

AMENDMENT #1 – ARTICLE VIII

Election Committee (Section 9); Election Oversight for Elections and Appeals (Section 10); and Recall of Local Officers (Section 11)

Section 9: Election Committee – A member committee of no fewer than three and no more than seven shall be appointed by the President and approved by the Executive Board, no later than the September Executive Board meeting preceding an election year, or no less than sixty (60) calendar days before a special or recall election. They shall not be candidates for, nor actively campaign for any Local or Chapter elected position during the term of their appointment. They shall establish rules and procedures for fair and democratic elections in accordance with the local bylaws, the bylaws of the International Union and labor law.

Section 10: Trustees and Election Committee - Election Oversight for Nominations, Campaigning, Voting, and Post-Election Appeals - The Trustees of the Local Union and the Election Committee shall jointly act as judge in all matters arising from the election procedures of the Local Union, from the first day of the nomination period through the final day for issuing rulings on post-election appeals, and shall receive, research, discuss, and respond in writing to all complaints and protests regarding nominations, campaigning, voting, and post-election appeals (collectively, "Election Matters").

Any complaint or protest of an Election Matter regarding an event that occurs during the nomination or campaigning periods must be submitted in writing to the Trustees and the Election Committee within five (5) working days after the date the complained-of event occurred. The Trustees and the Election Committee shall have up to five (5) working days after a complaint or protest of a nomination or campaigning event is received, to research the complaint or protest and render a written decision to the person(s) who submitted the complaint or protest. These timelines do not apply to inquires or questions that do not rise to the level of a complaint or protest.

Any complaint or protest of an Election Matter regarding an event that occurs during the voting period must be submitted in writing to the Trustees and the Election Committee within five (5) working days after the date the election results are tabulated and announced. At the end of this post-election five-working-day period, the Trustees and the Election Committee shall have up to fifteen (15) working days to research the voting-based complaint or protest and to render a written decision to the person(s) who submitted the complaint or protest. These timelines do not apply to inquires or questions that do not rise to the level of a complaint or protest.

In calculating the deadlines in this Section, "Day Zero" shall be the day on which (a) the complained-of event occurs, or (b) the complaint or protest is submitted. But, if the day falls on a weekend or a holiday, the next working day shall be considered Day Zero. A working day ends at 5:00 p.m.; hence, a complaint or protest submitted after 5:00 p.m. will be deemed to have been received on the next working day.

Members not satisfied with a ruling issued by the Trustees and the Election Committee on a complaint or protest of an Election Matter may submit a written appeal of such ruling to the International President within fifteen (15) working days of the issuance of the ruling. If a decision has not been rendered by the Trustees and the Election Committee on a complaint or protest by the time the Officers and Delegates are

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to be installed, the elected member shall be sworn-in, take office, and serve until such time as a contrary decision is rendered.

Section 11: Recall of Local Officers – An officer, delegate, or any other elected official of the Local Union may be removed from office in a recall election by majority vote of the proper constituents of that office. If the recall is successful the position shall be declared “open” and shall be filled per the SEIU Local 521 Bylaws.

Recall Petition: A recall election will be held within ~~ninety (90)~~ sixty (60) calendar days of the validation of signatures on a recall petition signed by twenty percent (20%) of the members eligible to vote for the office. To be valid, signatures must be collected within six (6) months prior to submission of the petition. Validation of petition signatures will be completed within thirty (30) calendar days of submission to the Local President, or if the recall is for the President, submission to the Local Secretary. The recall petition shall specify the name and position of the person to be recalled and the cause for recall, on each page. The recall petition shall include name, signature, date and sufficient identifying information as specified by the Local Secretary to validate signatures. A separate recall petition must be circulated for each officer subject to recall.

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AMENDMENT #2 – ARTICLE VIII, SECTION 12A

Section 12A: Filling Vacancies for Local-wide Officers, Regional Officers, and Trustees

5. Requests for Consideration: Any qualified SEIU Local 521 member who wishes to be considered for election to an “open” seat for Local-wide Officer, Regional Officer, or Trustee must submit a written request for consideration to the Local Area SEIU Office at least ten (10) working days prior to the date of the Executive Board meeting where the vote will occur. This request will include the name, Chapter and contact information of the member along with an optional statement of qualifications for office (75 words maximum). The interested member will be verified for eligibility to hold office, and his/her information will be emailed to all members of the Executive Board approximately one week before the meeting. From this group of verified eligible members of SEIU Local 521, Executive Board Officers and Delegates will nominate and second the candidates they feel will best represent the Local in the open position.

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AMENDMENT #3 – ARTICLE VIII, SECTION 13

Section 13: Filling Vacant Offices of Chapter or Composite Group Delegates for Executive Board

1. This Section shall provide a process for filling vacant offices of Chapter or Composite Group Executive Board Delegates.
2. When there is an Alternate for a permanently vacated position, that Alternate shall assume the delegate position with all its rights and responsibilities for the remainder of the term.
3. Normally the processes below are only used if the position will be vacant for over one year. However, special circumstances may arise where the Chapter or Composite Group wishes to fill a vacancy with less time remaining in the current term of office.

4. Local 521 members in good standing who would normally qualify to run for election for the specific vacant seat on the Executive Board under SEIU Local 521 Constitutional Bylaws – Article VIII Section 1 and 3, may seek appointment or election to a vacant position for which they qualify by submitting a written request for consideration. Staff shall verify that the member is eligible to hold the specific vacant position.

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5. The elected leadership of the Chapter or Composite Group shall begin the process for filling the vacant position(s) at least 40 calendar days prior to making the appointment(s). At a regular or special meeting the elected leadership shall decide the process they will use to fill the vacant position. They may choose either a full Membership Vote Option or an Appointment Option as specified below.

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A. **Membership Vote Option:** The election must be announced at least thirty (30) calendar days in advance, and may be at a regular or special Chapter Meeting or Composite Group Meeting. No member shall be required to drive more than one (1) hour from his/her work place to vote. A candidate must submit a written request for consideration to the Local Area SEIU Office no fewer than ten (10) working days prior to the membership vote meeting. This request will include the name, Chapter and contact information of the member along with an optional statement of qualifications for office (75 words maximum). The vote will be held pursuant to Chapter Bylaws. For Chapters without Bylaws that provide for voting process for filling vacant offices, the voting process shall be recommended by Chapter leaders and then submitted to the Local Trustees for their final approval, no later than ten (10) working days prior to the announcement of an upcoming vote.

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B. **Appointment Option:**
Qualified SEIU Local 521 members who wish to be considered for appointment must submit a written request for consideration to the Local Area SEIU Office at least ten (10) working days prior to the date an appointment will be made. This request will include the name, Chapter and contact information of the member along with an optional statement of qualifications for office (75 words maximum). From this group

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of interested qualified/verified members the [elected leadership of the Chapter](#), or Composite Group, will vote to appoint the candidate they feel will best represent their interests.

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6. The name of the new Delegate to fill the vacant position shall be emailed to the Local President and the Chief Elected Officer within three (3) working days. S/he will be invited to the next Executive Board Meeting where s/he will be properly sworn into office.
7. The sworn Delegate will serve in the elected or appointed position with all the rights and responsibilities of that position for the remainder of the current term.