



To: All SEIU 1021 Employees

From: Seth Schapiro, Head of Operations/Labor Relations

Re: Staff Assistance in Upcoming Elections

Date: December 9, 2015

As mentioned in my previous memo dated November 6, 2015, the membership is now in the process of the 2016 Executive Board Election (officers, vice-presidents of organizing, politics and representation, committee chairs, regional vice-presidents, county area representatives, and budget and finance committee).

Also, as mentioned in that memo, union staff shall remain uninvolved and neutral in relation to all the above races and candidate election activity.

This means that union staff shall not engage in any of the following activities:

- Facilitating introductions between candidates/potential candidates (or anyone working on behalf of candidates/potential candidates) and chapter officers, member leaders, or any members;
- Facilitating access to workplaces for any candidates/potential candidates (or anyone working on behalf of candidates/potential candidates);
- Providing candidates/potential candidates (or anyone working on behalf of candidates/potential candidates) with personal contact information for chapter officers, member leaders, or any members.

Please note that if you are a dues-paying Associate Staff Member of SEIU Local 1021 (pursuant to Section 5.3.D. of the Local Bylaws), you may be involved in the election, as long as it is not being done on work time and does not involve the use of union resources.

Please also note that staff are allowed to play a limited role in Neutral Candidate Forums (see attached "Clarification on Neutral Candidate Forums" memo dated November 6, 2015).

If you have questions regarding any request made to you by candidates/potential candidates, please contact me or Marguerite Fa-Kaji for clarification.