

SEIU Local 1000 Statewide Officer Election FAQ's

GENERAL

Q: How does the 2024 SEIU Local 1000 Statewide Officer election differ from past officer elections?

The 2024 SEIU Local 1000 Statewide Officer election differs from past officer elections in several ways.

Governance Changes:

The primary statewide officer positions of SEIU Local 1000 Vice President for Organizing/Representation and the SEIU Local 1000 Vice President of Bargaining have been eliminated. In addition, the title of DLC Vice President/Chief Steward has been changed to DLC Vice President.

Ranked Choice Voting:

Ranked Choice Voting has been implemented for the selection of the two primary statewide officer positions (SEIU Local 1000 President and SEIU Local 1000 Vice President, Secretary/Treasurer). All other positions within the 2024 SEIU Local 1000 will still be voted on by plurality vote. Ranked Choice Voting allows the voters the option to rank candidates in order of preference: first, second, third, and so forth. In a Ranked Choice Voting system, voters can still opt to vote for only one candidate, but they may also rank their second, third, or more options, in order of their preference.

Information about these changes to the 2024 SEIU Local 1000 Statewide Officer election can be found on the election webpage at www.seiu1000.org/leadership-elections.

NOMINATIONS

Q: What are the eligibility requirements to nominate myself as a candidate for the SEIU Local Statewide Officer election?

Specific eligibility requirements vary, depending on the office a candidate seeks to nominate for. Minimum eligibility requirements are that all candidates, regardless of the office desired, be active stewards and members of SEIU Local 1000 in “good standing”. Eligibility requirements for specific positions can be located at www.seiu1000.org/leadership-elections. Eligibility verification will be continually checked for all candidates throughout the election period. Election Staff will notify candidates of any changes to their eligibility status if so required.

Ineligible nominees will be notified by email, and will not display on the final candidate listing that is published.

Q: How do I nominate to become a candidate within the SEIU Local 1000 Statewide Officer election?

Beginning on January 26, 2024, nominations for the 2024 SEIU Local 1000 Statewide Officer election can be submitted through the SEIU Local 1000 election email address at seiu1000elections@gmail.com.

Q. Will SEIU Local 1000 provide me with a paper nomination form?

No, candidates are encouraged to download a nomination form from the election webpage at www.seiu1000.org/leadership-elections, then scan and submit their nomination form and optional 100-word candidate statements, through the designated SEIU Local 1000 election email address at seiu1000elections@gmail.com. All submissions must be received no later than **5:00 p.m. on February 12, 2024**.

Q: Can I nominate myself for multiple positions?

No. Candidates are only allowed to nominate for and hold (1) office per SEIU Local 1000 Policy File, Div. 12, Sect. 12.0.02(a).

Q: Can I edit a previously submitted nomination form or candidate statement?

Yes. You are allowed to resubmit your materials and make any edits to your current material during the open nomination period. Any edits made will overwrite your previous submission. The last submission received by Election Staff will be considered the most current copy of the candidate’s material. All revisions to nomination forms and candidate statements must be completed before the nomination period ends at 5:00 p.m. on February

12, 2024. All submissions will be reviewed for conformity to the Election Conduct standards found in the SEIU Local 1000 Policy File (Section 12.1.04)

Q. If I no longer wish to be a candidate, how do I withdraw my candidacy?

Yes, you may withdraw your candidacy by sending an email to seiu1000elections@gmail.com, stating your intent to withdraw. A confirmation of your withdrawal will be sent to you at the personal email address on file. Should you wish to reinstate your candidacy, you must do so before the close of the nomination period deadline of 5:00 p.m. on February 12, 2024.

Q: When will I know if my nominated position is considered to be contested or uncontested?

Uncontested candidates and the positions they nominated for, will be posted to the election webpage beginning on February 14, 2024. Uncontested candidates will also each receive correspondence from SEIU Local 1000, confirming their uncontested position being deemed elected by default. **Contested** candidates, their candidate statements, and the positions they nominated for will be displayed in the Voter Guide, which will be made available on the election webpage at www.seiu1000.org/leadership-elections on or shortly before the beginning of the balloting period and will also be sent to voters on April 15, 2024.

Voting

Q: Will there be electronic voting?

The Election Committee determined that it was not feasible to use Electronic Voting in this election due to a number of obstacles working out a comparable voting process. We will continue to explore the option in future elections.

Q: Who is eligible to vote?

All active members of SEIU Local 1000 who are in “good standing” are eligible to vote for Local 1000 statewide officers, DLC officers, DLC Local Worksite officers, DBURs, and CBURs.

Q. When will SEIU Local 1000 open voting to members?

The balloting period for the 2024 SEIU Local 1000 Statewide Officer election begins on April 15, 2024. Physical ballots will be mailed out before April 15, 2024, to begin arriving in mailboxes by the opening of the balloting period. Physical ballots must be received, by the end of the balloting period, on May 14, 2024, at 5:00 p.m., to be considered timely.

Postmarks and walk-ins for will not be accepted.

Q: What options do I have to cast my ballot in the 2024 SEIU Local 1000 Statewide Officer election?

Traditional voting through a mailed, physical ballot.

NOTE: The Election Committee determined that it was not feasible to use Electronic Voting in this election due to a number of obstacles working out a comparable voting process. We will continue to explore the option in future elections.

Q. Who is overseeing the SEIU Local 1000 Statewide Officer election process?

Several independent third-party vendors have been secured by SEIU Local 1000 to ensure the integrity of the election, including the management of the printing, mailing, receipt, storage, security, sorting, and tabulation of physical ballots, per SEIU Local 1000 Policy File, Division 12, Section 12.1.05(e) (Election Procedures). These vendors work in collaboration with Election Staff and under the oversight of the appointed Election Committee.

Q. How can I be sure that my vote is safe and will be counted?

Physical ballot packages for the SEIU Local 1000 Statewide Officer Election are issued with specialized barcodes that ensure that each ballot package is uniquely coded to the member it was mailed to and cannot be returned to the ballot receiving office more than once or used by a different member. An independent third-party vendor ensures that all ballot packages received are recorded, stored, and secured before, during, and after ballot tabulation.

In addition to the independent third-party vendors and the security measures listed above, an Election Committee consisting of impartial union members has been appointed to oversee the overall election process and ensure the election is conducted following all

relevant SEIU Local 1000 Policy File guidelines related to internal elections, as well as adhering to all applicable Local 1000 Bylaws, as well as any state or federal election process requirements.

The Election Committee is also tasked with the review, certification, and timely publication of election results as well as ensuring that all ballots received are secured and retained by the Local following the tabulation and election protest periods.

Q. What can I do if I have not received my physical ballot or otherwise wish to change my vote?

Requests for replacement physical ballot packages can be made by calling the SEIU Local 1000 Member Resource Center (MRC) at (866) 471-7348, beginning on April 22, 2024, through 5:00 p.m. on April 30, 2024. Replacement requests will not be taken outside of these times.

NOTE: Only ONE replacement request will be issued per member for the 2024 SEIU Local 1000 Statewide Officer election period.

Q. Will SEIU Local 1000 include a membership application with the physical ballots that are mailed out?

No. Since only current members in good standing are allowed to vote in the 2024 SEIU Local 1000 Statewide Officer election, SEIU Local 1000 will not include a membership application with the mailed physical ballots. To become a member of SEIU Local 1000, and vote in the 2024 SEIU Local 100 Statewide Officer election, please contact our Member Resource Center at (866) 471-7348 to join. Also be sure to reference the election key dates on the election webpage at www.seiu1000.org/leadership-elections, for applicable deadlines.

Q. I forgot to sign/seal my physical ballot. Will my vote be counted?

No. For a physical ballot to be considered valid, and the vote to be counted, the physical ballot must be returned – by mail - signed and sealed by the respective voter, inside of the pre-addressed, postage-paid return envelope that was provided to each voting member. If your mailed physical ballot package did not contain a ballot return envelope, please contact the Member Resource Center (MRC) at (866) 471-7348 beginning on April 22, 2024, to request a replacement physical ballot package be mailed to you.

Q. Can I drop off my physical ballot at my local SEIU Local 1000 office or give my ballot to a union representative to have my vote counted?

No. All physical ballots must be returned - by mail - to the ballot receiving office, located at 1100 Melody Lane, Suite 204, Roseville, CA. 95678 – signed and sealed, inside the pre-addressed, postage-paid return envelope that was provided with the physical ballot package mailed to each voting member. **Postmarks and walk-in ballots will not be accepted.**

Q: Can I return multiple physical ballots in one envelope?

Yes. If a person wishes to return multiple signed and sealed ballot envelopes, to the ballot receiving office, they may do so at their own expense, by placing the ballot envelopes into a single, larger package and mailing that package to the ballot receiving office at 1100 Melody Lane, Suite 204, Roseville CA 95678. **All packages must be received by 5 p.m on May 14, 2024. Postmarks and walk-in ballots will not be accepted.**

NOTE: Loose ballots, unsigned or unsealed ballot envelopes, or ballots received in non-ballot return envelopes will not be considered valid.

Q: How do I attend the ballot count?

Physical ballots will begin to be opened and sorted for tabulation on May 14, 2024, beginning at 1:00 p.m. Physical ballot opening and sorting will resume at 9:00 am on May 15, 2024, with physical ballot tabulation occurring shortly thereafter. Tabulation will continue at 9:00 a.m. on May 16 and May 17th - if all ballots have not been tabulated. The address for the ballot receiving office is 1100 Melody Lane, Roseville, CA. 95678. Tabulation will occur in the main conference room of this location. Member observers are welcome to attend but must adhere to the established rules of the ballot receiving office host location and any additional rules established by SEIU Local 1000. Observers who do not adhere to these conditions will be asked to leave.

Q. How will the results of the election be announced?

Official results of the ballots counted will be made available by 5:00 p.m. on May 20, 2024. Elected candidates will be notified individually by SEIU Local 1000 and the official results will be posted on the election webpage at www.seiu1000.org/leadership-elections and announced through various outreach channels such as the Union update, social media, and informational emails to members.

Q. What happens if I don't agree with the ballot results and wish to file a protest?

All protests must be addressed to SEIU Local 1000 Board Chair, at 1808 14th Street, Sacramento, CA. 95811. The protest period will begin on June 3, 2024, and protests must be received no later than 5 p.m. on June 10, 2024. All protests will be referred to the SEIU Local 1000 Election Protest Committee for review and determination. The decision of the SEIU Local Election Protest Committee shall be final and binding. Notification of the Protest Committee determinations will be provided to the protesting party by June 25, 2024.