

**Notice of Nominations,
FSI Flight Attendant Special Election and Campaign Rules
Transport Workers Union of America, AFL-CIO**

The Transport Workers of Union of America, AFL-CIO (“TWU International”) is responsible for ensuring the Local 578 special election is conducted in accordance with the TWU Constitution, and, in accordance with this responsibility, has established the following rules for this election:

1. Special Election Liaison

TWU International Vice President Thom McDaniel will act as the Liaison for the special election and any questions, correspondence, or protests should be directed to 578election@twuatd.org.

2. Special Election of Union Officials

The nomination and special election of the Transport Workers Union of America, Local 578 Financial Secretary-Treasurer will be conducted in accordance with the 2021 edition of the TWU International Constitution and the Local 578 By-Laws.

The following position will be on the ballot:

- a. Financial Secretary/Treasurer

In addition, the Delegate(s) to for the 27th TWU International Convention will be the Local 578 President, followed by the elected Officers in this special election in the order above.

3. Term of Office

Candidates elected to office in this special election will have the remainder of the three-year term which began on **February 1, 2023**, until the next scheduled Officer election and installation on **February 1, 2026**.

4. Eligibility to Nominate and/or Run for Office

To be eligible to nominate and to run for election to office in this special election, a Member must be in good standing. To be a Member in good standing for the purpose of this special election, you must have completed your Membership Application by **January 16, 2024**, and either:

1. Submitted your forms for dues checkoff by **12 PM Central January 16, 2024** or
2. TWU International must have received your dues payments in full by **January 16, 2024**. The mailing address for such payments is:

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300 State Street, Box 93060, Southlake, TX 76092-9998.

Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 (“LMRDA”) prohibits persons convicted of certain crimes, including robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury and violations of Title II of the LMRDA, from holding office for thirteen (13) years after conviction or after their release from imprisonment, whichever is later.

5. Nomination Form

The Official Local 578 Nomination Form will be made available on the [Local 578 website](#) prior to the opening of nominations.

6. Nominations

Any Transport Workers Union of America Local 578 Member in good standing may nominate themselves or another Transport Workers Union of America Local 578 Member in good standing for the position of President, Vice President, or Financial Secretary-Treasurer in this special election.

Delegates to the International Convention shall be in the order below and as required:

- President,
- Vice President,
- Financial Secretary-Treasurer

The final number of delegates to the Convention will be based on the number entitled to per the TWU International Constitution.

Nominations for all positions in Section 2 listed above will open **on January 8, 2024 at 12 PM Central**.

Nominations for all positions in Section 2 listed above will close at **12 PM Central on January 29, 2024**.

TWU International will review Union records to verify the eligibility of all nominees. TWU will advise each non-eligible nominee of the determination via email on file with the Union.

Each Member nominated will be contacted via email on file with the Union to accept or decline their nomination. Each nominee will have until **12PM Central on February 5, 2024** to accept or decline their nomination, via email to 578election@twuatd.org. If no email response is provided before the deadline, the nomination will be considered as declined. Any acceptance submitted after **12 PM Central on February 5, 2024** will be deemed null and void.

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If a Member is nominated for more than one Officer position, the e-mail will list the nominations and the Member is required to designate the position they wish to run for in this special election.

In the event only one Member is nominated to a position, that candidate shall be deemed elected by acclamation and no further vote is required.

7. Further Special Election Rules

No Member of Transport Workers Union of America Local 578 shall be permitted to run for more than one Officer position in this special election.

8. Placement on the Ballot

Names of candidates running in this special election will be listed on the ballot in alphabetical order by their last name.

9. Distribution of Campaign Literature

Each candidate will have the opportunity to send campaign literature to the Membership. Distribution will be at the candidate's expense and must be pre-paid. Access to this process will be available after all candidates who accept their nomination are finalized. Use of the TWU International logo on any campaign material is strictly prohibited.

10. Campaign Restrictions

Section 401(g) of the Labor-Management Reporting and Disclosure Act of 1959 prohibits the use of union and employer funds to promote the candidacy of any person in a union officer election. This prohibition applies to facilities, equipment, supplies, and cash, as well as to campaigning on time paid for by either a union or employer. These restrictions include:

1. A union or employer may not contribute money or anything of value to promote the candidacy of any individual in a union officer election.
2. The prohibition against the use of union and employer funds applies to any union and any employer, not just to TWU Local 578 or to the employers with whom TWU International has collective bargaining agreements. For example, it is improper for a candidate to have campaign literature duplicated free of charge on a copy machine at a friend or relative's employer.

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3. Any expenditure of union or employer funds on behalf of a candidate, even if the amount is small, is a violation of federal law.
4. The use of union or employer funds or facilities is a violation of federal law even if union officials or the employer do not know about or approve of the use.
5. The prohibition against the use of union and employer funds applies to direct expenditures from the union or employer and indirect expenditures such as:
 - Campaigning on time paid for by the union or employer
 - Use of union or employer-owned, leased, or paid for by the union, equipment, such as telephones, fax machines, computers, copy machines, email accounts and vehicles
 - Use of union or employer supplies such as stamps, paper, and envelopes
 - Use of union employees to prepare campaign literature while on union time
 - Use of the union letterhead, logo, or Membership list
 - Use of union or employer property or facilities to conduct campaign activities, store campaign material or distribute campaign material
 - Printing articles which support or criticize an individual's candidacy in a union newspaper or other publication
 - Giving free services or special discounts to a candidate such as printing, photocopying, equipment rental, including business travel passes.
6. 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

To be eligible to vote in the special election, you must be a Member in good standing, as described in Rule #4 above. Members not in good standing, as described in Rule #4 above, and Agency Fee Objectors will not receive ballots or be eligible to vote.

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Retirees are not eligible to vote.

12. Election Notice

A notice of election will be mailed to the current home address on file with TWU International, no less than fifteen (15) days prior to the election. Election notices will also be posted on the TWU Local 578 website, 578twu.org.

13. Casting Ballots

This election will be conducted by BallotPoint Election Services. Voting instructions and credentials will be mailed via U.S. Mail to the current home address on file with TWU International.

14. Election Schedule

Voting instructions and credentials will be mailed out on February 19, 2024. Voting will close on **March 18, 2024, at 12 PM Central**; at that time the votes will be tallied and reported to the TWU leadership.

The votes will be tallied at:

BallotPoint Election Services
9115 SW Oleson Rd
Suite 203
Portland, OR 97223

15. Lost or Missing Voter Instructions & Access Credentials

Those members who have not received their voting instructions and credentials **by March 4, 2024** should email TWU International Vice President and Election Liaison, Thom McDaniel, at 578election@twuatd.org to request replacement voting credentials. Each member requesting replacement voting credentials must include their name, employee number, current address, previous address if you have recently moved, and a cell phone number for positive contact to verify that you have requested replacement voting credentials.

16. Tally of Ballots

The candidate who receives the highest number of votes for Financial Secretary-Treasurer will be deemed the winner of those respective elections. In the event of a tie, TWU International shall conduct a runoff election with only the two top vote getters as candidates. Any Member running unopposed shall be deemed elected to that office.

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17. Observers

Each candidate may appoint one observer, at the candidate's own expense, to observe the tally of the ballots. Observers must be a Member in good standing of TWU Local 578. Candidates are to submit the name of their observer in writing to 578election@twuatd.org no later than **12 PM Central on March 4, 2024**.

19. Election Results

TWU International will post the results of the special election on the TWU Local 578 Website shortly after the election results are certified.

20. Election Records

TWU International will maintain all election records for at least 1 year after the completion of the election as required by federal law.

21. Questions or Problems

Any violation of these rules should be reported promptly to TWU International Vice President, Thom McDaniel, at 578election@twuatd.org so that corrective action can be taken, if necessary.

All questions or requests pertaining to this election must be submitted in writing to TWU International Vice President, Thom McDaniel, at 578election@twuatd.org.

22. Protests

Any Member in good standing who believes that he/she has been improperly denied the opportunity to be a candidate for an elective office or position may file a complaint with TWU International Vice President, Thom McDaniel, at 578election@twuatd.org, no later than 15 days after receiving notice of the denial.

Any Member in good standing who believes that this special election in which he/she was a candidate was improperly conducted may file a complaint with TWU International Vice President, Thom McDaniel, at 578election@twuatd.org, no later than 15 days after the results of the special election have been made known.

The decision of TWU International Vice President, Thom McDaniel may be appealed to the International Committee on Appeals within 15 days of the decision pursuant to Article XXII of the TWU International Constitution. If the TWU International Vice President, Thom McDaniel does not issue a decision within 30 days, the Member may also appeal to the International Committee on Appeals under Article XXII of the TWU International Constitution.

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The above rules are not all inclusive. If necessary, additional election rules or clarifications may be issued by TWU International, as needed during the nomination and special election period.