



2025 Election Committee Clarification #'s

5, 6, 7, 8, 9, 10, 11, 12 and 13

(Posted on SEIU Local 1021 Website 1/14/2025)

Official Clarification #5

Campaigning in members' workplaces

A candidate or their supporters may not use employer resources to campaign. They may not campaign anywhere on an employer's property unless the space is accessible to any member of the public. Campaigning is permissible in any space that is accessible to any member of the public. It is impermissible to campaign in a breakroom of a worksite if the breakroom is not accessible to any member of the public. If a badge is required to enter an area of the worksite, this is a good indication the area is not accessible to any member of the public. An example of an employer-owned space where campaigning is permissible is a public cafeteria where all members of the public are allowed to enter.

A candidate or their supporters may not post campaign materials on a bulletin board in the breakroom because that bulletin board is employer property (or union property if it is the union's official bulletin board).

A candidate or their supporters may not leave campaign flyers on a table in a breakroom of a worksite.

A candidate or their supporters may post a campaign sign in their personal vehicle that is parked in an employer's parking lot if the parking lot is accessible to any member of the public.

Official Clarification #6

Campaigning outside of the union hall

A candidate or their supporters may not use union resources to campaign. They may not campaign anywhere on the union's property. They may, however, campaign outside of union offices or in union parking lots if those spaces are accessible to any union member.

Official Clarification #7

Campaigning on social media or messaging platforms

A candidate or their supporters may post campaign material on their own social media pages. They may not post campaign material on the Local or Chapter social media pages. They may not post campaign material on a social media page or using any messaging platforms that are used for union or employer business of any kind, such as in a stewards' WhatsApp text group or an employer's SLACK channel.

Candidates should be aware of whether they are being "tagged" in social media posts. If the tagging of the candidate is improper because it violates the election rules, the candidate should promptly un-tag themselves.

Official Clarification #8

Candidate Forums

Sponsors of candidate forums must take care to create a fair and neutral process for all candidates. Candidates should be provided with an equal opportunity to present. If candidates will be permitted to present a PowerPoint Presentation or other style of presentation, all candidates should be informed in advance that opportunity will be available.

The event must be made accessible to all members. This means that the sponsors of candidate forums must do their best to accommodate members who are hearing impaired. If members organizing a neutral candidate forum need assistance with any accommodations, you are permitted to inquire with SEIU Local 1021 designated staff on how the Local can assist.

The sponsors of the candidate forum can decide whether the event will be recorded and broadcast. However, recording of such neutral candidate forums should be announced to participants in advance.

Official Clarification #9

Campaigning by Lost Time Officers (LTO)

Lost Time Officers cannot campaign during work time. “Work time” means during their scheduled work time as Lost Time Officers. It does not mean what their scheduled work time was when they were working for the employer.

Lost Time Officers can campaign before work time, during breaks from work time, and after work time. Typically, Lost Time Officers take entire days off from work using vacation accruals, so that there is no confusion regarding whether they are campaigning while on work time or personal time. For Lost Time Officers who choose to campaign during their non-work hours on days they do not take entire days off, please be aware that you may be subject to election campaign violation allegations. These allegations will be investigated by the Election Committee, and violations will be determined based on the specific facts of each case. Defining your own non-work hours does not guarantee compliance with election rules, and you may still be vulnerable to violations depending on the specific circumstances of each allegation.

Official Clarification #10

Lists of members

No union lists should be used for campaign purposes. The exception to this is that candidates can use an approved third-party mailing house to mail campaign materials to members, and may inspect a list of eligible voters.

Candidates or their supporters who are stewards (or hold some other union leadership role) should not use their union position to make Requests for Information (RFI) to an employer to obtain a list of union members.

Official Clarification #11

Eligibility of new members to vote

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.

Official Clarification #12

Candidate's accountability for the actions of others

A candidate ("Candidate A") may be negatively impacted if another member of their slate ("Candidate B") violated the election rules. It depends on whether the impermissible campaigning by Candidate B benefited Candidate A.

In this same way, a candidate may be negatively impacted if a supporter violated the election rules.

If the candidate becomes aware that fellow slate members or supporters are violating the election rules, they should ask the individuals to stop right away.

Official Clarification #13

Wearing purple or SEIU logos while campaigning

Candidates should not wear any SEIU logos in their official campaign photographs or in campaign-related posts on social media. Doing so creates the improper impression that SEIU Local 1021 endorses the candidate.

If you have any questions, contact the Election Committee at 2025.election.committee@seiu1021.org