

Clarifications Regarding 2016 Executive Board Elections

This document has been updated as of: **February 22, 2016 with Item XI below.**

I. Retiree Members (Originally Posted 11/6/15)

1. Retiree members in good standing may run for the following position:
 - Retiree Council Chair

2. Retiree members in good standing may sign nomination petitions for the following positions:
 - Retiree Council Chair
 - Retirement Security Committee Chair

3. Retiree members in good standing may vote for the following positions:
 - Retiree Council Chair
 - Retirement Security Committee Chair

II. Eligibility Deadline to Vote in 2016 Election of SEIU Local 1021 Executive Board (Originally Posted 11/6/15)

In order to be as inclusive as possible but still to ensure the integrity of the voting process, if someone signs a membership card that is received by the Local's Membership Department by December 31, 2015, that person will be mailed a ballot, provided that the Local receives dues payments on behalf of that member by January 31, 2016, or that the Local is otherwise able to verify (by January 31, 2016) that the person belongs to a represented bargaining unit.

If someone does not receive a ballot by February 11, 2016, that person can call the toll-free number (800-864-1263) to request a substitute ballot. That returned ballot will be treated the same as all other substitute ballots are treated during the official ballot count.

III. "Purple Stuff"

The Election Committee has adopted a rule that no "purple stuff" (SEIU paraphernalia such as shirts, keychains, or other items) should be distributed or used by any candidates or their supporters as an electoral campaign activity from now until the election is completed in March 2016.

IV. Extension Notice – Retiree Council Chair

The deadline for candidates for Retiree Council Chair to submit nomination petitions (Item 6) and candidate statements (Item 9) has been extended. The new date and time by

which those items must be received in the P.O. Box below is 5:00 pm, December 22, 2015.

These items should be mailed to:

Local 1021 Election Committee
P.O. Box 12546
Oakland, CA 94604

Candidates must also submit an electronic pdf file of their statement to 2016.election.committee@seiu1021.org no later than 5:00 pm on December 22, 2015.

Requests for a further extension of time to submit a nomination petition or candidate statement may be made to the Election Committee at 2016.election.committee@seiu1021.org and will be considered on a case-by-case basis.

V. Clarification Regarding Budget & Finance Committee

A question was raised about voting for BFC seats. This is what the SEIU Local 1021 Bylaws state at Article 18.2.J.6:

Where there is more than one industry or county area within a region the second BFC seat for that region shall go to the candidate receiving the highest number of votes from a different industry or county area.

VI. Recent Election Committee Decisions

In the interests of transparency, the Election Committee is announcing recent decisions it has made in two areas. All decisions were made in accordance with U.S. Department of Labor Guidelines on Conducting Union Elections, which require fair and impartial treatment of all candidates, as well as erring on the side of inclusion rather than exclusion – for example, requiring that candidates be provided with reasonable grace periods to make up missing dues. The DOL Guidelines also envision that candidate eligibility requirements may be modified or waived, as long as this is done uniformly for all nominees. Finally, the Election Committee based its decisions on wanting the voters to have as much information as possible in making their voting decisions.

Candidate Certification Decisions:

- One (1) candidate submitted a candidate statement via email but did not submit a Nomination Petition or a candidate statement via U.S. mail and was consequently deemed ineligible by the Committee.
- Two (2) candidates submitted Nomination Petitions containing the required number of valid signatures but that were missing the first three (3) pages of the Nomination Petition. Both were instructed to submit those pages by Dec. 30, 2015. Both did so. Both candidates were certified.
- Five (5) candidates submitted petitions that were postmarked on or before Dec. 11, 2015, but received in the Post Office Box after Dec. 11, 2015 (the initial submission deadline). All five (5) petitions were received prior to Dec. 22, 2015 (the deadline extension given to candidates for Retiree Council Chair due to a delay in mailing the Nomination and Election Notice to retiree

members). Because of the potential for confusion that the deadline extension caused, the Election Committee decided to accept all five (5) petitions and all five (5) candidates were certified. Subsequently, one (1) of those candidates withdrew from the election and the withdrawal was accepted by the Election Committee.

- Seven (7) candidates were not current with their dues. All seven (7) were given the opportunity to pay missing dues by Dec. 30, 2015. Six (6) of the seven (7) candidates made the necessary payments and were certified. The seventh candidate is being contacted and given the opportunity to pay the missing dues by the close of business on Jan. 8, 2016.
- One (1) candidate did not turn in the required number of member signatures on the Nomination Petition because two (2) of the 26 signers on the petition were coded as fee-payers in the Membership Department database. The Union had no record of the signers electing to be fee-payers and the Union received payments from both signers equivalent to full dues. The candidate was given the opportunity to turn in a membership card for either signer who was a fee-payer by Dec. 30, 2015. The candidate turned in a membership card for one of the signers and was certified.

Candidate Statement Decisions:

- Two (2) candidates sent in their statements by U.S. mail only and not by email. One (1) of these statements did not meet the size dimensions required in the Nomination and Election Notice. That candidate has been provided with a deadline by which to correct the size dimensions of the statement. The other statement was accepted for inclusion in the Candidates Booklet.
- One (1) candidate sent in a statement by email only and not by U.S. mail. This candidate statement was accepted for inclusion in the Candidates Booklet.
- Nine (9) candidates submitted statements (via both U.S. mail and email) that were over the 200-word limit. All nine (9) were given the opportunity to eliminate the excess words by Jan. 8, 2016. Other than eliminating excess words, the nine (9) candidates were not permitted to change or alter their statements in any other way.

VII. Membership Figures

- 44,340 members have valid addresses on file and will be mailed ballots.
- 1,724 of those are retiree members.

VIII. Reminder Notice

Until the conclusion of the 2016 Executive Board Election, all campaigning - either by or on behalf of candidates – is prohibited from taking place on Union property, except during properly noticed Candidate Forums.

IX. 2016 Officers Election - Memos to Staff

The message below was sent from the Election Committee to all candidates on February 4, 2016. The attachments mentioned are now posted on the website.

“Given some of the issues that have arisen regarding campaigning, we are sharing with you the clear instructions that were given to all Local 1021 staff members.

Attached please find two memos from Seth Schapiro to all staff:

- The first memo was sent out via email on November 6, 2015;
- The second memo was sent out via email on December 10, 2015.”

X. Word Counting of Candidate Statements

The following guidelines were adopted by the Election Committee prior to the word counting of the individual candidate statements and were applied to all statements received:

Because the election rules require candidates to put at the top of their statements their name and the office for which they are running, the Election Committee decided to count the candidate’s name as 1 word and the office for which they are running as 1 word, in the heading only, in fairness to all candidates and the office for which they are running. If the candidate’s name and the office for which they are running appears elsewhere in the statement, they are counted as separate words. The words on any logo included with the candidate’s statement are also counted towards the 200 word limit. Additionally, a hyphenated word is counted as 1 word.

XI. Reminder Regarding Prohibition Against Support from Non-Members (NEW)

The Election Committee reminds all candidates that Item 16 in the Nomination and Election Notice governing the current Executive Board election provides as follows:

“No candidate or prospective candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of Service Employees International Union.”

Similarly, the SEIU Local 1021 Bylaws provide at Article 18.2.F.2:

“(N)o candidate (including a prospective candidate) for any office in this Union or affiliated body or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any non-member of SEIU.”

The SEIU International Constitution and Bylaws also provides at Article V, Section 2:

“No candidate (including a prospective candidate) for any International office or office in a Local Union or affiliated body or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any nonmember of the International Union.”