

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.

Hybrid Voting System (Electronic/Physical Ballot Voting):

With the 2024 SEIU Local 1000 Statewide Officer and DLC election, SEIU Local 1000 will now offer the option to vote electronically. The voters who consent to electronic voting will receive a link to cast their secret ballot votes. All other members will receive a traditional physical ballot to cast their vote. Members of SEIU Local 1000 wishing to vote electronically, will be afforded an electronic voting consent period, between February 12, 2024, and March 29, 2024, at 5:00 p.m.. Members choosing to vote electronically will not receive a physical ballot. Members choosing to vote with a physical ballot, will not be able to vote electronically. Those choices must be made during the electronic voting consent period.

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.

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

Beginning on January 2, 2024, nominations for the 2024 SEIU Local 1000 Statewide Officer election can be submitted through the SEIU Local 1000 online nomination portal, which can be accessed through the election webpage at www.seiu1000.org/leadership-elections.

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

Due to the manual review process required for mailed items, candidates are encouraged to submit their nomination and optional 100-word candidate statements through the online nomination portal. Candidates experiencing technical difficulties may request a physical nomination form be mailed to them directly by contacting the Member Resource Center (MRC) at (866) 471-7348. All candidate material must be received no later than **February 2, 2024, at 5 p.m.**

Please note: Submission of material outside of the online nomination portal may cause a delay in processing.

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 submit a nomination form for another candidate through the online process?

No. The online nomination process will only accept self-nominations. To ensure candidate security and election integrity, each candidate must authenticate their identity each time they access the online nomination process.

Q. I have been a state employee and a member of SEIU Local 1000 for longer than 2 years, yet when I attempt to submit my nomination, I receive an error message. Why?

Please contact Election Staff at local1000elections@seiu1000.org, for assistance with any errors you receive while nominating.

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

Yes. If you are submitting via the online portal, you will be provided an option to edit any current material you have submitted during the open nomination period. Any edits made will overwrite your previous submissions. If you are submitting a hard copy nomination form or candidate statement, 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 ending at 5:00 p.m. on February 2, 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)

Please note: Submission of material outside of the online nomination portal may cause a delay in processing.

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

If you have submitted your material via the online nomination portal, you will see an option for withdrawing your candidacy. Once you select to withdraw your candidacy, an email will be sent to you at the personal email address on file, confirming your withdrawal. Should you wish to reinstate your candidacy, during the nomination period, you must do so before the close of the nomination period. A link for reinstating your candidacy will be provided in the email you receive. Candidates wishing to withdraw their candidacy outside of the online portal should send an email to Election Staff at local1000elections@seiu1000.org, before 5:00 p.m. on February 9, 2024, stating their intent to withdraw their candidacy.

Q: Will I receive confirmation of my nomination if I mail in my candidate material?

Yes. Mailed material will be processed by election staff upon receipt and an email will be provided to the candidate at the email address on file, once the candidate material processing

has been completed. Due to the manual review process required for mailed items, this option may require additional time for processing before confirmation can be sent. Candidates are therefore encouraged to utilize the online nomination portal for immediate processing and confirmation.

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 12, 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: 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 opens on April 15, 2024. On this day, electronic voting links will be sent to members who have consented to electronic voting. For those members who did not consent to electronic voting, physical ballots will be mailed out before April 15, 2024, to begin arriving in mailboxes by the opening of the balloting period. Both electronic and 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?

Members have two options to vote, beginning on April 15, 2024:

1. Electronic voting, for those members who have consented to vote electronically during the electronic voting consent period.
2. Utilize traditional voting, through a mailed physical ballot.

NOTE: Members consenting to vote electronically will not receive a physical ballot and cannot request one be provided. Likewise, members choosing to vote by physical ballot will not be able to consent to vote electronically after the electronic voting consent period has ended.

Q: How do I consent to vote electronically?

SEIU Local 1000 will open an electronic voting consent period for members to submit their preference to vote electronically. The electronic voting consent period will run between February 12, 2024, and 5:00 p.m. on March 29, 2024. Members will only be allowed to consent to electronic voting during this time. Members will be sent a link to submit their consent to vote electronically on or immediately before this period opens. Members wishing to vote electronically will not receive a mailed physical ballot. Instead, these members will be issued an electronic voting link to the personal email address on file, once the balloting period begins. Members who do not consent to electronic voting will be mailed a physical ballot.

NOTE: Members may not change their voting preference once the electronic voting consent period has ended.

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 electronic voting system as well as the printing, mailing, receipt, storage, security, sorting, and tabulation of physical and electronic 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.

The electronic voting system is managed by an independent third-party vendor and uses a combination of time-tested methods and state-of-the-art technology, including SSL encryption unique electronic voting links, auditing capabilities and other safeguards to protect the anonymity of each voter and each ballot received and tabulated.

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, electronic voting link or otherwise wish to change my vote?

Requests for replacement electronic voting links and 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. Can I forward my electronic voting link to another member to use?

No. All electronic voting links are uniquely coded to each voting member and should not be forwarded or otherwise shared. If a member requires a replacement voting link to be issued to them, they should contact the Member Resource Center (MRC) at (866) 471-7348, beginning on April 22, 2024 to make their replacement link request.

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 visit our membership application page at <https://search.seiu1000.org/newmember.php> and 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-ins 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-ins 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 and electronic 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 open 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 after the conclusion of the Protest Committee review.