

Updated Dec. 21, 2020

SPEEA

EXECUTIVE BOARD ELECTION

INFORMATION & PETITION

for

2021 EXECUTIVE BOARD CANDIDATES

Open Positions:

Vice Presidents

1 Midwest Vice President Position

3 Northwest Vice President Positions

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Please read all instructions contained in this booklet. If you have questions please contact:

Terry Hall

206-674-7360

terryh@speea.org

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Election Timeline	
November 12, 2020	Councils select candidate position statement questions.
December 5, 2020	Nominating Petitions, Candidate position statement questions and instructions are available at SPEEA offices and online at www.speea.org .
January 4, 2021	Council Officer's Meeting (Reference eligibility requirements page 4)
PETITION AND STATEMENT DUE DATES	
January 13 - 27 **2nd Wednesday of January to 4th Wednesday of January Deadline 5:00 p.m. in petitioner's region.	Petitions accepted by SPEEA Staff. They must be delivered to a SPEEA union hall signed by 20 or more members and by the candidate .
January 27	Tellers validate Nominating petitions, determine order of names on ballot.
January 27	Voter list available for candidate inspection. To schedule an appointment: NW contact: Terry Hall 206-674-7360, MW contact: Vicki McKenna 316-682-0262
February 1 **Monday (BEFORE 5:00 p.m. in petitioner's region)	Candidate Platform Statement, Qualification Statement, Position Statement and Photo due at SPEEA by 5pm. NO EXTENSIONS permitted. Photos will be taken at SPEEA for those who wish. Contact your local office for an appointment. (MW, Vicki 316-682-0262, NW, Terry 206-674-7360) Photos due by 5:00pm in your local office.
February 1 Monday, 5pm in petitioner's region	Tellers validate required maximum length of Candidate Platform Statements. Council Officers will review Candidate Position Statement response (for 1,000-word limit). Candidate may be present for discussion.
February 2 - February 8	Staff will typeset platform and position statements.
February 9 By appointment (Before 5:00 pm)	(If desired) typeset Candidate Statements will be available for candidate's review and initials prior to printing. (No changes may be made)
BALLOT PREPARATION	
February 10 - February 24	Ballot packages prepared. This includes printing of ballots, candidate's statements and stuffing the envelopes.
BALLOT DUE DATES	
February 24 * Last Wednesday in February	Executive Board ballots mailed.
March 3	Tellers pick up undeliverable ballots from post office, verify addresses and re-mail ballots.
March 10 *2nd Wednesday of March (Noon)	Ballots Due at the post office. Ballots will be picked up at the post office at noon local time. Tellers count Executive Board ballots in Northwest and Midwest regions following the ballot pick up.
March 24 *4th Wednesday of March	New Executive Board members take office for a 2-year term.
*SPEEA Constitution 8.4.2 **By-Laws 8.4.2	

If you have questions:

Staff Contact NW Region Terry Hall (206) 674-7360
Staff Contact MW Region..... Vicki McKenna (316) 682-0262
Northwest Teller Chair..... Sulena Kumnertsena (206) 399-5784
Midwest Teller Chair..... Vince Braun (316) 526-5219

◆ **Eligibility Requirements**

Qualifications: Nominee must have been a **regular SPEEA member** in good standing for **the preceding twenty-four month period**. If a candidate was on an approved Leave of Absence during this twenty-four month period, the candidate must obtain a waiver from the SPEEA Council, in accordance with the SPEEA Constitution, section 2.3.2. A waiver requires a two thirds majority vote of the SPEEA Council, in accordance with 2.3.2 of the SPEEA By-Laws. Request for waiver must be submitted to the SPEEA council officers prior to the start of the council officer meeting in January. (See schedule, page 3).

No Exceptions ALL petitions (signed at the bottom) must be in the Tellers' hands no later than 5:00 p.m. in the petitioner's region, the 4th Wednesday in January.

◆ **Candidate Platform Statements**

Submit statements by email. **Proofing the statement for spelling and grammar accuracy is the responsibility of the candidate.**

The Platform Statement:

- ◇ Accompanies candidate's photo in ballot package
- ◇ Has a 250 word limit (will be cut off if over 250 words)
- ◇ May also contain an additional 25-word "Qualification Statement" (*offices held, etc*); not part of the 250 word limit.

- ◇ Regardless of length every word will be counted. Hyphenated words will be counted as one word. In addition to the 250 word statement, a "Qualification Statement" not to exceed 25 words will be allowed. [If you are close to the limit, don't depend on your computer to give an accurate count.]

Deadline is 5:00 p.m. the Monday following the fourth Wednesday of January. Statements can be e-mailed to petitions@speea.org

◆ **Proofing Statements** (optional)

Candidate Platform Statements will be typeset and ready to proof by each individual candidate (or their designee) by appointment. See schedule on page 2 for deadline for proofing.

Proofing will be for accuracy only (as compared to your original statement submitted by the deadline) -- **no changes** may be made to your original statement at this time. Any statements that exceed 250 words will be truncated at the 250th word. If you choose not to show up to proof, Staff will proof for typos only as compared to your original statement.

◆ **Candidate Position Statements** (Answers to Questions on page 5)

Statements can be submitted by e-mail as word documents to: petitions@speea.org

The Candidate Position Statements:

- ◇ Are a response to questions from the Council
- ◇ Are mailed with the ballot package
- ◇ Have a 1,000 word limit for all questions combined (cut off if over 1,000 words)
- ◇ Are turned into the Council Officers emailed to: petitions@speea.org

The questions are provided to you as required by each region's policy manual:

- Northwest Policy (Section V.B.2)
- Midwest Policy (Section V.C.4a)

◆ Position Statement Questions

2021 MW Vice President Candidate Questions (1,000-word limit, see instructions below)

1. What do you see as the primary challenges SPEEA faces and what are your solutions?
2. What skills and experiences would you bring to the Executive Board?
3. How will you represent the MW Region as a regional Vice President?
4. Describe your level of SPEEA activism and your accomplishments
5. Why are you interested in the MW Vice President position?

2021 NW Vice President Candidate Questions (1,000-word limit, see instructions below)

1. How do you propose to grow and strengthen the SPEEA union?
2. What do you see as the primary challenges the NW region faces and what are your solutions?
3. What experience and skills would you bring to the Executive Board?
4. How will you represent the NW region as a regional Vice President?
5. Why are you interested in the Vice President position?
6. How would you handle out of sequence interim negotiations?

◆ Please note the following:

- ◆ **Answers to above questions are completely separate from the 250-word Platform Statement and the 25 word qualification statement, which you are allowed to write to accompany your photo in the ballot package.**
- ◆ There is a maximum of 1,000 words for your total response, to be split among the questions as you wish. You may choose *not* to respond to a question. Any words over 1,000 will be omitted and we will insert the phrase: "*Balance of platform statement deleted by Council Officers because it exceeded the 1,000-word limit.*"
- ◆ Responses to these questions are due at the SPEEA office no later than **5:00 p.m. PST and 5:00 p.m. CST, on the Monday following the 4th Wednesday in January**. After 5:00 p.m. the Council Officers will review the responses and organize the position statement mailing.
- ◆ Responses must be in a typewritten format - **single-spaced, Arial font 10, using MS Word**. All statements should be included in one document identified in this order: *Qualification, Platform, Position*. Include your name and position you are petitioning for in the Word document (this will not count against your word limit). Please email responses to petitions@speea.org, allowing time to meet the deadline.
- ◆ "Proof" copies of your answers will be available for you to check and initial, at SPEEA (see calendar on page 2). **Only typographical and punctuation errors may be corrected.** No words, phrases, or sentences will be added or deleted. (Council Officers, or designee, supervise this event.)
- ◆ Position Statement Questions are a function of the Regional Council, not the Tellers Committee. All responses and/or questions should be directed to the Council Officers.

Staff Responsibility

Staff is authorized to collect Nominating petitions beginning the 2nd Wednesday in January and up until 5:00 p.m., on the **fourth Wednesday in January**. Submit petitions to petitions@speea.org

Responsibility for assuring an accurately completed petition lies with the candidate.

Tips for candidates:

- **Petition due** date January 27, 5pm in your region.
- Statements (platform, position and qualification) due by 5pm, February 1 in candidate's region.
- **Proof your statement** for spelling and grammar accuracy prior to submitting to SPEEA.
- **Observe the guidelines** for campaigning on company time to avoid election challenges.
- **Read all instructions** of the Executive Board Election Info for detailed instructions on running for office.

Observers Rights

All candidates have the right to have observers present when the ballot envelopes are stuffed, labeled and mailed, during any visits to the post office to pick up and re-mail undeliverable ballot packages and during the counting of the ballots.

Federal Guidelines for Campaigning

Federal law prohibits candidates for union office from utilizing union or company resources in the conduct of their election campaigns. This means it is inappropriate to campaign on company time and use employer resources such as paper, copy machines or the mail system. Additionally, the Company email system is considered an employer resource and should not be utilized for campaign purposes.

The prohibition against using employer resources, such as the email system, to promote candidates for union office applies to all situations where resources are used to promote a candidate(s) regardless of whether the party using the employer resource is running for union office.

Use of union bulletin boards for campaigning is prohibited including posting of campaign material in the SPEEA halls.

Candidate's signature required on petition after reading the ***Federal Guidelines for Campaigning***.

Mailing Information

Candidates are eligible to conduct a mailing at their own expense. Pricing below is based on a mailing to Area Reps, Council Reps and Executive Board members. List varies by region. For larger mailings please contact the SPEEA hall for pricing.

Mailing list will not be disclosed to candidates. Mailings are conducted by a bonded mailing house or by SPEEA staff.

Cost for Area Rep Mailings

Blank Envelopes - (Plain White #10)	\$50.00 Qty 500, \$90.00 Qty 1,000
Postage (under 1 ounce)	\$ Current rate at time of mailing (rate available at usps.com) Letter 1 oz - \$.56 each, Postcard 6x4-1/4 inches by .016 thick \$.26 each
Printing: Black and White	\$.10 per copy, plus \$25.00 setup fee
Printing: Color	\$.39/copy (one-sided), .49/copy (two sided), plus \$25.00 setup fee
Folding	\$10.00 per 1,000, plus \$25.00 setup fee
Mail prep: (Address, insert, mailing)	\$238.00 per 1,000

The following statement must appear on all candidates' mailings: ***"NOT FINANCED BY SPEEA FUNDS"***

NORTHWEST POLICY - V-B.2

2. Position Statements

- a. No later than the December Council Meeting on even years, the Northwest Council shall select five or six questions and give each candidate for the SPEEA Vice President an opportunity to respond to them in writing in a SPEEA-paid publication, mailed to each member of the Northwest so as to arrive just before or at the same time as the election ballot.
 - (1) Northwest Council Officers, with Council concurrence, shall establish the schedule for notifying the candidates, candidates returning their statements, and mailing the statements.
 - (2) The schedule shall be coordinated with the Northwest Tellers Committee to ensure compatibility with their ballot schedule.
 - (3) The candidates should be allowed at least two weeks to prepare their statements if at all possible and shall be given an opportunity to proof their statements prior to publication.
- b. Each candidate shall have a maximum of 1,000 words for their position statement, to be split among the questions as the candidate wishes. If a candidate chooses not to respond to a question, the answer for the candidate shall show "No response provided by the candidate," but those words shall not count in the 1,000 words allowed.
- c. The mailing shall be structured so that each question is listed followed by all candidates' names and the individual statements. For example, start the mailing with Question No. 1: XXXXXXXXXX?, followed by the candidate 1 name and their statement, candidate 2 name and their statement, etc., using the same order as the NW Tellers have determined for the ballot.

Midwest Policy V-C -- Election Publicity

1. General Mailings

- a. The Executive Board shall review and approve all SPEEA general mailings to see that the content of any authorized article does not advance the candidacy of an individual for SPEEA office. SPEEA general mailings include mailings to a bargaining unit, to the total membership, and to the area representatives. The executive board may define others as "SPEEA general mailings".

2. Campaign Literature

- a. Mailing of SPEEA election campaign literature, at candidate's expense according to law, shall be permitted provided the SPEEA letterhead and/or logo are not used and the statement "not financed by SPEEA funds" is included.
- b. Mailings may be as specified by the candidate.
- c. Membership lists shall be supplied only to bonded mailers or SPEEA Staff members responsible for mailings.
- d. SPEEA duplicating facilities may be used by the candidates provided SPEEA is reimbursed for the cost.
- e. Candidates using the names of supporters/endorsers in election publicity shall be responsible for obtaining and providing the authorizing signature of each supporter/endorser to the Tellers Committee.

3. Procedures

The Executive Board shall prescribe procedures to assure adherence to 1 and 2 above.

4. Position Statements

- A. In odd-numbered years, the Midwest region elects their Midwest vice president. Not later than the January Council Meeting, the Midwest Council will give each candidate for the Midwest vice president the following questions to respond to in writing.

Please refer to page 5 of this booklet for the candidate questions.

Midwest Policy V-C -- Election Publicity (continued from page 7)

- B. The questions and their responses will be put in a SPEEA-paid publication, mailed to each Regular Member of Midwest Region so as to arrive just before or at the same time as the election ballot
 - I) Midwest Council Officers, with Midwest Council concurrence, shall establish the schedule for notifying the candidates, candidates returning their statements, and mailing the statements.
 - II) The schedule shall be coordinated with the Midwest Tellers Committee to ensure compatibility with their ballot schedule.
 - III) The candidates should be allowed at least two weeks to prepare their statements if at all possible and shall be given an opportunity to proof their statements prior to publication.
- C. Each candidate shall have a maximum of 1,000 words for the position statement, to be split among the questions as the candidate wishes. If a candidate chooses not to respond to a question, that question for that candidate shall show "*No response provided by the candidate,*" but those words shall not count in the 1,000 words allowed.
- D. The mailing shall be structured so that each question is listed followed by all candidates' names and the individual statements. For example, start the mailing with Question No. 1: XXXXXXXX? followed by candidate 1 and that statement, candidate 2 and that statement, etc., using the same order as the Tellers have determined for the ballot.

Obtain virtual signatures from the members in your region.

Reach out to the members in your region through personal contact information to email petitions@speea.org from a personal email address with the information below to 'sign' the petition.

Do not use company resources, email or phones to campaign or collect signatures.

Submit your completed petition and statement by the posted deadline.

Candidate request for endorsement:

Hello (name of petitioner) am submitting my name for consideration as SPEEA Regional Vice President.

Please forward this email to petitions@speea.org with your:

1. Full name
2. Employee ID _____

As nomination endorsement. Response to this email will serve as an alternative to the normal signature petition sheet.

[
Thank you,
(Your name)

Attachment: copy of your petition

8. EXECUTIVE BOARD

The Executive Board shall have executive control and administrative responsibility for SPEEA. The Executive Board shall administer the affairs of SPEEA according to this Constitution, By-Laws, and Policies established by the Regular Membership of SPEEA and the Councils.

8.1. Composition

The Executive Board shall consist of the Executive Officers of SPEEA and all Regional Vice Presidents. These officers shall be elected as defined in this Constitution. There shall be at least four Regional Vice Presidents on the Executive Board. There shall be at least one Regional Vice President per Region, with additional allocations proportional to the number of represented employees in the Regions as defined in the SPEEA By-Laws.

8.2.4. Regional Vice Presidents

Duties and responsibilities of the Regional Vice Presidents are to represent their Regions, coordinate between the Executive Board and the Regional Council, oversee legislative actions, assist the Regional Council in interacting with the employer and assist in coordination and communications between the Members, Executive Board and Negotiations Teams within their Regions. Additional duties may be assigned at the direction of the President subject to Board review.

Reference SPEEA Constitution

Additional information can be found on the SPEEA website at: [SPEEA/Contact Us/SPEEA Executive Board](#)

