

# National Union of Healthcare Workers Notice of Local Union Nominations & Election of Officers

*Esta notificación contiene información muy importante acerca de la próxima elección sindical. Si desea una copia en español, llame al 866.968.6849. Hable despacio y deje su nombre y dirección.*

December 19, 2014

To: Members of NUHW

Fr: NUHW Election Committee

The NUHW Constitution calls for election of officers every three (3) years between January and March. The election will be conducted by mail ballot as outlined below.

The following is excerpted from Article 20 Nominations and Elections of the NUHW Constitution.

*The General Election for all members of the Executive Board shall take place every three (3) years.*

- A. *An Election Committee shall be established no later than four (4) months prior to a general election. The committee shall consist of no less than five (5) members, appointed by the Executive Board. In addition, the President shall name a chairperson of the committee. The duties of the Election Committee shall be to:*
- 1) Conduct the election;*
  - 2) Establish safeguards to ensure a fair and democratic election;*
  - 3) Validate the qualifications of the nominees for candidacy;*
  - 4) Validate the eligibility to vote;*
  - 5) Tabulate the results and certify the election;*
  - 6) Determine the method of voting.*
- B. *No member of the incumbent Executive Board shall be eligible to be a member of the Election Committee.*
- C. *Members of the Election Committee shall not be nominated for any office.*
- D. *A member not satisfied with a ruling of the Election Committee may petition an impartial third-party hired by the Union within fifteen (15) days after the act complained of, to review the action of the Election Committee pursuant to the provisions of the Union's Constitution and Bylaws.*

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On September 13 and November 8, 2014 the Executive Board appointed the following NUHW members to serve as the Election Committee:

Barry Kamil, Kaiser IBHS  
George Mirzakhonian, Providence Tarzana Medical Center  
Gloria Villaseñor, Kaiser Optical  
Jackie Patrick, Children's Hospital Oakland  
Karen Oman, Kaiser Psychsocial (KPC)

As per the NUHW Constitution, the President appointed Senior Coordinator Charlie Ridgell to be the non-voting Chair of the Election Committee.

The Election Committee met on November 10, 2014 and established the following:

1. Nominations

- a. Nominations for all members of the Executive Board shall be by petition and shall commence on Tuesday, January 6, 2015 and conclude on Tuesday, January 20, 2015 at 5:00 PM.
- b. All eligible members union-wide will be able to vote for President and Secretary-Treasurer.

<b><u>Elective Position</u></b>	<b><u>Number of Positions</u></b>	<b><u>Who Can Vote</u></b>
President	1	All eligible voters union-wide
Secretary-Treasurer	1	All eligible voters union-wide

- c. Vice Presidents will be elected from bargaining units where the union has dues paying members and from the Retiree Chapter.

<b><u>Elective Position</u></b>	<b><u>Number of Positions</u></b>	<b><u>Who Can Vote</u></b>
<b><u>Vice President</u></b>		
California Pacific Medical Center (CPMC)	2	Eligible voters in this bargaining unit
Children's Hospital Oakland	1	Eligible voters in this bargaining unit
Cottonwood Healthcare Center	1	Eligible voters in this bargaining unit
Doctors Medical Center-San Pablo	1	Eligible voters in this bargaining unit
Hazel Hawkins	1	Eligible voters in this bargaining unit
Kaiser Healthcare Professionals (HPC)	1	Eligible voters in this bargaining unit
Kaiser Integrated Behavioral Health Services (IBHS)	2	Eligible voters in this bargaining unit
Kaiser Optical	1	Eligible voters in this bargaining unit
Kaiser Psychsocial (KPC)	2	Eligible voters in this bargaining unit
Kaiser RNs (AFN)	1	Eligible voters in this bargaining unit
Keck Medical Center of USC - Dietary (Sodexo)	1	Eligible voters in this bargaining unit
Keck Medical Center of USC - Service & Tech	2	Eligible voters in this bargaining unit
Kindred Hospital of SF Bay Area	1	Eligible voters in this bargaining unit
Lakewood Regional Medical Center - Dietary (Sodexo)	1	Eligible voters in this bargaining unit
Lakewood Regional Medical Center - EVS (Sodexo)	1	Eligible voters in this bargaining unit
Los Alamitos Medical Center - EVS (Sodexo)	1	Eligible voters in this bargaining unit
Mission Neighborhood Health Center	1	Eligible voters in this bargaining unit
Providence Tarzana Medical Center	2	Eligible voters in this bargaining unit
Retirees	1	Eligible Retiree voters from certified NUHW bargaining units
Salinas Valley Memorial Hospital (SVMH)	2	Eligible voters in this bargaining unit
San Francisco Nursing Center	1	Eligible voters in this bargaining unit
San Rafael Healthcare & Wellness Center	1	Eligible voters in this bargaining unit
San Rafael Healthcare & Wellness Center-EVS (HSG)	1	Eligible voters in this bargaining unit
Santa Rosa Memorial Hospital	2	Eligible voters in this bargaining unit
Sequoias-Portola Valley	1	Eligible voters in this bargaining unit
University Post-Acute Rehab	1	Eligible voters in this bargaining unit
Woodland Nursing & Rehab	1	Eligible voters in this bargaining unit

d. Candidate Eligibility

- 1) A regular member must have paid dues to NUHW for two (2) years (January 2013-December 2014) except in facilities newly organized in 2013 or 2014, payment must have been made from two (2) months following the certification date of her/his bargaining unit through December 2014. Members who wish to run for office but do not meet the qualification may pay back dues which must be received in the Emeryville office no later than 5:00 PM on Tuesday, January 20, 2015 to make themselves eligible.
  - 2) A retired member must have paid dues to NUHW for two (2) years (January 2013-December 2014) except in facilities newly organized in 2013 or 2014, payment must have been made from two (2) months following the certification date of her/his bargaining unit through December 2014. Retired members who wish to run for office but do not meet the qualification may pay back dues which must be received in the Emeryville office no later than 5:00 PM on Tuesday, January 20, 2015 to make themselves eligible.
  - 3) A staff member who wishes to run for President or Secretary-Treasurer must have paid dues to NUHW for two (2) years (January 2013-December 2014). Staff who wish to run for President or Secretary-Treasurer but do not meet the qualification may pay back dues which must be received in the Emeryville office no later than 5:00 PM on Tuesday, January 20, 2015 to make themselves eligible.
- e. An official nominating petition may be picked up from the NUHW Emeryville office (5801 Christie Ave., Suite 525) commencing Tuesday, January 6, 2015 and continually through Tuesday, January, 20, 2015 or by calling 866-968-6849 to have it faxed or emailed to you.
- f. Nominating petitions for President and Secretary-Treasurer shall be signed by at least fifty (50) members in good standing. Nominating petitions for Vice President must be signed by at least twenty-five (25) members in good standing or twenty-five percent (25%) of members in good standing, whichever is less, in the appropriate constituency of the vice presidential candidate.
- g. Nominating petitions must be signed by the nominee in order for the nomination to be considered valid.
- h. Nominating petitions must be received in NUHW's Emeryville office no later than 5:00 PM on Tuesday, January 20, 2015. If the petition is faxed (510-834-2018) or emailed to the office (nuhwofficerelection@nuhw.org), the original petition must be received in the Emeryville office no later than 5:00 PM on Thursday, January 22, 2015.
- i. All nominees shall be promptly certified for candidacy or notified in writing of the reasons for their disqualification by the Election Committee. Any question regarding the eligibility of a nominated candidate shall be decided by the Election Committee. Appeals shall be made in writing and postmarked by registered mail-return receipt requested to the chairperson of the Election Committee in NUHW's Emeryville office no later than three (3) mail delivery days after receiving notice. All nominees not complying with this notice requirement shall be considered to have withdrawn.

2. Procedures for the Election

- a. Voter Eligibility -- The election shall be conducted by secret mail ballot among all regular, retired and staff members who have paid dues for November or December 2014 or for January 2015 prior to 5:00 PM on Tuesday, January 27, 2015.
- b. Ballots for all contested positions will be mailed on Monday, February 2, 2015 and must be received by Friday, February 27, 2015 at 5:00 PM.

- c. Ballots will be counted in the Emeryville NUHW office on Saturday, February 28, 2015 at 10:00 AM.
- d. Any candidate shall have the right to have an observer present at the counting of the ballots, and any member desiring to observe the counting of the ballots shall be permitted to do so.
- e. For the offices of President and Secretary-Treasurer the candidate receiving the highest number of at-large membership votes shall be declared elected. For the Executive Board Vice President position in bargaining units where only one seat is being filled, the candidate receiving the highest number of votes from the specific constituency from which s/he has been nominated shall be declared elected. In bargaining units where more than one Vice President is being elected, candidates will be declared elected starting with the highest vote getter; then second highest; then, if applicable, third highest.
- f. If only one candidate is nominated for an office s/he shall be elected without further procedures.
- g. In the event of a tie vote for any office, runoff ballots will be mailed on Friday, March 6, 2015 and must be returned by Friday, March 20, 2015. The ballots will be counted on Saturday, March 21, 2015.
- h. Every bona fide candidate for office shall have the right, once within the thirty (30) days prior to February 27, 2015, to inspect a list containing the names and last known addresses of all members of the particular constituency of the office being sought.
- i. Each candidate shall be encouraged to prepare a statement of qualifications and a platform which shall not be longer than 200 words. These statements and a photo, if provided, shall be included in a "voter pamphlet" and mailed with the appropriate ballots for each constituency where there is a contested election.
- j. No candidate (including a prospective candidate) for any office in this Union or supporter of a candidate may solicit or accept financial support or any other direct or indirect support of any kind from any person/entity who is not a member of the National Union of Healthcare Workers.
- k. No write-in or proxy voting shall be allowed.
- l. The Union shall refrain from discrimination in favor of or against any candidate.
- m. The Union will comply with all reasonable requests of any candidate to distribute by mail or otherwise, at the candidate's expense, campaign literature in aid of that person's candidacy. In addition, any such assistance given to any candidate shall also be made available to all other candidates, at their own expense.
- n. TrueBallot, Inc., a professional, impartial, third-party agency, has been retained by the Election Committee to provide necessary assistance in the conduct of the election.
- o. Installation of officers elected on Saturday, February 28, 2015 shall take place at the Executive Board meeting on Saturday, March 14, 2015. They shall serve for a three-year term.