

WEASO Election Procedure

1. The Nominations and Elections Committee

In order to preserve the integrity of the election process, the Nominations and Elections Committee (the Committee) is independent from the WEASO Executive Board and has full authority to make all decisions regarding nominations and elections. The Committee Chair shall not sit on the WEASO Executive Board. No more than one Committee member may sit on the WEASO Executive Board at any given time.

2. Legal and Parliamentary Authority

The nomination and election of WEASO Officers, Representatives and NSO RA delegates will be conducted in accordance with the WEASO Election Procedures, WEASO Constitution and Bylaws, and the Labor Management Reporting and Disclosure Act of 1959 (LMRDA), as amended.

3. Term of Office

As provided in Article VI, Section 3 and Article VII, Section 7 of the WEASO Constitution, “the term of office for officers and representatives shall be for two (2) years beginning September 1, except that in the event that a successor contract has not been ratified by September 1, the term of office will begin on the date the successor contract is ratified by WEASO, with the term of office shortened accordingly.”

4. Eligibility to Hold Office

The Committee will review WEASO records to determine the eligibility of nominees. Eligibility requires that a candidate be a dues-paying member in good standing and must have passed their probationary employment period. A member in good standing is defined as a member who has fulfilled the requirements for membership and who has neither voluntarily withdrawn from membership nor has been expelled or suspended from membership following due process per the WEASO Constitution and Bylaws. Nominees must be able to fulfill the term of office and accept the nomination with the intent to fulfill the full term of office. Nominees must be permanently employed in the region for which they are nominated. Regions are defined as:

- Headquarters: The main WEA headquarters office.
- Western Region: All buildings west of the mountains, excluding the main WEA headquarters office.
- Eastern Region: All buildings east of the mountains.

Members are assigned to regions based on the following criteria in order listed:

- Where the member’s permanent desk is located,
- If the member does not have a permanent desk, the Committee will determine where the member has been permanently assigned to work,
- If the member has not been permanently assigned to a work location, the member will be assigned to headquarters by default.

In the event a member of the Committee accepts a nomination for office, the Committee member will recuse themselves from the current election process. The Committee may seek a temporary alternate to fill the Committee vacancy.

Temporary, retired, and/or emeritus employees are not eligible to hold office. Ineligible nominees will be advised of the reason(s) they are not eligible to run for office.

5. Election Timeline

The Committee will establish a timeline that adheres to the following parameters prior to any election cycle.

- Nominations will be open for a minimum of 15 calendar days.
- A campaign period will last a minimum of 15 calendar days following the close of nominations.
- Voting will be open for a minimum of 15 calendar days following the campaign period.
- The tally of votes will be completed within 3 business days following the close of voting.

6. Nominations Notice

A nominations notice will be distributed to each member. The notice will include a listing of offices to be filled, the closing date of the election and relevant election information.

The nominations notice will include an option to opt out of the release of personal contact information for campaign purposes to candidates.

7. Nominations for Office

Nominations must be made in writing (email is acceptable) to the Committee and must be received by the deadline indicated on the Nominations Notice. A member must be eligible to vote in order to nominate a candidate for office.

Write in votes are not permitted. Only contested races during an election will be included on the ballot. Unopposed positions will be deemed elected by acclamation. If nominees for all offices are unopposed under these circumstances, no election is necessary.

8. Nomination Acceptance

A candidate must accept or decline a nomination in writing (email is acceptable) by notifying the Committee within 24 hours after the close of nominations.

9. Distribution of Campaign Literature

Candidates may request, in writing (email is acceptable) to the Committee, personal contact information for WEASO members to use for campaign purposes only. Once a request is received from a candidate the Committee will provide constituent information to the candidate in electronic format only, except for those member(s) who decline release of their personal contact information.

All Candidates, including NSO RA Delegates, may provide a ballot statement for each position for which they are running. Each Ballot statement must be 100 words or less and be received by the designated deadline. Statements will appear on the WEASO website, and/or be sent via electronic means to the membership, and/or be printed and included with the ballot at the Committee's discretion.

All WEASO members, including Candidates, may not post, tweet, comment, etc. any campaign materials on any WEASO managed, controlled, and/or owned website or social media platforms.

10. Federal Campaign Restrictions

Federal law prohibits the use of any union or employer funds to promote the candidacy of any person in a union officer election. This prohibition applies to cash, facilities, equipment, vehicles, office supplies, etc., of WEASO and any other union, and of employers whether or not they employ WEASO members. Union officers and employees may not campaign on time paid for by the union.

Federal law also provides that candidates must be treated equally regarding the opportunity to campaign and that all members may support the candidates of their choice without being subject to penalty, discipline, or reprisal of any kind.

11. Voter Eligibility

Eligible voters must be in good standing, be a dues-paying member for a minimum of 30 consecutive days and be a permanent employee prior to the opening of nominations. Temporary, retired, and/or emeritus employees are ineligible to vote.

All eligible voters have the right to vote for President, Vice President of Advocacy, Vice President of Program, Secretary, Treasurer, Minority-at-Large, and NSO RA delegates.

Eligible voters must be employed within their respective region to vote for regional representatives as defined in Eligibility to Hold Office in section 4 of these procedures.

12. Elections Notice

No less than fifteen (15) calendar days prior to the election, an election notice will be mailed to each member's last known home address. The elections notice will include relevant election information for voting.

13. Observers

Candidates are entitled to have an observer present during the election process and may serve as their own observer. Candidates must identify their observer to the Committee prior to the election and ballot tally. Observers must be members of WEASO.

Observers do not have the right to interfere with or disrupt the conduct of the election. Their role is limited to observing the election process, asking procedural questions, challenging the eligibility of any individual voters, and lodging protests with the Committee as appropriate.

Observers do not have the right to count or handle the ballots at any time or interfere with the tally process but are allowed to observe the counting closely enough to verify the accuracy of the tally.

All candidates and observers are responsible for their own expenses incurred while acting as an observer of the election process. Observers will adhere to the guidelines as established by the Department of Labor.

14. Elections

Elections may be conducted electronically and/or by paper ballot, at the discretion of the Committee. Names will be placed on the ballot by lot for all positions.

Paper Ballots

A minimum of fifteen (15) calendar days prior to the election, instructions and a secret ballot shall be made available to every member at their work location.

Each member will be required to sign a voter register before being provided with a ballot and instruction sheet. The Committee will designate one WEASO member to serve as the Election Officer for each work location. This Election Officer will provide all ballots and voter registers to the Committee as directed by the Committee. No campaigning will be permitted in the polling area.

Electronic Ballots

A minimum of fifteen (15) calendar days prior to the election, voter instructions and voter ID will be distributed to each member.

15. Ballot Tally

Paper ballots received after the published deadline will be voided and will not be counted.

Ballots will be tallied by the Committee at the designated time and place.

In accordance with WEASO Bylaws, Article VI, Section 3, a candidate must receive a majority of the votes cast to win. In the event of a tie, the Committee will hold a run-off election within fifteen (15) calendar days between the two candidates receiving the most votes. In the event of concession(s) for run-off elections leaving only one remaining candidate, that candidate will be declared the winner.

16. Election Results

After the tally is complete and the election has been certified, the President and the candidates for office will be notified of the election results via phone and/or electronic means

prior to notifying the membership. The Committee will then notify the general membership of the election results. The tally will be included in all communications.

All NSO RA delegates must be elected. All NSO RA concession(s) are final, i.e., an elected delegate cannot concede position in line and move to the bottom of the successor list. In the event an NSO RA delegate concedes, the next elected member with the highest votes on the successor list, in accordance with WEASO Constitution and Bylaws, will be given the opportunity to attend. In the event that the successor list is exhausted, the positions will remain unfilled resulting in a smaller delegation than allotted to NSO RA.

17. Election Records

The Committee Chairperson is responsible for maintaining all election records for at least one (1) year following the election, as required by federal law.

18. Questions or Problems

Candidates and members with questions regarding election procedures should contact a member of the Committee. Any violation of these rules should be reported promptly to the Committee so that corrective action can be taken, if necessary.

19. Protests

Any member may challenge an election or a Committee decision by filing a written protest (email is acceptable) with the Committee within ten (10) calendar days of posting a decision or election results. However, all election results (both general and special) and Committee decisions are valid, until a final decision is issued through the protest process. The Committee will review and make a decision regarding the protest within ten (10) calendar days of the receipt of protest.

A protesting member may appeal the decision of the Committee to the WEASO President within ten (10) calendar days. The WEASO President will seat an Elections Appeals Committee which will consist of 3 current WEASO Board Members chosen by lottery.

Seated members must not be a candidate for any position in the current election or be a current member of the Nominations and Elections Committee. The Elections Appeals Committee will review the Committee's decision and determine if the Committee followed election procedure or if an arbitrary decision was made. The Elections Appeals Committee will make a decision within ten (10) calendar days of the receipt of appeal. The decision of the Elections Appeals Committee shall be final.