

SEIU-UHW Vacancy Election Procedure

Resolution 07-11

The SEIU-UHW Constitution and Bylaws, adopted by UHW members on December, 2010, establishes member election as the democratic way to fill vacant leadership positions on the Executive Board:

Article XI, Leadership Structure, 2 (E):Executive Board Vacancy

In the event of a vacancy on the Executive Board, an election to fill the unexpired portion of the term of office shall be held within (90) days, according to procedures adopted by the Executive Board. All members from the constituency in which the vacancy occurred who meet the good standing requirement are eligible for nomination.

To build to our 10,000 leadership goal with a full leadership body, the Executive Board establishes the following procedure for vacancy elections:

- 1) **Election Schedule:** An election schedule shall be set quarterly to fill any vacancies that occur between executive board meetings. A vacancy shall be defined as any seat that is not currently filled for any reason.
- 2) **Election Committee:** The Ethics Officers will function as the election committee co-chairs for such elections. The President shall appoint four additional board members (one from each division) to this committee. These Election Committee members cannot run for office or campaign on behalf of any candidate.
- 3) **Proper Notice:** Proper notice of such an election shall be given to members within the constituency.
- 4) **Nomination Procedure:** Candidates shall submit a nomination petition within approximately 30 (thirty) days in accordance with the signatures required by the bylaws: 50 (fifty) signatures from members in good standing for executive board or executive committee positions from the respective constituency; 50 (fifty) signatures from any constituency for at-large seats on the executive board.
- 5) **Election Method:** The method for election (site voting or mail ballot) shall be determined by the election committee in consultation with the division director for that constituency and the steward or area leadership of that constituency. In the event of a mail ballot, mail ballots shall be mailed out to be returned within 15 (fifteen) days. In the event of site voting, a schedule shall be established to allow members a reasonable opportunity to vote.

Other Procedures:

6) Executive Board members may run for open Executive Committee seats for which they are eligible. If that candidate wins, he or she shall resign from their executive board seat.

7) Ethics and financial officers may run for open Executive Board seats for which they are eligible but since these officers are advisory to the Executive Board—and the ethics officers function as the election committee--they must resign their position in order to run.

8) Executive Board members who are still working for a UHW-covered employer but are no longer working in the constituency in which they were elected shall resign their position, however, the bylaws allow homecare members to retain their position within their constituency for a period of one year following the loss of a client, provided that dues are paid at the applicable minimum rate.