and information. Even poll workers at the same training session received different materials and training. While outside of the scope of this project, these problems are important because they ultimately affect the quality of service provided by the recruited volunteers and ultimately affect the running of the election as well as the ability of citizens to cast their ballots. The Coalition strongly recommends that all training materials be dated.
The impact of an individual poll worker who is trained and has experience with technology, and who may be multi-lingual cannot be overstated. The inclusion of just one of the MDERC-recruited poll workers in a precinct in need of support means that fewer mistakes were made and that citizens were better able to efficiently and effectively cast their ballots and have their voices heard. The Coalition also supported the involvement of key businesses in this civic endeavor. That is an outcome that will continue to benefit the community and the voters.

Challenges and Lessons Learned

The largest challenge involved with this project was data collection. The process to sign up to be a poll worker is such that it is difficult to know how many workers were recruited by MDERC. The Supervisor of Elections worked with the Coalition to attempt to keep track of the applications by marking them with ‘MDERC’. However, many volunteers likely used other methods or forms to apply to become a poll worker. This meant that it was impossible to track them.

Despite all of the efforts, the Coalition realized that, especially in the Haitian-American community, there remained a shortage of skilled multilingual poll workers to take care of the needs of this voting population. As a result, although outside the general scope of this project, the Coalition expended its own funds to create large instructional poster boards to teach Haitian-American voters how to vote correctly on the new technology. These large poster boards were provided to Haitian grassroots groups, including the Haitian-American Grassroots Coalition, Vey Ya Yo, and the Haitian Women of Miami, for use by their volunteers at polling locations.

Future Plans

The Miami-Dade Election Reform Coalition has always encouraged citizen participation in elections. Several Coalition board members have volunteered as poll workers for several years and will continue to do so. The Coalition fully intends to continue the tradition of encouraging participation in elections to improve the experience for all voters and to safeguard the right to vote. Yearly fundraisers and new grant applications serve as the main means of raising funds to support this endeavor.
Project Finances

The Human Services Coalition serves as the fiscal agent for the Miami-Dade Election Reform Coalition. HSC holds all funds and processes all financial transactions in relation with grant funds obtained for this project.

The Miami-Dade Election Reform Coalition was awarded $4,000.00 in grant funds for this project. The total amount of grant funds that were expended totals $4,000.00. The total amount to be returned is $0.00.

A total of $3,000.00 dollars was utilized to pay the Co-Directors. Ronald Bilbao was paid a total of $800.00 as he was not able to participate in the project after the start of the academic year. Francisco Pardo was paid a total of $2,200.00 for the project design, implementation, data collection, and production of the final report.

Printing expenses totaled $748.99 for printing of the grant proposals, project materials, and several large specialty instructional boards. Lida Rodriguez-Taseff was reimbursed for translation services that totaled $160.86. Meeting and training expenses totaled $40.14. Local travel expenses totaled $50.01.

Please see Financial Appendix A for the Final Financial Report Form.
Please see Financial Appendix B for the Translation Services Invoice.
Please see Financial Appendix C for the Printing Services Invoices.
Please see Financial Appendix D for the Staff Contracts.
Sea héroe de la democracia

El Condado de Miami-Dade se está preparando para implantar un nuevo sistema de votación basado en escanes ópticos. Es un momento fabuloso, pero los cambios pueden ser difíciles para todos. Ayude a sus conciudadanos durante este período de transición inscribiéndose para trabajar en los colegios electorales durante las próximas jornadas electorales - por lo general en su propio barrio.

¿Por qué debe usted trabajar en un colegio electoral en las jornadas electorales?

Un colegio electoral bien manejado necesita buen personal. Un equipo organizado y completo en el colegio electoral hará posible que los ciudadanos voten de manera rápida y eficiente. Las colas largas pueden desanimar a los electores.

Aprenderá todo cuanto hay que saber sobre el proceso electoral en el Condado de Miami-Dade. Como trabajador electoral certificado, será usted toda una autoridad en las innovaciones electorales de este año. Comparta sus conocimientos con familiares y amigos, y contribuya a que todos sean mejores electores.

Los ciudadanos son quienes mejor pueden manejar los colegios electorales. Cuando le vean trabajando en su colegio electoral, sus vecinos se sentirán más confiados porque saben que no escatimará usted esfuerzos para garantizar la identidad de su mesa electoral.

¿Qué hace falta para integrar el equipo de trabajadores electorales?

- Ser votante inscrito en el Condado de Miami-Dade.
- Llenar una solicitud de trabajador electoral y devolvérsela al Departamento de Elecciones.
- Recibir instrucción para tomar y aprobar la sesión necesaria de capacitación en línea (por computadora).
- Asistir a una sesión obligatoria de capacitación de ocho horas de duración (que se ofrece de lunes a sábados).
- Aprobar los seis módulos de capacitación y obtener una puntuación de no menos del 80% en el examen final (en el que podrá consultar el libro).
- Recibir el certificado correspondiente y pasar a ser trabajador electoral, auxiliar electoral, especialista de control de calidad, inspector, o delegado electoral durante dos años.
- Recibir pago por asistir a la capacitación para la certificación y completarla debidamente.
- Recibir pago por ayudar a sus conciudadanos a votar el día de las elecciones.


Kaye Johnson, Election Outreach Supervisor
Miami-Dade Elections Department
2700 N.W. 87th Avenue
Miami, Florida 33172
Be a Hero for Democracy

Miami Dade County is moving to a new optical scan voting system. This is an exciting time, but change can be a difficult for everyone. Help your fellow voters during this transition by signing up to work in a community precinct on upcoming election days - Usually in your own neighborhood.

Why Should You Become an Election Day Poll Worker?

A Well Run Voting Precinct Needs Good Staffing
An organized and complete precinct team will help citizens vote quickly and efficiently. Long lines can discourage voter participation.

You Will Learn All There is to Know About Voting in Miami-Dade County
As a Certified Poll Workers, you’ll be an authority on all that’s new in voting this year. Share your new knowledge with friends and family and help everyone become an educated voter.

Precincts are Best Run by Citizens
Your neighbors will feel great about voting when they see you there. They’ll know that you’ll do a great job to ensure the integrity of their polling place.

What is Required to Join the Poll Worker Team?

• Be a registered voter in Miami-Dade County
• Complete and return a Poll Worker Application to the Election Department.
• Receive instruction to take and pass the required on-line training session
• Attend a mandatory 8-hour certification training (Offered Monday - Saturday)
• Pass each of six training modules and score at least 80% on an open-book final exam.
• Receive a Certificate of Achievement and become a certified Clerk, Assistant Clerk, Quality Assurance Specialist, Inspector, or Poll Deputy for two years!
• Get paid for attending and completing the certification training.
• Get paid for helping your fellow voters on Election Day.

Go to http://www.miamidade.gov/elections/employment_poll-worker-info.asp to get your application and to learn more. Send your application to:

Kaye Johnson, Election Outreach Supervisor
Miami-Dade Elections Department
2700 NW 87th Avenue
Miami, FL 33172
Vin yon Ewo pou Demokrasi

Miami Dade County ap konmase sèvi ak yon sistèm skanè optik pou moun ka vote. Sa se yon moman ki enteresan anpil, men, tankou tout chanjman, sa kapab prezante pwoblèm pou tout moun. Ede elektè parèy ou pandan tranzisyon sa a: enskri pou ou travay nan biwo vòt pandan jou eleksyon konfèr pier rive byento - Pi fò moun se nan katye yo menm yo fè sa.

Pouki pou ou vin yon Amplwave Biwo Vòt pou Jou Eleksyon?

Yon Sikonskipsyon Vòt ki byen òganize bezwen bon jan Anplwave
Yon bon ekip kap travay nan yon sikonskipsyon li epi ki byen òganize kapab ede sitwayen yo vote pi vit epi ak mwens pwoblèm. Lè gen anpil moun kap tann nan liy pou yo vote, sa dekouraje patisipasyon elektè yo.

Ou pral aprann tou sa ki gen pou konnen sou afè vote nan Miami-Dade County
Lè ou vin yon travayè electoral sètifye, wap vin yon ekspè sou tou sa ki nouvo nan afè eleksyon ane sa a. Pataje nouvo konesans ou avèk zanmi ak fanmi epi ede tout moun vin yon elektè enfòme.

Se sitwayen menm ki kapab jere sikonskipsyon yo pi byen
Vwazen ou pral santi yo fyè lè yo vin vote epi yo wè ou la nan biwo vòt lan. Yap konnen wap fè yon bon jan travay pou garanti entegrite biwo vòt yo an.

Kisa ki bezwen pou yon moun antre nan Ekip Travayè Elektoral lan?

- Se pou ou deja enskri pou vote nan Miami-Dade County
- Se pou ou ranpli yon Aplikasyon Travayè Elektoral epi remèt li nan Depatman Eleksyon an
- Se pou yo baw enstriksyon pou ou pran epi pase sesyon fòmasyon ki sou Entènèt lan epi ki obligatwa
- Se pou ou ale nan yon Fòmasyon ki dire 8-èd tan pou resèvwa sètifikasyon (Yo ofri li le lendi rive jis le samdi)
- Se pou ou pase chak seksyon fòmasyon epi fè yon nòt ki omwen 80% nan yon egzamen final kote ou kapab louvri liv ou pou jwenn repons yo
- Ou pral resèvwa yon Sètifika Reysisit epi sètifye pou ou vin yon Klè, yon Asistan Klè, yon Spesyalist pou Asire Kalite, yon Enspektè oubyen yon Depite Biwo Vòt; Sètifika sa yo bon pou dez an!
- Ou pral touche lè ou asiste epi fini fòmasyon pou sètifikasyon an
- Ou pral touche lè ou ede sitwayen parèy ou pandan Jouen Eleksyon an


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Miami, FL 33172
MEMORANDUM

TO: Honorable Chairman Bruno A. Barreiro and Members, Board of County Commissioners

FROM: R. A. Cuevas, Jr.
County Attorney

DATE: June 10, 2008

SUBJECT: Resolution creating the Voluntary Poll Worker Lottery Program and Directing the County Mayor to encourage participation

The accompanying resolution was prepared and placed on the agenda at the request of Chairman Bruno A. Barreiro.

R. A. Cuévas, Jr.
County Attorney

RAC/up
MEMORANDUM
(Revised)

TO: Honorable Chairman Bruno A. Barreiro and Members, Board of County Commissioners

DATE: July 1, 2008

FROM: R. A. Cuevas, Jr.
County Attorney

SUBJECT: Agenda Item No.

Please note any items checked.

___ "4-Day Rule" ("3-Day Rule" for committees) applicable if raised

___ 6 weeks required between first reading and public hearing

___ 4 weeks notification to municipal officials required prior to public hearing

___ Decreases revenues or increases expenditures without balancing budget

___ Budget required

___ Statement of fiscal impact required

___ Bid waiver requiring County Manager's written recommendation

___ Ordinance creating a new board requires detailed County Manager's report for public hearing

___ Housekeeping item (no policy decision required)

___ No committee review
RESOLUTION NO. ________________

RESOLUTION CREATING THE VOLUNTARY POLL WORKER LOTTERY PROGRAM AND DIRECTING THE COUNTY MAYOR OR HIS DESIGNEE TO ENCOURAGE PARTICIPATION

WHEREAS, the Florida legislature mandated that Miami-Dade County switch from DRE touchscreen voting machines to precinct counted optical scan ballots; and

WHEREAS, the switch must be completed by July 1, 2008 and will be in place for the August primary and November general elections; and

WHEREAS, there is little time to complete the transition from one type of voting system to the other and these two voting systems are so drastically different from each other; and

WHEREAS, this Commission wants to do everything possible to insure that the polls are staffed with sufficient and competent poll workers who are computer literate and technology savvy, comfortable giving and understanding complex directions and procedures, and able to communicate with diverse members of the public, including language minorities,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that:

Section 1. The Commission hereby creates the Voluntary Poll Worker Lottery Program to provide additional poll workers for county-wide elections. Businesses electing to participate in this voluntary program shall notify all employees that they will
be accepting volunteers to receive the County’s poll worker training and become poll workers on election day. The participating business would randomly select employees to be trained and work the polls on election day based on the business’ capacity and staffing needs. The participating businesses would also agree to compensate the employees for training and working the polls in the same manner that they would be compensated if they performed their regular jobs.

Section 2. The Commission hereby directs the County Mayor or his designee to contact the Community Relations Board, the various chambers of commerce, and other civic organizations in the County and ask that they encourage to their members to participate in the Voluntary Poll Worker Lottery Program.

The foregoing resolution was offered by Commissioner Bruno A. Barreiro, who moved its adoption. The motion was seconded by Commissioner

and upon being put to a vote, the vote was as follows:

Bruno A. Barreiro, Chairman
Barbara J. Jordan, Vice-Chairwoman

Jose "Pepe" Diaz
Carlos A. Gimenez
Joe A. Martinez
Dorrin D. Rolle
Katy Sorenson
Sen. Javier D. Souto

Audrey M. Edmonson
Sally A. Heyman
Dennis C. Moss
Natacha Seijas
Rebeca Sosa
The Chairperson thereupon declared the resolution duly passed and adopted this 1st day of July, 2008. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: ______________________
Deputy Clerk

Approved by County Attorney as to form and legal sufficiency.

Oren Rosenthal
APPENDIX C

FOR IMMEDIATE RELEASE

FOR MORE INFORMATION CONTACT
Francisco Pardo 786-897-5027
Ron Bilbao 919-923-7288
Sandy Wayland 305-297-9921

Calling citizens who volunteer to work the polls on Election Day "Heroes for Democracy", the Miami-Dade Election Reform Coalition has launched its "Hero for Democracy" Project to recruit every day citizens to train to become Miami-Dade County poll workers and serve as part of the Election Day team that keeps polling places running smoothly. "We believe that the polls need to be staffed with poll workers who are good with technology and know how to give directions and people who are great at working with the public," said college intern Francisco Pardo, one of the Project's co-directors who is home for the summer from George Washington University. Proper staffing at polling places will be extremely important in the upcoming election cycle with the introduction of optical scan technology—a switch which will rely heavily on poll worker interaction with both the technology and voters.

"A lot of people in our community want to help better our elections and just don't know how. So our job is to motivate them to share their talents with the rest of our diverse community," added college intern Ron Bilbao, home from the University of North Carolina at Chapel Hill and the Project's other co-director. "Our approach," continued Bilbao, "is to get people excited about serving as poll workers, and to reach out to community groups and individuals all over the county, and ask them to sign up." Poll workers interact with voters at all levels of the voting process from entering to exiting the polling location on Election Day.

"We are also reaching out to the business community with our companion "Business Poll Worker Lottery" Project, which asks businesses in the county to allow their employees to take off work to go through the poll worker training and work the polls on Election Day, said Pardo. The businesses would agree to compensate the employees for training and working the polls in the same manner that they would be compensated if at their regular jobs.

The "Business Poll Worker Lottery" Project has already met with major success. According to Bilbao, "the University of Miami, Miami-Dade County’s second largest private employer, has enthusiastically committed itself to the Business Poll Worker Lottery and notified its employees that, staffing issues permitting, the employees can sign up to become poll workers."

But with the August Primary Election and November General Election fast approaching, the coalition is feeling the urgency to get individuals and businesses of all sizes to become involved. "Our message is that poll workers are not political partisans and they must leave their political opinions and partisan leanings at home. The job of a poll worker is to serve all of the voters of our community, to make sure they can exercise their right to vote. Poll worker service, like jury service, is the highest form of civic service," concluded Pardo.

Individuals can find an application to become a poll worker on the Miami-Dade Election Reform Coalition’s website: www.reformcoalition.org, or by calling the Elections Department at 305-499-VOTE (8683). The "Hero For Democracy" and "Business Poll Worker Lottery" Projects are made possible thanks to a generous grant from the Miami Fellows Initiative Class IV Social Innovation Project at the Dade Community Foundation.

"We are very grateful to the Miami Fellows and the Dade Community Foundation and to the Human Service Coalition for making these projects possible," said Sandy Wayland, the Election Reform Coalition's President.
The Miami-Dade Election Reform Coalition has received a $4,000 grant for its campaign to recruit poll workers for the upcoming elections.

The grant from the Dade Community Foundation’s Miami Fellows Initiative will help fund the coalition’s “Be a Hero for Democracy” campaign and another poll worker project targeting full-time workers.

The initiatives launched in May are recruiting volunteers to work at the polls on election days Aug. 26 and Nov. 4.

The “Be a Hero for Democracy” campaign recruits volunteers from civic and religious groups.

The other program asks businesses to allow their employees to take a paid day off to work at the polls. Law firms Concepcion Sexton & Martinez and Duane Morris and the University of Miami are among the participants.

The Aug. 26 primary will be the first in Miami-Dade using optical scan ballots, the third kind of election equipment in eight
David,

It was a pleasure speaking with you earlier regarding a non-partisan civic participation project idea for the Florida Bar membership centered around protecting the rights of voters. As you are aware, pursuant to legislation passed last year in Florida, there is a legislatively mandated switch from DRE touchscreen voting machines to precinct counted optical scan ballots that is taking place in 15 Florida counties, representing more than half of all Florida voters. The switch must be completed by July 1, 2008 and will therefore be in place for the August primary and November general election. Because of the tight time frames associated with the transition from one type of voting system to the other, and because of the fact that the two voting systems are so drastically different from each other, there is a very serious chance that the new system will be overburdened on election day, unless the polls are staffed with top notch poll workers who are computer literate and technology savvy, comfortable giving and understanding complex directions, and able to communicate with diverse members of the public, including language minorities.

Because lawyers and legal staffs at law firms readily fit these requirements, I am proposing that the Bar champion a Law Firm Poll Worker Lottery Program that would function as follows:

Participating law firms would notify all of their employees (staff and lawyers), that the firm will be accepting names of those interested in going through the county government sponsored poll worker training and becoming poll workers on election day. Taking into consideration capacity and staffing issues, the participating firms would select, at random, a certain number of employees. Those employees would go through the poll worker training and would work the polls on election day. The firms would agree to compensate the employees for training and working the polls on election day. Attorneys who agree to become poll workers would also receive pro bono credit. The Bar would disseminate information about the Program in its printed materials, e-mails and other advertising. Law firms and lawyers seeking to receive pro bono credit would follow usual procedures for obtaining pro bono credit for Bar sponsored activities.

It is worth emphasizing that poll worker service, like jury service, is civic service. Poll workers are not permitted to be affiliated with political parties, candidates or issue PACs. Their job is to uphold the Constitution and to carry out the voting laws.

Please see the article below which appeared in the Miami Herald yesterday and which explains the current state of voting systems in Florida.

I look forward to hearing from you.

Thanks,

Lida
From: Rodriguez-Taseff, Lida [mailto:LRTaseff@duanemorris.com]
Sent: Thursday, August 07, 2008 12:53 PM
To: David B. Rothman
Cc: swayland@mindspring.com
Subject: THANK YOU

David,
On behalf of the Miami-Dade Election Reform Coalition, thank you for all of your hard work and leadership in getting the Bar's Communications Committee to encourage Florida Bar members and their firms to volunteer to be poll workers. The article that ran in the Florida Bar News (linked below),was superb. It really made the case in a timely, compelling and factual way. Please also thank the Committee's Chair, Richard Tanner, for his leadership and well-researched positions on the subject.

On a personal note, David, I know you are an incredibly busy person. The fact that you took the time to push this is not lost on us. You really make me proud to be a lawyer.

Thanks again,
Lida Rodriguez-Taseff
Chair Emeritus
Miami-Dade Election Reform Coalition

http://www.floridabar.org/DIVCOM/IN/JNNews01.nsf/ch53c80c8fa49d85256b5900678f6c/d122b7954297c21b8525748e004e589f?OpenDocument&Highlight=0.polling
Lawyers urged to volunteer for the upcoming elections

Election supervisors are always looking for poll workers

The Bar’s Communications Committee is encouraging Florida Bar members and their firms to get involved in public service during the upcoming elections.

Communications Committee Chair Richard Tanner noted lawyers are particularly well-suited to serve as poll workers.

On voting days, the supervisors of elections are among the largest employers in counties, hiring many workers to conduct the elections.

“These are the people who make democracy real,” said Ion Sancho, supervisor of elections in Leon County. “They allow basic access to the voting process. They reconnect citizens with the meaning of self-government.”

Tanner noted several counties, including Hillsborough, Orange, and Seminole, offer programs to recruit employees who would be released from work for election days to serve as poll workers. Employees with management/supervisory experience, customer service skills, and experience with computers and office machines are excellent candidates for the programs.

Poll workers ensure voters are in the correct precinct, issue ballots, give voting instructions, verify registrations with laptop computers, operate voting equipment, and maintain orderly flow at polling sites. Poll workers also must complete a training course and are paid for this work on election days.

“By participating in this partnership program, your organization will demonstrate a commitment to civic duty, teamwork, and support of the election process,” said Buddy Johnson, supervisor of elections for Hillsborough County.

Some counties provide community organizations and businesses, like law firms, the
APPENDIX G

HISPANIC NATIONAL BAR ASSOCIATION

2008 National Convention Schedule
September 3 - 6, 2008

WEDNESDAY, SEPTEMBER 3, 2008

2:00 - 5:00 pm  Registration

5:00 - 7:30 pm  Welcome Reception

THURSDAY, SEPTEMBER 4, 2008

8:00 - 8:30 am  Breakfast and Welcoming Remarks
Honorabe Antonio Villaraigosa, Mayor of Los Angeles

8:30 – 10:30 am  Latino State of the Union Forum

Prominent community leaders and lawmakers offer their perspectives, analysis, and solutions on critical policy issues, the upcoming elections, and the judiciary. The forum will address the importance of the Latino vote in the 2008 elections, Latino leadership in the next administration and in the courts, health care reform, education and immigration and immigrant policy. A noted demographics expert will lay the foundation for what promises to be a spirited discussion.

Congresswoman Hilda Solis, 32nd District
Congresswoman Linda Sanchez, 29th District
Monica Garcia, Board Chair, Los Angeles Unified School District
Dr. David Hayes-Bautista, Ph.D, Director of the Center for the Study of Latino Health and Culture, School of Medicine, UCLA
Antonio Gonzalez, President of the Southwest Voter Education Project (SVREP), and William C. Velasquez Institute (WCVI)

Victor Marquez, President, HNBA
Thomas Saenz, Counsel to the Mayor, City of Los Angeles
John Trasvina, President and General Counsel, Mexican American Legal Defense and Educational Fund (MALDEF)

Moderator: Manuel Medrano, KTLA News
12:00 - 1:30 pm  Pipeline Luncheon Honoring UCLA Law Fellows Program
Leo Trujillo & Tony Tolbert
Presentation of the Law Student Organization of the Year

2:00 - 3:30 pm  How To Become A Law Professor
Panelists: Prof. Fred Galves, Capital University
           Prof. Ernesto Hernandez, Chapman University
           Prof. Cristiana Ochoa, Indiana University
           Ana Maria Merico, University of Arizona
Moderator: Ediberto Roman, Florida International University

*Business Development Bootcamp: Making the Pitch*
An interactive workshop with in-house counsel and a strategic consultant on the best practices for making a pitch. The session will include two mock pitches with in-house counsel, each with a different approach. The in-house counsel and strategic consultant will then review and discuss with the audience the different approaches and best methods for making the presentation. Attendees will learn how to differentiate themselves from the competition.
Panelists: Jacquelynn A. Ruiz, Associate, Gonzalez Saggio & Harlan LLP, Milwaukee, WI
           Allan Colman, CEO, Closers Group, Torrance, CA
           Seth Rivera, Associate Counsel Employment Law, Darden Restaurants, Inc., Orlando, FL
           Gregory T. Alvarez, Partner, Jackson Lewis LLP, Morristown, NJ

2:00 - 3:30 pm  Father Greg Boyle Film Screening
Presented by the Law Offices of Humberto Guizar. Question and answer with the director/producer, John Bohm and actor Joey Ray Lucero will follow the film.

*Project Safe: 2008 HNBA Voter Protection Seminar*
The 2008 elections are just around the corner! We have sixty days to work together to help ensure that millions of Latinos can exercise their right to vote freely and without intimidation. The number of first time Hispanic voters in the November 2008 election is expected to be unprecedented and the turnout is projected to exceed historic highs. Learn about the impediments Latinos can face as they head to the polls and, most importantly, what you can do to help make every vote count. Find out how to join the nation’s largest non-partisan voter protection effort and help the HNBA and its coalition partners ensure that Latino citizens can vote. Get involved and make a difference!
Panelists: Efrain Escobedo, Director of Voter Engagement, NALEO Educational Fund, Los Angeles, CA;
           Nicholas Espiritu, Staff Attorney, Mexican American Legal Defense and Educational Fund, Los Angeles, CA;
           Ami M. Sanchez, Associate Counsel, National Campaign for Fair Elections- Lawyers Committee for Civil Rights Under Law, Washington, DC;
           Sylvia Trujillo, Moderator, Co-Chair, HNBA Election Protection Task Force Washington, DC;
Let your employees be heroes for a day

I recently got a call from a colleague asking if I would be willing to be a "Hero For Democracy." I had never been asked that question. What does it entail, I asked. She said, "It's simple. I want you to consider allowing a couple of your employees to train to become Miami-Dade County poll workers and to work the polls on Election Day."

"Sure," I said. "That's not a big deal." She said, "But you need to pay them in the same way as if they had been at work." I thought about it for about two seconds and said, "OK, sign me up."

Why pay my employees to take time off from work to assist voters? Because poll workers do not work for political parties or candidates. They take an oath to leave their political opinions and partisan leanings at home.

A poll worker serves all of the voters of our community to make sure that they can exercise their right to vote. Poll-worker service, like jury duty, is the highest form of civic service.

With the change in voting technology that has been receiving so much media attention, business owners, and particularly attorneys, have a responsibility to share their wealth. We have talented employees who read and speak more than one language; energetic people who are accustomed to dealing with the public; people who are computer literate and technology savvy, who can handle stressful situations. These are precisely the people who make the best poll workers.

While most of the business owners and attorneys I know would tell you that they can't afford to have valued talent take the day off, if you push a little harder they will also say that they owe their business success to this community. Many of us also owe this country our right to vote.

So, my friends, it is time to share your wealth. Be a "Hero for Democracy."

CARLOS F. CONCEPCION, attorney, Concepcion, Sexton & Martinez, Miami
opportunity to fully staff precincts with their own employees serving as trained poll workers and then designate the regular poll-worker compensation as a donation to a nonprofit organization.

Miami lawyer Lida R. Rodriguez-Taseff notes that the need for “top-notch poll workers who are computer literate and technologically savvy, comfortable giving and understanding complex direction, and able to communicate with diverse members of the public” is great this year, considering 15 Florida counties will be switching from touch screen voting machines to precinct counted optical scan ballots.

The ABA Council on Racial and Ethnic Justice, ABA Section of Individual Rights and Responsibilities, ABA Standing Committee on Election Law, and the Lawyers’ Committee also are seeking the pro bono assistance of lawyers, firms, bar associations, and corporate legal departments to help staff and host the national voter hotline and prepare voter education materials as part of its Election Protection project.

During the 2004 election cycle, ABA groups mobilized 25,000 trained volunteers, including 8,000 legal volunteers, to monitor polling places, educate voters, facilitate a dialogue with local and state election officials, provide legal support to poll monitors, and answer the 1-866-OUR-VOTE national voter services hotline.

Florida has two elections this year — a primary on August 26 and the general election November 4.

For more information about public service and poll worker opportunities, visit http://www.floridabar.org/election08 for links to all 67 supervisors of election in Florida and the ABA Election Protection project.

News HOME
[Revised: 01-05-2009 ]

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June 16, 2008

To the University Community:

The University has agreed to participate in a public service project to improve the voting process in the fall elections.

As you may have read in The Miami Herald, Miami-Dade County is in the process of implementing different technology—a scanned ballot system—for the fall elections. The scanned ballot has been used for years for SATs and the U.S. Census. Voters mark ovals on paper ballots that are fed into scanners that count the vote in the precinct.

It will be used for the first time by poll workers and voters in the August 26 election and will still be fairly new technology when it is used for the expected record turnout on November 4. Accordingly, there is a need for a large number of qualified and trained poll workers.

The non-partisan Miami-Dade Election Reform Coalition has proposed that employers, where possible, facilitate employees serving at the polls. The University of Miami Law School Alumni Association has also taken up the cause. As a result, the University has agreed to lend its support.

Here’s how it would work:

Employees who are interested in serving as poll workers should first seek approval from their supervisor. Obviously, supervisors must be mindful of the University’s responsibilities to students, patients, and others—and that August 27 is the first day of school.

Assuming supervisory approval is granted, the employee should register as a poll worker applicant with the county by completing and returning the attached application. The application must be submitted by June 25. Be sure to complete the form in its entirety. The county will contact employees about participating in a half-day training session, which they can choose to attend on either July 11 or 12.

Prior to elections, poll workers will be assigned to a precinct, generally near the person’s home. The election-day work schedule lasts about 14 hours.

The University will grant paid administrative leave for the half-day training session and election-day assignments. Additionally, the county compensates poll workers $40 for training and $105 for election-day duties.

A certificate of completion from the county for training and election days must be submitted to the employee’s supervisor for verification.

If you have any questions, send them to the Division of Human Resources at hraa@miami.edu.

Thanks for helping with this effort to ensure a smooth election process.

Sincerely,

Joe Natoli
Senior Vice President for Business and Finance
and Chief Financial Officer
Financial Report Form

Complete this form and attach it to your report. Use the table below to show how much has been *spent to date* to implement the project; how much has come from the MFI-MSIP grant and how much from other sources.

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**Name of person completing form:** Francisco Pardo

/s/ Francisco A. Pardo  1/8/09

**Signature**  **Date**
Lida Rodriguez-Taseff, Attorney at Law
Duane Morris
201 South Biscayne Boulevard, Suite 3400
Miami, Florida  33131

Re.: Miami-Dade Election Reform Coalition

Certified translation into Spanish and Haitian Créole of a document entitled “Be a Hero for Democracy”, e-mailed and couriered to your office on this date.

<table>
<thead>
<tr>
<th>Language</th>
<th>Words</th>
<th>Rate (¢)</th>
<th>Total ($)</th>
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<td>Créole</td>
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Total $160.86
## Invoice

**Duane Morris LLP**

200 South Biscayne Blvd. #3400  
Miami, FL 33131  
Phone 305-960-2200  

**TO:**  
Miami-Dade Election Reform Coalition  
4500 Biscayne Blvd  
Suite 340  
Miami, FL 33137

**FOR:**  
MDERC Printing

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**TOTAL** | **$300.00**

Make all checks payable to Duane Morris LLP.
**INVOICE**

**DATE:** AUGUST 1, 2008

**TO:**
Miami-Dade Election Reform Coalition  
4500 Biscayne Blvd  
Suite 340  
Miami, FL 33137

**FOR:**
MDERC Printing- Be A Hero for Democracy

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<td>-$151.01</td>
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**TOTAL** $448.99

Make all checks payable to Duane Morris LLP.
This Agreement (the “Agreement”) is hereby entered into between the Miami Dade Election Reform Coalition, Inc. (MDERC), and ______________________, an individual (“Consultant”). The date of this agreement shall be retroactive to June 1, 2008 (“the Effective Date”).

Whereas, MDERC is running two voting related projects titled: “Hero for Democracy”/“Business Poll Workers Lottery” project and the “Time the Vote” project (the “Projects”), during the Summer and Fall of 2008.

Whereas, MDERC has retained Consultant to carry out the work of the Projects on behalf of MDERC.

Whereas, MDERC is required to prepare a report on the “Hero for Democracy”/“Business Poll Workers Lottery” project in conformance with the requirements set forth in the grant documents relating to the grant received by MDERC for that project and the project is not deemed complete until said report is prepared and submitted (the “Completion Date”).

Now wherefore, for good and valuable considerations the receipt and sufficiency of which is hereby acknowledged by the parties, the parties agree as follows:

1. Consultant shall be retained as co director of the Projects.
2. Consultant is bound by this Agreement and all documents referenced herein.
3. Consultant shall perform the following functions during the term of this Agreement (which functions must be performed between the Effective Date and the Completion Date):
   a. Prepare mission statement and project messages for the Projects;
   b. Prepare materials for recruiting volunteers and obtain Spanish and Haitian Creole translations for those materials;
   c. Printing and dissemination of materials;
   d. Compile a list of key organizations and individuals for outreach and recruitment and personally contact each of those organizations and individuals to advise them of the Projects and obtain their assistance;
   e. Draft press releases and handle inquiries; as well as seek out medic opportunities for dissemination of information about the Projects;
   f. Prepare grant application for “Time the Vote project;
   g. Report weekly to MDERC
   h. Coordinate the “Hero for Democracy”/“Business Poll Workers Lottery” project with MDERC’s grantors
i. Write all required reports on the “Hero for Democracy”/“Business Poll Workers Lottery” project and abbreviated report for “Time the Vote” project.

4. MDERC Shall compensate Consultant a total of $________ for the work described in paragraph 1 above as follows:
   a. A total of $1,500 will be paid to Consultant of completion of the tasks related to the “Hero for Democracy”/“Business Poll Workers Lottery” project.
   b. A total of $______ will be paid to Consultant of completion of the tasks related to the “Time the Vote” project.
   c. Consultant acknowledges having received the following payments:
      iii. October 15, 2008 $200 –Upon reporting on recruitment efforts for the period August 15 to October 15, 2008
   d. Consultant agrees that MDERC is entitled to receive reimbursement from MDERC’s grantor for the payments set forth in Paragraphs 4.c above.

5. Consultant agrees that he is not an employee of MDERC. Therefore, Consultant shall not be deemed an agent, employee, partner or joint venturer of MDERC. Consultant shall not be entitled to any benefits, coverages, or privileges, including, without limitation, social security, unemployment, workers' compensation, medical or pension payments, or holiday/vacation pay or other such benefits made available to employees of MDERC.

Miami Dade Election Reform Coalition

By: Alexandra Wayland
Its: President

Consultant