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Ang isinaling bersiyon ng dokumentong ito ay makukuha sa [www.seiu1021.org](http://www.seiu1021.org) at sa mga opisina ng SEIU 1021.

將有一份翻譯本會在工會網址 [www.seiu1021.org](http://www.seiu1021.org) 上登出及可在 SEIU 1021 工會各辦事處取閱。

Một bản dịch của văn kiện này sẽ có sẵn ở trang [www.seiu1021.org](http://www.seiu1021.org) và tại văn phòng của SEIU 1021.

In the event of a discrepancy between a translated version and the English version of this document, this English version shall prevail.



## NOMINATION AND ELECTION NOTICE

All seats on the SEIU Local 1021 Executive Board will be open for nomination and election. Nominations will be accepted by signed petition (see details below). A mailed-ballot election will be held in accordance with the rules and procedures contained in this notice. The specific offices to be nominated and elected are listed below.

The following rules and procedures are in effect for the election of Executive Board members and must be followed by all members, nominees, candidates, and staff. Nominees and candidates should be aware that Department of Labor election guidelines forbid the use of union or employer resources in election campaigns. Campaigning at worksites during work hours is a violation under Department of Labor guidelines (see #15 “Campaigning” and #16 “Union/Employer Resources” below). Candidates and their supporters are expected to abide by these rules and procedures, as proven violations may cause election results to be set aside.

The Local 1021 Election Committee will contract with an Election Administrator to help the Election Committee conduct the election in accordance with these rules. The Administrator’s duties shall include the mailing of ballots, the processing of duplicate ballot requests, project managing, advising the Election Committee on the resolution of any challenges to ballots, the counting of ballots, the production of a voter pamphlet, and providing the Administrator’s certification of election results to the Election Committee.

(1) The Executive Board offices to be elected (to serve a three-year term) are listed below.

- President
- Regional Vice Presidents
- Vice President of Politics
- Vice President of Organizing
- Vice President of Representation
- Secretary
- Treasurer
- Social & Economic Justice Committee Chair
- Retirement Security Committee Chair
- Retiree Council Chair
- Industry Chairs
- County Area Representatives
- Budget & Finance Committee

(a) The following offices shall be elected at-large:

**President**  
**Vice President of Politics**  
**Vice President of Organizing**  
**Vice President of Representation**  
**Secretary**  
**Treasurer**  
**Social & Economic Justice Committee Chair**  
**Retirement Security Committee Chair**

The President shall automatically serve as a delegate to the SEIU International Convention. All other Executive Board members shall be considered eligible as delegates to the SEIU International Convention. If the number of Executive Board members is greater than the number of delegates to the SEIU International

Convention, all subsequent delegates shall be selected at random from among the Executive Board members.

(b) **Retiree Council Chair:** Retired members in good standing shall elect a Retiree Council Chair. (Retired members may only run for Retiree Council Chair and may only vote for Retiree Council Chair and Retirement Security Chair.) The Retiree Council Chair shall serve as one of the members of the Budget and Finance Committee.

(c) **Industry Chairs:** Members in good standing in each industry shall elect one (1) Industry Chair. **Industries are Cities, City/County of San Francisco, Counties, Courts, Health Care, Private Sector/Non-Profit, Registered Nurses, Education, and Special Districts.** (Note: The Education Industry was formerly named Schools Industry. The modification in industry name was made in accordance with SEIU 1021 Bylaws Article 7.2.)

(d) **County Area Representatives:** Members in good standing in each county having a minimum of 100 members shall elect one (1) to three (3) members of the Executive Board. Representation is proportional and determined by the number of members in good standing in each county, i.e., 100-5,000 members in a county = one (1) board member; 5,001-10,000 members in a county = two (2) board members; 10,001 or more members in a county = three (3) board members. "County" is defined by the headquarters location of employers of members represented by Local 1021. Alameda and San Francisco shall each elect three (3) Executive Board members. Amador, Butte, Calaveras, Contra Costa, Del Norte, Marin, Mendocino, Napa, Sacramento, San Joaquin, Shasta, Solano, Sonoma, and Yuba shall each elect one (1) Executive Board member. Where there is more than one (1) industry in a county and the county has more than 5,000 members, county seats shall be held by members of different industries. The candidate receiving the highest number of votes shall be declared elected to the first county seat. The candidate receiving the second highest number of votes from a different industry than the first candidate shall be declared elected to the second county seat. The candidate receiving the third highest number of votes from a different industry than the first and second county seat shall be declared elected.

(e) **Budget & Finance Committee:** Members in good standing in each region shall elect two (2) members of the Budget & Finance Committee. Regions are defined as follows:

Region A. North Central (Napa, Solano, Sacramento, Butte, Shasta, Yuba)

Region B. North Coast (Marin, Mendocino, Del Norte, Sonoma)

Region C. East Bay

Region D. San Francisco

Region E. San Joaquin/Calaveras/Amador

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

(f) **Regional Vice Presidents:** Members in good standing in each region shall elect one Vice President for that region.

(2) Descriptions of the duties of offices above are found in the SEIU Local 1021 Bylaws (available in each Local 1021 office and posted on the union's website, [www.seiu1021.org](http://www.seiu1021.org)).

(3) No member shall be a candidate for more than one (1) Executive Board office or seat at a time.

(4) **ELIGIBILITY:** To be eligible, a candidate must have been a member (with the exception of a candidate for Retiree Council Chair) in continuous good standing in accordance with the SEIU Local 1021 Bylaws and rules established by the SEIU Election Committee and the SEIU Executive Board for at least two (2) years immediately preceding **November 30, 2024**. A Retiree Council Chair candidate must have paid the \$10 per month retirees dues rate as a retiree for at least six (6) months immediately preceding November 30, 2024. In the case of a member whose chapter, unit, or jurisdiction affiliated into Local 1021 less than two (2) years prior to the deadline for filing of the nomination petition, the candidate must have been a member in continuous good standing of the chapter, unit, or jurisdiction for at least one-half (1/2) of the length of time the chapter has been in existence. **Members, especially those considering running for Union office, are urged to confirm their dues payment history and membership status by calling the Local's Membership Department at 877-687-1021. Missing dues payment(s) must be resolved in order for a nominee to be certified as a candidate.**

(a) Eligible candidates for at-large Union offices (President, Vice President of Politics, Vice President of Organizing, Vice President of Representation, Secretary, Treasurer, Social and Economic Justice Committee Chair, Retirement Security Committee Chair) must be regular members currently employed in an SEIU 1021 bargaining unit.

(b) Eligible candidates for County Area Representative must be regular members currently employed in an SEIU 1021 bargaining unit based in the county area they represent (“County” is defined in Rule 1(d) above.)

(c) Eligible candidates for Industry Chair must be regular members currently employed in an SEIU 1021 bargaining unit based in the industry they represent.

(d) Eligible candidates for Regional Vice Presidents and Budget & Finance Committee members must be regular members currently employed in an SEIU 1021 bargaining unit in the region in which they are running (“Region” is defined in Rule 1(e) above.)

(e) A candidate for Retiree Council chair must be a retiree member in good standing as defined in the SEIU Local 1021 Bylaws.

(5) Write-in candidates and proxy voting shall not be permitted in this election.

(6) **NOMINATIONS:** Nominations shall be made by means of a petition furnished by the Election Committee and signed by no less than twenty-five (25) SEIU Local 1021 members in good standing as follows:

(a) A member who signs a nomination petition for an Industry Chair must be a member in good standing of that same Industry and currently employed in an SEIU 1021 bargaining unit.

(b) A member who signs a nomination petition for a Regional Vice-President must be a member in good standing of that same region and currently employed in an SEIU 1021 bargaining unit.

(c) A member who signs a nomination petition for County Area Representative must be a member in good standing of that same County and currently employed in an SEIU 1021 bargaining unit.

(d) A member who signs a nomination petition for a Budget and Finance Committee seat for a region must be a member in good standing of that same region and currently employed in an SEIU 1021 bargaining unit.

(e) A member who signs a nomination petition for Retirement Security Committee Chair must be a retiree member in good standing or a member in good standing of any industry, region, or county.

(f) Only retiree members in good standing may sign a petition for Retiree Council Chair.

(g) A member who signs a nomination petition for any of the at-large (local-wide) offices (i.e., President, Vice President of Politics, Vice President of Organizing, Vice President of Representation, Secretary, Treasurer, Social & Economic Justice Committee Chair, and Retirement Security Committee Chair) may be a member in good standing of any industry, region or county and currently employed in an SEIU 1021 bargaining unit.

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

A nomination petition shall include the signature of the nominee, and all signatures shall be both printed and signed. The signature of the nominee shall count as one of the twenty-five required signatures. The election committee strongly encourages, but does not require, candidates to collect more than twenty-five (25) signatures to minimize the chances that a nominee will fall short of getting twenty-five (25) eligible signatures. Beginning no later than October 3, 2024, nominating petitions may be secured from the SEIU Local 1021 website ([www.seiu1021.org](http://www.seiu1021.org)).

**Original petitions (not copies) must be mailed to the Local 1021 Election Committee c/o P.O. Box 30308, Oakland, CA 94612 94604 and must be received in that post office box no later than 5:00 pm, November 7, 2024.** Petitions must be received in the post office box and may not be hand-delivered to a Local 1021 office. It is recommended that petitions be mailed with proof-of-delivery service. Petition withdrawals must be submitted in writing to the Local 1021 Election Committee c/o P.O. Box 30308, Oakland, CA 94612 94604 and must be received in that post office box no later than **5:00 pm, November 7, 2024.** Petition withdrawals must be received in the post office box and may not be hand-delivered to a Local 1021 office.

(7) If only one (1) eligible candidate is nominated for an office, s/he shall be deemed elected. The candidate shall have his/her name on the ballot, under the name of the office, with the word “Elected” next to it.

(8) **ELECTION NOTICE:** On or about September 30, 2024, a copy of this “Nomination and Election Notice” shall be mailed to all bargaining unit employees represented by Local 1021 at their last known home address.

(9) **CANDIDATE STATEMENT BOOKLET:** Candidates may submit statements in the language(s) of their choice to be included in the candidate statement booklet that will be mailed to members in good standing. Candidates must submit by e-mail an electronic pdf statement to the Local 1021 Election Committee at [2025.election.committee@seiu1021.org](mailto:2025.election.committee@seiu1021.org) no later than **5:00 pm, November 7, 2024.** Candidate statements must be e-mailed and may not be hand-delivered, faxed, or mailed to a Local 1021 office. Candidate statements must be typewritten and submitted on 8½” (wide) x 5½” (high) white paper with no less than ½” margins (top, bottom, and sides). Statements are limited to a total of two hundred (200) words (a hyphenated word is counted as 1 word).

It is the responsibility of the candidates to put at the heading of their statements their name and the office for which they are running, which will count towards the 200 word limit. For only the heading of the candidate's statement, the candidate's full name will count as only 1 word and the office for which they are running will count as only 1 word. If the candidates' name and the office for which they are running appear elsewhere in the statement, those words are counted as separate words. The Election Committee will not be responsible for adding a candidate's name and office for which a candidate is running to the heading.

Translation of the original statement into another language or languages is the responsibility of the candidate. A candidate's statement—including any and all language translations and photos—must fit within the same area, 8½" (wide) x 5½" (high) with no less than ½" margins, and is limited to the 200 word maximum.

Candidate photos are optional. A passport sized photo (2" x 2") may be submitted as part of a candidate's statement but photos must be submitted electronically in a jpeg file or tif file and fit within the paper dimensions listed above. It is the responsibility of the candidate to allow space for and specify the location of the photo within the layout of the candidate's statement. The photo must be a headshot and may not include any words, images, or logos. Candidate statements may not include logos.

The wording of a candidate's statement will be printed exactly as received in the pdf file, up to 200 words only. Candidate statements shall be presented in alphabetical, last-name (For hyphenated names, the name will be alphabetized by first of the hyphenated last name) order under the heading of each office. If a candidate statement is not received from a candidate, the candidate's name and the office she or he is running for will be printed in the candidate statements booklet with the words "No statement received" next to or below the candidate's name. Candidate statements will be mailed to eligible voters and posted on the Local 1021 website. A candidate who has withdrawn his/her petition shall also have his/her candidate statement withdrawn.

(10) **CANDIDATE CERTIFICATION AND APPEAL:** The Election Committee will certify all candidates no later than November 19, 2024. Candidates that are disqualified by the Election Committee due to ineligibility will be notified by email on or before November 26, 2024. Appeals of these disqualifications must be filed with the Executive Board no later than **5:00 pm, December 13, 2024**. Such appeals will be heard by the Executive Board on **December 21, 2024**.

(11) **CANDIDATE LISTING:** Eligible candidates shall be listed on the ballot in alphabetical, last-name order for each office.

(12) **BALLOT MAILING:** Ballots shall be sent to all members in good standing (current in dues payment and other financial obligations owed to the union based on dues having been received for November 2024) at their last known address through first class U.S. mail on or about **January 10, 2025**. The mailing will include a ballot, a ballot envelope marked "secret ballot envelope," a prepaid business reply envelope, ballot instructions in English, Spanish, Tagalog, Chinese, and Vietnamese, a booklet containing candidate statements and this notice.

(13) **MEMBERSHIP MAILINGS:** A candidate may, at the candidate's expense, mail election-related literature to the Local 1021 membership, or a portion thereof, provided it is submitted to the union-designated mailing house in a timely manner and in accordance with election rules. Candidates wishing to mail campaign literature must coordinate such mailings with Roadrunner Print/Mail (100 Ryan Industrial Court, San Ramon CA 94583); phone 925-820-8272 and are responsible for all costs associated with the mailing. Local 1021 will attempt to comply with requests for mailing to portions (e.g., stewards) of the membership. The candidate must provide written instructions to the mailing house as to the date on which the literature is to be mailed and must allow at least three (3) business days for preparation of the mailing. The database of eligible voters will not be available to the mailing house until after January 10, 2025.

(14) **MEMBERSHIP LISTS:** Eligible candidates may inspect (not copy) a list of eligible voters which shall be maintained at Local 1021's Broadway office (2201 Broadway Oakland, CA 94612) during regular business hours. Eligible candidates must make appointments to inspect the list at least 24 hours in advance during regular business hours by calling the Local 1021 Membership Department at (877) 687-1021.

(15) **CAMPAIGNING:** Local 1021 chapters/bargaining units are encouraged to provide reasonable and equal access to all candidates for the purpose of addressing the membership. For example, if a candidate is invited to speak at a union meeting, all candidates for the position should be invited to speak at the same meeting. Candidates must campaign on their own time, which may include paid vacation time. Candidates are encouraged to document their campaign time. Candidates must limit their campaigning to the non-work time of

the members, for example, breaks or lunches, before or after work. Candidates may not use the Local 1021 logo or letterhead in their campaign materials. No 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 2025 (This does not preclude SEIU paraphernalia being worn or used during the normal course of union business so long as no electoral campaign activity is taking place.)

(16) **UNION/EMPLOYER RESOURCES:** The use of union and employer funds and other resources (including cash, facilities, equipment, supplies, online webpages (including chapter pages), online social media pages (including chapter pages), email and campaigning on time paid for by the union or employer) to support any candidate is prohibited. 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, including from any SEIU Local 1021 represented workers that are non-members. Chapter/bargaining unit newsletters, publications and websites cannot feature or provide unusual coverage of candidates during the election period but chapters/bargaining units are encouraged to remind members to vote and publish the election schedule in newsletters.

(17) **DUPLICATE BALLOTS:** In the event that a member does not receive a ballot in the mail by **January 17, 2025**, they may request a duplicate ballot by contacting the Election Administrator's Ballot Request Call Center at 1 (866) 466-6455 available 24/7 throughout the election period. The Election Administrator shall prepare and send a duplicate ballot. Members receiving duplicate ballots will be required to sign a statement that they have not voted. Duplicate ballots shall be clearly marked as such. The deadline to request a duplicate ballot is **6:00 pm, Jan 31, 2025**.

(18) **BALLOT DEADLINE:** Ballots will be received in a restricted access post office box under the control of the Election Administrator or its designee to be used solely for the receipt and storage of voted ballots. Those returned as undeliverable will be secured in a separate post office box under the control of the Election Administrator. All ballots must be received in the designated post office box by **9:00 am, February 11, 2025**, in order to be considered valid.

(19) **BALLOT COUNT:** A ballot will not be valid and counted unless the Election Administrator in consultation with the Election Committee is able to determine that the ballot was received from an eligible voter. A distinctive code or mark for each voter may be printed on the ballot return envelope and may be used by the Election Administrator for sorting ballots and determining voter eligibility at the ballot count. Ballots will be picked up at 9:00 am on February 11, 2025, by the Election Administrator and Election Committee and delivered to the union's 100 Oak Street, Oakland, office. The ballots will be opened and counted by the Election Administrator in consultation with the Election Committee at the Union's Oak Street office (100 Oak Street, Oakland, CA 94607) on **February 11, 2025**. Election results will be posted on the Local 1021 website and in Local 1021 offices.

(20) **OBSERVERS:** Either the candidate or a non-candidate member observer appointed by the candidate may observe the preparation, mailing, pickup, and counting of the ballots. The date, time and place of the preparation and mailing of ballot packages will be determined by the Election Administrator. Only the Election Administrator and those clerical assistants employed by the Election Administrator shall handle ballot envelopes, the ballots, tally sheets, or any other items associated with the counting of ballots. The Election Committee shall meet at 8:00 am at the Local's Oak Street, Oakland, office on February 11, 2025, to prepare for the pick up the ballots.

(21) **CHALLENGED BALLOTS:** In the event any ballots are challenged by candidates or observers or the Election Committee at the counting of ballots, said challenged ballots shall be set aside prior to opening and counting of unchallenged ballots, and the Election Administrator in consultation with the Election Committee shall determine the validity of the challenges. Unresolved challenged ballots insufficient in number to affect the election results shall not be counted.

(22) **ELECTION CHALLENGES:** Any challenge or protest concerning the conduct of the election must be submitted in writing, with specific facts setting forth the challenge or protest, and must be received by the Election Committee c/o Local 1021, P.O. Box 30308, Oakland, CA ~~94612~~ 94604 no later than **5:00 pm, February 24, 2025**. Untimely challenges or protests will not be considered. Challenges to the election will be considered only if they cite specific violations of election rules and procedures and/or the Local 1021 Bylaws and if the alleged violation may have affected the outcome of the election. The committee will investigate challenges and issue a report no later than **March 22, 2025**. The Election Committee is the final authority on all election and campaign issues subject to any appeal which may be available through the SEIU International Constitution and Bylaws.

(23) **UNION STAFF:** While in the performance of their duties, Union staff shall remain uninvolved and neutral in relation to candidate endorsements and campaign activities.

(24) The Election Committee and the Election Administrator may establish procedural provisions as may be necessary for the proper conduct of this election. Where there are conflicts between Election Rules and Bylaws, the Bylaws shall control.

(25) **ELIGIBILITY TO VOTE:** All SEIU Local 1021 members in good standing in accordance with the bylaws are eligible to vote in the election. A member in good standing is defined as a member who is current in dues payment and other financial obligations owed to the union based on dues having been received for November 2024. SEIU Local 1021 represented workers or eligible retirees, who are not members, are responsible for ensuring that they submit their membership application and provided that the local receives dues payments on behalf of that member by November 30, 2024. SEIU Local 1021 members, who are not current in their dues, are responsible for paying missing dues in full by November 30, 2024.

## **ELECTION SCHEDULE**

(Note – All times are Pacific Standard Time)

<b>September 30, 2024</b>	On or about this date, election notice, rules, and procedures mailed to members.
<b>October 3, 2024</b>	Nomination petitions available on the Local 1021 website ( <a href="http://www.seiu1021.org">www.seiu1021.org</a> ) starting on this date.
<b>November 7, 2024</b>	5:00 pm deadline for receipt of nominating petitions in the designated post office box. Deadline for withdrawal of previously submitted petitions and statements. Also deadline for receipt of pdf file of candidate statement and jpeg file or tif file of candidate photo.
<b>November 19, 2024</b>	Deadline for eligible candidates to be certified by Election Committee.
<b>November 26, 2024</b>	Notice of disqualification and notice of appeal emailed to disqualified candidates.
<b>November 30, 2024</b>	Only members in good standing as of this date are eligible to vote.
<b>December 13, 2024</b>	5:00 pm deadline for disqualified candidates to file appeal with Executive Board.
<b>December 21, 2024</b>	Appeals heard by the Executive Board.
<b>January 10, 2025</b>	On or about this date, ballots and voter information mailed to members in good standing.
<b>January 17, 2025</b>	If a member has not received a ballot in the mail by this date, the member may call the Election Administrator's Duplicate Ballot Request Call Center at 1 (866) 466-6455 and request a duplicate ballot.
<b>January 31, 2025</b>	The deadline is <b>6:00 pm</b> on this date to request a duplicate ballot.
<b>February 11, 2025</b>	The deadline is <b>9:00 am</b> for receipt of ballots in the designated post office box. The Election Committee will meet at <b>8:00 am</b> at the Local 1021 Oak Street office (100 Oak St., Oakland, CA 94607). Ballots will be picked up at the restricted-access post office box at <b>9:00 am</b> . Ballots will be counted by the election administrator and Election Committee at Local 1021's Oak Street office. Election results will be posted on the Local 1021 website ( <a href="http://www.seiu1021.org">www.seiu1021.org</a> ) and following certification of the ballot count.
<b>February 24, 2025</b>	Election challenges or protests must be received in Local 1021's post office box (P.O. Box 30308, Oakland, CA <del>94612</del> 94604) by <b>5:00 pm</b> on this date in order to be considered by the Election Committee.
<b>March 22, 2025</b>	The Election Committee will issue a report on any election challenges or protests by the March 2025 regular Executive Board Meeting.

**Members should call 1 (888) 864-5328 Monday-Friday (excluding holidays), 7:00 am to 6:00 pm, with questions regarding the election. To request a replacement ballot, call the Election Administrator's Ballot Request Call Center at 1 (866) 466-6455, available 24/7 throughout the election period.**

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**MAKE SURE YOUR MAILING ADDRESS IS UP TO DATE!  
CALL THE MEMBER RESOURCE CENTER AT (877) 687-1021 TO CONFIRM YOUR ADDRESS  
BE SURE TO VOTE!**