

RULES AND REGULATIONS GOVERNING 2013 APWU NATIONAL ELECTIONS

ADOPTED BY ELECTION COMMITTEE

Pursuant to Article 12, Section 1, of the APWU National Constitution and Bylaws, President Cliff Guffey appointed the 2013 Election Committee. Its members are: Anthony "Tony" Turner (Chairperson), Manchester (NH) Area Local; J. Lloyd Newman, North Alabama Area Local; Koquise Edwards, Oklahoma City Area Local; Rocky Sprowles, Kentucky Postal Workers Union; Robert Preston, Colorado Springs Area Local, Kim Guy, Tennessee Postal Workers Union, and Judith Eadson, South Jersey Area Local.

The Election Committee met January 29, 2013 - February 1, 2013, at APWU National Headquarters and adopted these Rules

and Regulations for the conduct of the 2013 APWU National Election. Following are relevant sections of the APWU National Constitution and Bylaws, along with rules and regulations for each segment of the election process. **Please note that bold language in excerpts from the APWU National Constitution and Bylaws was added by the APWU 21st Biennial National Convention, held August 20-23, 2012.**

The APWU National Election Committee may modify or change any current rule, change dates, and/or adopt additional rules, which will appear in bold.

I. ELIGIBILITY

A. MEMBER IN GOOD STANDING

1. ARTICLE 10, SEC. 1(a).

ELIGIBILITY FOR OFFICE. To be eligible for nomination, the candidate must be a member in good standing.

2. ARTICLE 11, SEC. 2(m) [in part] Candidates for APWU Retirees Department Director and Retiree National Convention Delegate must be members in good standing of the APWU Retirees Department, paying Thirty-Six Dollars (\$36.00) per year per capita tax to the National Union.

3. ARTICLE 3, SEC. 4(d) [in part] **Members of the APWU Retirees Department who pay Thirty-Six Dollars (\$36.00) per annum shall be eligible to vote for the three (3) APWU General Officers: President, Executive Vice-President and Secretary-Treasurer, and four (4) resident department officers: Director and Assistant Director, Legislative/Political Department; Director, Human Relations Department, and Director, APWU Health Plan.**

4. ARTICLE 11, SEC. 4. Any APWU member seeking election to a Health Plan national office must be a member in good standing (if eligible) of the APWU Health Plan in order to be declared an "official candidate."

SPECIAL NOTICE: The Election Committee calls to the attention of potential candidates: Pursuant to revisions to Article 7, Section 1(a) and Article 21(b) that were adopted at the 21st Biennial National Convention, a position can be declared vacant and the duties absorbed by other officers until action at the next National Convention.

5. ARTICLE 12, SEC. 2. [in part] To be eligible to vote, a member must be in good standing according to the official records of the National Union on June 15 of the election year.

6. ELECTION COMMITTEE RULE: Candidates must be members in good standing on **Saturday, June 15, 2013**, with all dues paid except as provided in Article 3, Section 1, of the APWU National Constitution and Bylaws.

B. DISQUALIFYING ACTIONS

1. ARTICLE 10, SEC. 1(b) No member holding office in any other organization representing employees for the purposes of collective bargaining or in administrative proceedings can be elected or appointed as an officer of the APWU, nor can he/she be seated as a delegate to the national convention.

2. ARTICLE 10, SEC. 2(b) Any employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory or EAS position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of a two-week period in a year shall be ineligible to hold office at any level of the APWU or to be a delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.

Any member who has submitted an application to a managerial, supervisory, or EAS position with responsibility for issuing or recommending discipline or for applying or interpreting the National Agreement shall withdraw such application prior to acceptance of nomination for any office in the APWU.

ELECTION COMMITTEE RULE:

Any member who is prohibited from serving as an officer of a labor organization under the Labor-Management Reporting and Disclosure Act, 29 U.S.C. Section 504, due to a criminal conviction, or who refuses to authorize the National Election Committee to procure a criminal background

APWU NATIONAL FIELD OFFICES Please refer to Section XII of these Rules and Regulations and the Chart on page 43 for the listing on location of field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in November 2013. All other National Officers will work at the union's national headquarters located in Washington, DC.

report to verify that the member is not prohibited from serving as an officer of a labor organization under the Labor-Management Reporting and Disclosure Act, shall be ineligible to run for any office in the APWU.

II. NOMINATION/PETITION PROCESS

A. OFFICERS AND DELEGATES TO BE ELECTED

1. ARTICLE 3, SEC. 4(e) [in part]

All retirees who desire to become members of the APWU Retirees Department shall pay Thirty-Six Dollars (\$36.00) per year per capita tax to the National Union. Such retirees shall elect the Retirees Department Director and five (5) delegates to the national convention. The Retirees Department Director and each Retiree National Convention Delegate will have a voice and one (1) vote at the national convention.

| CHART FOR NATIONAL BUSINESS AGENTS (NBAs) | Clerk | Maintenance | MVS | Other |
|--|-------|-------------|--|--------------------------------|
| CENTRAL REGION | | | 1 (covers IL, IN, IA, KY, MI, MN, ND, OH, SD, WI) | |
| Region: Chicago | 3 | | | |
| Cincinnati | 3 | | | |
| Minneapolis | 2 | | | |
| St. Louis | 2 | | | |
| Wichita | 2 | | | |
| Sub-Region: | | | | |
| A (IL,IN,KY, OH) | | 1 | | |
| B (IA,KS,MO,NE) | | 1 | | |
| C (MI,MN,ND,SD,WI) | | 1 | | |
| EASTERN REGION | | 1 | 1 | |
| Region: Philadelphia | 3 | | | |
| Washington, DC | 3 | | | |
| NORTHEAST REGION | | 1 | 1 | 1 (Caribbean Area) |
| Region: New England | 3 | | | |
| New York | 3 | | | |
| SOUTHERN REGION | | 2 | | |
| Region: Atlanta | 3 | | | |
| Dallas | 3 | | | |
| Memphis | 2 | | | |
| Sub-Region: Southwest (AR,KS,LA,MO,NE,OK,TX) | | | 1 | |
| Sub-Region: Southeast (AL,FL,GA,MS,NC,SC,TN) | | | 1 | |
| WESTERN REGION | | 2 | 1 | 2 (Pacific & Alaskan Areas) |
| Region: San Francisco | 4 | | | |
| Denver | 2 | | | |
| Northwest | 2 | | | |

2. **ARTICLE 11, SEC. 1.** The officers of this Union shall be elected by secret ballot by plurality vote and shall consist of President, Executive Vice President, Secretary-Treasurer, Industrial Relations Director, Legislative/Political Department Director and Assistant Director, Organization Director, Research and Education Director, Health Plan Director, Human Relations Director, APWU Retirees Department Director, and five (5) Regional Coordinators (one for Central, Eastern, Northeast, Southern and Western). Where there is more than one (1) National Business Agent within a region, they will be referred to as National Business Agent (A), (B), (C), (D), etc.

CLERK DIVISION: Director, three (3) Assistant Directors who will be referred to as Assistant Director (A), (B) and (C), and forty (40) National Business Agents (refer to chart below for complete breakdown into regions).

MOTOR VEHICLE SERVICE DIVISION: Director, Assistant Director and six (6) National Business Agents (refer to chart for complete breakdown into regions).

MAINTENANCE DIVISION: Director, two (2) Assistant Directors who will be referred to as Assistant Director (A) and (B), National Representative-At-Large and nine (9) National Business Agents (refer to chart for breakdown into regions).

SUPPORT SERVICES DIVISION: Director, All Regions

National Business Agent, Caribbean Area

National Business Agent, Alaskan Area, "as-needed"

National Business Agent, Pacific Area

B. PETITIONS

1. **ARTICLE 11, SEC. 3 (a)** Any eligible member may secure an official petition from the APWU National Secretary-Treasurer on May 1 through June 1 of the election year. Such petitions will be duplicated by each

candidate at his/her own expense and must be received no later than June 15 at 5:00 p.m. at a box designated by the Secretary-Treasurer. Candidates shall provide in such petitions a certification signed by them, stating: "I am a member in good standing of the _____ Division." "I am employed by _____." "The title of my job is _____." "I am retired: _____ I am not retired _____." Candidates for Director, APWU Retirees Department, and Retiree National Convention Delegate shall certify that they are members in good standing of the APWU Retirees Department and are not employed by the United States Postal Service.

2. ARTICLE 12, SEC. 4(b) Members may not file or be candidates for more than one (1) elective office.

3. ELECTION COMMITTEE RULE: Completed and signed petitions must be mailed to **Post Office Box 77878, Washington, DC 20013** in time so as to be in that Box **no later than 5:00 p.m. [Eastern Time] on Saturday, June 15, 2013.** This post office box is only for returning completed petitions. **PETITIONS THAT ARE PERSONALLY DELIVERED, E-MAILED OR FAXED TO THE APWU NATIONAL SECRETARY-TREASURER'S OFFICE WILL NOT BE ACCEPTED.**

4. ELECTION COMMITTEE RULE: A candidate must fully complete the entire candidate's portion of each petition, including the full title of the office sought and the candidate's signature, before the petition is sent to a Local for endorsement. A candidate sending out petitions for an Assistant Director, Clerk Division; Assistant Director, Maintenance Division; National Business Agent, Clerk Division; or National Business Agent, Maintenance Division office which is designated (A), (B), (C), or (D), must specify for which office he/she is filing by including the alphabetic designation.

5. ELECTION COMMITTEE RULE: Candidates may not file or be

candidates for more than one office. If a candidate has filed petitions for a particular office and then decides before the nominating period is over that he/she wishes to seek nomination for another office, the candidate must withdraw the first petitions by giving written notice to the APWU National Secretary-Treasurer, and then timely file the required number of new petitions for the other office. **IN NO CASE MAY PETITIONS FILED FOR ONE OFFICE BE TRANSFERRED TO A NEW OFFICE.**

6. ELECTION COMMITTEE RULE: Each Local submitting a petition needs to be clearly identified and the petition must bear the official name of the Local.

7. ELECTION COMMITTEE RULE: All nominating petitions are to be signed by the Local President **and one of the following: Vice President, Secretary-Treasurer, Secretary or Treasurer, with the exception of Article 11, Section 2 (h), (i), (j) and (k) of the National Constitution and Bylaws.** At least one signature must be an original. A facsimile signature may be used for the second signature.

8. ELECTION COMMITTEE RULE: The decision to sign the petitions from candidates for Maintenance Division and Motor Vehicle Service Division field offices must be made by the Division members of the Local, but the petitions must be signed by the Local President **and one of the following: Vice President, Secretary/Treasurer, Secretary or Treasurer.**

C. REQUIREMENTS FOR NOMINATING PETITIONS

1. ARTICLE 11, SEC. 2(a). CANDIDATES FOR NATIONAL RESIDENT OFFICES. Any member in good standing in this Union may be a candidate for election, if eligible, provided he/she has nominating petitions endorsed by at least a total of twelve (12) locals, representing at least five (5) states in three (3) or more regions.

(b) Candidates for Regional Coordinator must be members-at-large

or members in good standing of a local in the region he/she seeks to represent and must have nominating petitions endorsed by at least ten (10) locals representing at least four (4) states within the region.

(c) Candidates for any division position must be members of the division in which they seek such positions and they are to be elected only by members of that division.

(d) Candidates for National Business Agent, Clerk Division, must be members-at-large or members in good standing of a local in the region he/she seeks to represent and endorsed by at least eight (8) locals within that region. Candidates for National Business Agent, Clerk Division, will be elected from the Region they represent pursuant to the chart for National Business Agents in the American Postal Workers Union National Constitution and Bylaws.

(e) Candidates for National Resident Offices, Motor Vehicle Service and Maintenance Divisions, shall have their nominating petitions endorsed by twelve (12) locals from five (5) states.

(f) Candidates for National Business Agent, Maintenance Division, shall have their nominating petitions endorsed by division members representing at least ten (10) locals in at least four (4) states within their region.

(g) Candidates for National Business Agent, Motor Vehicle Service Division, shall have their petitions endorsed by division members from eight (8) different locals within their region.

(h) Candidates for the National Business Agent, Caribbean Area, shall be members-at-large or members in good standing and must be residents of the Caribbean Area. Petitions are to be signed by the Local President and Secretary.

(i) Candidates for the National Business Agent, Alaskan Area, must be members-

at-large or members in good standing and must be residents of the state of Alaska. Petitions are to be signed by the Local President and Secretary.

(j) Candidates for the Director, Support Services Division, must be members-at-large or members in good standing and must work in one of the facilities of the Support Services Division and shall have their nominating petitions endorsed by at least three (3) Support Services Facilities. Petitions are to be signed by the Local President and Secretary.

(k) Candidates for the National Business Agent, Pacific Area, must be members-at-large or members in good standing and must work within the Pacific Area. Petitions are to be signed by the Local President and Secretary.

(l) Candidates from Caribbean Area, Alaskan Area and Pacific Area must have at least one (1) petition signed by one local from their respective region.

(m) Candidates for APWU Retirees Department Director and Retiree National Convention Delegate must be members in good standing of the APWU Retirees Department, paying Thirty-Six Dollars (\$36.00) per year per capita tax to the national Union. A member of the APWU Retirees Department in good standing may request a nominating petition and may nominate himself or herself or any other member in good standing of the APWU Retirees Department to be a candidate for APWU Retirees Department Director, and he/she will be elected by members of the APWU Retirees Department nationwide, or a candidate for Retiree National Convention Delegate for the region that he/she will represent, and he/she will be elected from that region. Members in good standing who are nominated by others and are not self-nominated, will be notified that they have been so nominated and must agree in writing to accept the nomination before their names can be placed on the ballot.

2. ELECTION COMMITTEE RULE: If a member of the APWU Retirees Department assigns his/her Local Retirees Chapter Membership to a chapter outside the jurisdiction of the local from which he/she retired, he/she may run only in the Region in which the membership is assigned on **Saturday, June 15, 2013.**

3. ELECTION COMMITTEE RULE: Full dues-paying APWU members (paying full national per capita tax and Local dues), who are also members of the APWU Retirees Department, are eligible to run for the Director, APWU Retirees Department, and the Regional Retiree National Convention Delegate office with two exceptions:

(a) Candidates must certify at the time of submitting their petitions for the position of Regional Retiree National Convention Delegate that they are not a Local or State delegate to the National Convention.

(b) A member who is an automatic delegate to the National Convention because of his/her office as a National, State or Local officer is ineligible to be a candidate for Regional Retiree National Convention Delegate.

4. ELECTION COMMITTEE RULE: The charts on pages 41-42 show from which areas members must obtain signed petitions, depending on which office the member is seeking.

D. CERTIFICATION OF CANDIDATES, ELECTION OF UNOPPOSED CANDIDATES, AND WITHDRAWAL BY CANDIDATES

1. ARTICLE 11, SEC. 3(b) The Secretary-Treasurer shall, after certifying the constitutional qualifications of each candidate, publish in the July-August issue of the official organ, the names of all candidates for National Office and for Retiree National Convention Delegate. In the event that only one (1) eligible candidate is nominated for an office, the Secretary-Treasurer shall cast one

(1) ballot for each nominee whereupon the Election Committee shall declare the nominee(s) duly elected to the respective position.

2. ELECTION COMMITTEE RULE: Any nominated candidate who decides to withdraw his/her name from the ballot must do so by so notifying the APWU National Secretary-Treasurer by hand-delivery, fax at (202) 842-8530, or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Friday, June 21, 2013.**

3. ELECTION COMMITTEE RULE: Members in good standing of the APWU Retirees Department who are nominated by others and are not self-nominated for Director, APWU Retirees Department, and Retiree National Convention Delegate must agree in writing to accept the nomination by so notifying the APWU National Secretary-Treasurer by hand-delivery, fax at (202) 842-8530, or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street, NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Friday, June 21, 2013.**

E. DEATH OF A CANDIDATE

ARTICLE 11, SEC. 3(d) In the event of the death of a nominee for any office or Retiree National Convention Delegate, the National Executive Board shall be empowered, in its own discretion, to take such action consistent with federal laws as it deems necessary, including but not limited to, the holding of new nominations and election for the affected office(s).

III. BALLOT PLACEMENT

A. ARTICLE 12, SEC. 4(a) [in part] Any unopposed candidate duly-qualified by nominating petition for office or Retiree National Convention

Delegate, after nomination petitions have been closed, shall be declared elected, and his/her name shall not appear on the ballot.

B. ELECTION COMMITTEE RULE:

For contested offices, the placement of names on the ballot will follow the past practice of having the incumbent's name at the top of the list of candidates for that office.

Where there are two or more candidates for the same office or two or more candidates for the Retiree National Convention Delegate for the same region who are not incumbents, the determination of the order of their names on the ballot will be made by a drawing for position on the ballot. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Monday June 24, 2013**. A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

IV. CANDIDATES' ARTICLES

A. ARTICLE 11, SECTION 3(c) (1)

The Editor of the APWU official organ shall print in the **July-August** issue articles contributed by candidates for contested positions, not to exceed three hundred (300) words and all such articles shall be submitted, by certified mail, and received by the Secretary-Treasurer, not later than July 1 to be valid for printing.

B. ELECTION COMMITTEE RULE:

Three-hundred (300) word articles from candidates will be published in the **July-August** issue of *The American Postal Worker*. Articles must be received in the office of the APWU National Secretary-Treasurer no later than **4:00 p.m. [Eastern Time] on Monday, June 24, 2013**. Any article that exceeds 300 words will be cut off at the 300-word limit.

Articles may be sent electronically in a Word program to candidatearticles2013@apwu.org

or by hand-delivery or fax to (202) 842-8530, via certified or express mail addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street, NW, Washington, DC 20005. Articles should be typed and double-spaced. **Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender.**

C. ARTICLE 11, SECTION 3(c)(2)

The National Executive Board shall make the necessary arrangements to post on the APWU website information contributed by candidates for contested positions, not to exceed one thousand (1,000) words. All such information shall be submitted by certified mail or in digital form and/or printed, and received by the Secretary-Treasurer not later than July 1 to be valid for posting on the website. Candidates may also submit new information and/or add to existing submissions of less than 1,000 words, by following the same procedures and submitting not later than August 1 and again on September 1.

D. ELECTION COMMITTEE RULE:

ARTICLE 11, SECTION 3(c) (2) [in part] Candidates for contested positions may submit information, not to exceed one thousand (1,000) words, which will be posted on APWU's website in the Members Only Section. All such information shall be printed and sent by certified mail or submitted electronically in a Word program to candidatewebarticles2013@apwu.org and received by the Secretary-Treasurer not later than July 1 to be valid for posting no later than July 15, 2013. Candidates may also submit new information and/or add to existing submissions of less than 1,000 words, by following the same procedures and submitting not later than August 1, for posting no later than August 15, 2013, and again on September 1, for final posting no later than September 9, 2013.

Articles should be typed and double-spaced. Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender. Any article that exceeds 1,000 words will be cut off at the 1,000-word limit.

E. ELECTION COMMITTEE RULE:

Following are guidelines that will be used to count the number of words in candidate articles and prepare the articles for printing or posting:

1. Microsoft Office 2010 Word Program will be used for the 300-word count and the 1,000-word count.

2. Candidates should avoid submitting articles that contain typographical enhancements. Bold face type, bulleted or numbered lists, type set in all caps, underlined type, or extra punctuation are examples of typographical enhancements. All candidate articles must be equally presented when published so as not to draw more attention to one article over another. Therefore, any typographical enhancements included in a candidate's article will be removed prior to publication.

3. Any e-mail address, website addresses, or similar references in the text of an article will be published in all lowercase type.

4. All articles will be given a header with the candidate's name and the office for which he or she is running. Any additional headers or titles that a candidate includes in his or her article will be typeset into the first paragraph of the article and will be counted in the 300-word or 1,000-word limit.

5. It is important for the candidate to double-check his/her article for grammar, punctuation and spelling errors prior to sending in the article. Such errors will not be corrected.

V. INSPECTION OF

MEMBERSHIP LIST

ELECTION COMMITTEE RULE:

Each candidate personally, or by another member of the Union in good standing authorized by a candidate in writing, is entitled to inspect the membership list during the five-day period **between 9:30 a.m. [Eastern Time] on Monday, August 5, 2013, and 5:00 p.m. [Eastern Time] on Friday, August 9, 2013**, upon a candidate sending written notice to the APWU National Secretary-Treasurer of the intent to do so and the identity of the one who will be inspecting the membership list on behalf of the candidate. Said notice must be received by the APWU National Secretary-Treasurer no later than **4:00 p.m. [Eastern Time] on Monday, July 29, 2013**. NO PART OF ANY LIST MAY BE COPIED.

VI. DISTRIBUTION OF CAMPAIGN LITERATURE

A. ELECTION COMMITTEE RULE:

In accordance with Section 401(c) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended, the American Postal Workers Union (APWU) will comply with all reasonable requests of candidates to mail campaign literature at the candidate's expense.

B. ELECTION COMMITTEE RULE:

All campaign mailings will be handled by Kelly Press. Any candidate, at his/her own expense, wishing to mail literature must submit a written request to Kelly Press, with a copy sent simultaneously by the same means of delivery to the APWU National Secretary-Treasurer. Kelly Press's address is 1701 Cabin Branch Drive, Cheverly, MD 20785. Matt Kelly or Stacie Rudy (main person) will be the contact persons. The phone number is (301) 386-8286 and the fax number is (301) 322-7936. Business hours are 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday-Friday.

C. ELECTION COMMITTEE RULE:

Kelly Press will determine the cost of mailing and the candidate will be so advised. Payment in full must be received prior to mailing. Payments must be in the form of United States

Postal Service Money Order or certified check. Kelly Press is requiring a minimum of five (5) business days advance notice for preparing a campaign mailing. **Candidates may obtain additional information at www.2013apwucandidates.com.**

D. ELECTION COMMITTEE RULE:

Kelly Press will also provide printing and envelope stuffing services at the candidate's expense, if requested. Candidates who choose to have literature stuffed and printed elsewhere will be responsible for delivering or sending the stuffed sealed envelopes directly to Kelly Press.

E. ELECTION COMMITTEE RULE:

Candidates, or a candidate's observer, will be permitted, at their own expense, to observe the mailing of their literature, but will not be permitted to remove and mail addressed pieces.

VII. CAMPAIGNING AND UNION PUBLICATIONS

A. SECTION 401(g) OF LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT OF 1959 (LMRDA), AS AMENDED,

states: "No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election."

B. ELECTION COMMITTEE RULE:

Section 401(g) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended, prohibits the use of Union or employer funds to promote the candidacy of any person in an APWU National Election. The Department of Labor may require candidates to account for campaign funds. The following rules, while not all

encompassing, are offered in an attempt to preclude the most common types of Section 401(g) violations.

1. ELECTION COMMITTEE RULE:

Local/State Union publications prepared, printed, and distributed at Union expense may not be used to promote or attack the candidacy of any member in the election. Publications include newspapers, magazines, websites, letters or other similar type of communications.

2. ELECTION COMMITTEE RULE:

The inclusion of candidates' campaign statements, press releases, photographs or announcements in a Union publication is prohibited unless all candidates for the same office are specifically advised and offered a substantially equal opportunity.

3. ELECTION COMMITTEE RULE:

Articles which are used to praise or criticize a candidate are prohibited. With regard to the printing of photographs of candidates, other than those covered in Item #2 of this Section, Local/State publications should only contain such photographs when they are directly related to a timely news event being reported. Local/State officers who have their own columns in Union publications cannot use their columns to promote or oppose an individual's candidacy.

4. ELECTION COMMITTEE RULE:

A Local/State Union publication has the right to accept paid political advertising from candidates for specific offices or all offices. If it is decided to accept paid political advertising, the Local/State affiliate must provide a notice and rates to all candidates for the office(s) in which the Local/State affiliate has decided to accept advertising. The advertisement must contain a statement that it is paid for by the candidate.

5. ELECTION COMMITTEE RULE:

Local/State Union publications may print, without comment, membership endorsements, provided such

endorsements of candidates are voted on at a regular membership meeting. Publications with endorsements cannot be disseminated beyond the normal mailing list utilized by the Local/State affiliate.

6. ELECTION COMMITTEE RULE:

A Local/State Union is not required to mail literature for a candidate using the Local or State's membership list. However, if a Local/State affiliate decides to honor a request for a campaign mailing from a candidate, it must immediately notify all other candidates for that office that the mailing list is also available to them to be used for a campaign mailing. Local/State Unions may contact the office of the APWU National Secretary-Treasurer to obtain a list of candidates and their addresses.

7. ELECTION COMMITTEE RULE:

APWU National, State or Local Union property and resources, including but not limited to, Union offices, computers, web-sites, telephones, automobiles, supplies, and printing and reproduction equipment may not be used for campaigning. Union property cannot be used for posting, storage, or distribution of campaign literature, for campaign meetings or campaign press conferences. Union funds may not be used to rent property or meetings rooms for such activities. No Union logo or stationery may be used in campaigning for or against a candidate. This includes using any Union logo for campaign-related purposes, including press conferences.

8. ELECTION COMMITTEE RULE:

Union employees and officers of the APWU National Union and all other APWU affiliates are prohibited from campaigning during their normal working hours (while on Union payroll). Normal working hours include evening or weekends when meetings occur which the officer or employee is expected to attend because of his/her office. Union officers and employees may not

charge travel expenses for trips to campaign or make such trips while on Union paid time. While in postal facilities on Union business, campaign activities are not permitted. However, campaigning by Union officers which is "incidental" to Union business is not a violation of Federal law or these rules.

C. ELECTION COMMITTEE RULE:

Any drawings for Local prizes for membership voting must be done by the Chairperson of the APWU National Election Committee. Your request is to be mailed to Anthony "Tony" Turner, Chairperson, APWU National Election Committee, c/o APWU National Secretary-Treasurer, 1300 L Street, N.W., Washington, DC 20005. The request must be received no later than **4:00 p.m. [Eastern Time] on Friday, September 27, 2013.**

VIII. ELECTION PROCESS

A. ARTICLE 12, SEC. 2. The President shall select a recognized outside ballot association to conduct the election under the supervision of the Election Committee. No later than September 15 of an election year, the selected outside ballot association shall mail ballots to each member in good standing at their last-known address. Notice shall be enclosed with the ballot advising the member of the deadline by which the ballot must be received by the Election Committee in order to be counted. The deadline for receipt of ballots from members in good standing shall be no less than twenty (20) days from the date on which the ballot association mailed ballots to members in good standing. To be eligible to vote, a member must be in good standing according to the official records of the National Union on June 15 of the election year. It shall be the duty of the Secretary-Treasurer to furnish the ballot association with a mailing list early enough so that ballots will be mailed out during the period September 10 through September 15 of an election year. No other matter shall be enclosed in either the outer envelope or the

Ballot envelope, except the printed information.

B. ARTICLE 3, SEC. 4(c) [in part]

Members of this Union who retire from employment in an APWU bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the APWU plus whatever local dues may be required by their local union. He/she shall retain the same right to vote in all matters that he/she had immediately before he/she retired from service.

C. ELECTION COMMITTEE RULE:

In accordance with Article 12, Section 2 of the APWU National Constitution and Bylaws, American Arbitration Association, **120 Broadway, 21st Floor, New York, NY 10271**, has been selected as the outside ballot association.

D. ELECTION COMMITTEE RULE:

Ballots will be mailed by American Arbitration Association on or after **Tuesday September 10, 2013, but no later than 2:00 p.m. [Eastern Time] on Friday, September 13, 2013**, to each member who is in good standing on **Saturday June 15, 2013.**

E. ELECTION COMMITTEE RULE:

Employees of the United States Postal Service who sign a Form 1187 on or before **Saturday, June 15, 2013**, and submit it promptly will be eligible to vote, even if no dues have been withheld on or before **Saturday, June 15, 2013.**

F. ELECTION COMMITTEE RULE:

Employees of Private Sector companies at which the APWU has been certified as the bargaining representative, who sign a membership application form allowing dues check-off after certification on or before **Saturday, June 15, 2013**, and submit it promptly will be eligible to vote, even if no dues have been withheld on or before **Saturday, June 15, 2013.**

G. ELECTION COMMITTEE RULE:

A member in good standing who has not received a ballot by Thursday, September 19, 2013, is to request a duplicate ballot as follows:

WHERE MEMBERS MUST OBTAIN PETITIONS

Candidates for resident administrative offices, Clerk Division Director and Clerk Division Assistant Directors (A), (B) and (C) must submit nominating petitions endorsed by at least 12 locals, representing at least five states in three or more regions.

Candidates for Maintenance Division Director, Assistant Directors and National Representative-at-Large, and Motor Vehicle Service Division Director and Assistant Director must submit nominating petitions endorsed by 12 locals from five states.

Candidates for Support Services Division Director must submit nominating petitions endorsed by at least three (3) Support Services Facilities.

Candidates for Regional Coordinator must submit nominating petitions endorsed by at least 10 locals representing at least four states within the region as listed below.

Candidates for National Business Agent in the Maintenance Division for Eastern, Northeast, Southern, and Western Regions must submit

nominating petitions endorsed by division members representing at least 10 locals in at least four states within their region as listed below.

Candidates for National Business Agent in the Motor Vehicle Service Division for Eastern, Northeast, and Western Regions must submit nominating petitions endorsed by division members representing at least eight locals within their region as listed below.

Candidates for National Business Agent in the Maintenance Division, Central Region, and Motor Vehicle Service Division, Central and Southern Regions and All-Craft National Business Agents for the Alaskan Area, Caribbean Area and Pacific Area, see chart on page 42.

Candidates for APWU Retirees Department Director may nominate themselves or be nominated by others.

Candidates for Retiree National Convention Delegate from each of the five regions may nominate themselves or be nominated by others.

| Five Postal Regions | 15 Postal Regions Designated No. | States |
|---------------------|----------------------------------|--|
| Central Region | #3 #4 #8 #11 #15 | Illinois & Michigan, Indiana, Kentucky & Ohio, Minnesota, North Dakota, South Dakota & Wisconsin Iowa & Missouri Kansas & Nebraska |
| Eastern Region | #9 #10 #14 | Part of New York Delaware, Part of New Jersey & Pennsylvania District of Columbia, Maryland, Virginia & West Virginia |
| Northeast Region | #2 #9 #10 | Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont Part of New York, Puerto Rico & Virgin Islands Part of New Jersey |
| Southern Region | #1 #5 #7 #11 #15 | Florida, Georgia, North Carolina & South Carolina Louisiana & Texas Alabama, Mississippi & Tennessee Arkansas Oklahoma |
| Western Region | #6 #12 #13 | Arizona, Colorado, New Mexico, Utah & Wyoming California, Hawaii, Nevada, Guam, American Samoa & Saipan Alaska, Idaho, Montana, Oregon & Washington |

1. An individual member (or a Local on behalf of that member) is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting www.aaaelections.org/apwu (available 24 hours). All requests for duplicate ballots are to include the employee ID number, last four (4) digits of member's social security number, name, address, division, and the name of the member's Local.

2. A Member-at-Large (MAL) is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting www.aaaelections.org/apwu (available 24 hours). All requests for duplicate ballots are to include the MAL's employee ID number, the last four (4) digits of the MAL's social security number, name, address, and division.

3. A member of the Retirees Department is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting www.aaaelections.org/apwu (available 24 hours). All requests for duplicate ballots are to include the retiree's ID number, last four (4) digits of the retiree's social security number, name, and address. A duplicate ballot will be mailed on the next business day.

H. ARTICLE 12, SEC. 3. The member voting shall indicate his/her choice for each of the candidates names by making a cross (X) or check (✓) opposite the name of the candidate for whom he/she wishes to vote. The voter shall then seal his/her ballot in the small envelope, without any writing, or other means of identification upon it, and enclose this envelope in the larger one and complete the address in accordance with the instructions enclosed with the ballot.

I. ARTICLE 12, SEC. 4(a) [in part] Write-in votes shall not be valid, counted or considered.

J. ARTICLE 12, SEC. 5. [in part] Ballots

to be valid shall be in the designated Box not later than 2:00 p.m., October 5. They shall be taken from the designated Box at or about 2:00 p.m., October 5 by the Ballot Association with at least two (2) members of the Election Committee being present. In the event October 5th falls on a Saturday, Sunday, or holiday, the time shall be extended to the next weekday.

K. ELECTION

COMMITTEE RULE:

The Election Committee will take custody of the ballots from the designated Box at **2:00 p.m. [Eastern Time]** on **Monday, October 7, 2013**, at which time they will bring them to the location where they will be counted. The identity of that location will be published in the **September-October** issue of the American Postal Worker.

L. ARTICLE 12, SEC. 5. [in part]

The Chairperson of the Election Committee shall be responsible for having printed tally sheets properly prepared, showing the votes cast by each local. Tally sheets for Retiree National Convention Delegate shall show the total votes cast. Counting ballots must be completed by November 1.

M. ELECTION COMMITTEE

RULE: The Chairperson of the APWU National Election Committee will issue unofficial reports during the tallying. These reports will be issued only to the APWU National Secretary-Treasurer, and information regarding these unofficial tally reports may be obtained only through the APWU National Secretary-Treasurer's office.

N. ARTICLE 12, SEC. 6. The ballots shall be counted in the presence of no less than three (3) members of the Election Committee. The candidate or candidates receiving the highest number of votes for each office shall be declared elected. In the case of a tie affecting the final selection of one (1) or more candidates, only the names of the tied candidates shall be re-submitted to the Election Committee who

shall prepare a ballot and conduct another election. After certification of the election results, signed by members of the Election Committee, it shall be the duty of the Secretary-Treasurer to announce the results of the election in the next edition of the official organ.

IX. OBSERVERS

ELECTION COMMITTEE RULE:

Each candidate may act as his/her own observer or may designate, in writing, to the Chairperson of the APWU National Election Committee his/her observer(s) at each step of the election process. All observers observe at their own expense.

X. APPEALS

A. ARTICLE 12, SEC. 9. Any member who feels aggrieved in connection with the conduct of a national election shall file his/her grievance with the National Election Appeals Committee within seventy-two (72) hours after his/her grievance arises.

B. ARTICLE 12, SEC. 10. The President of the APWU, with the approval of the National Executive Board, shall appoint a National Election Appeals Committee which shall consist of the President and four (4) additional members. This Committee shall have final authority to decide disputes, controversies and

| WHERE MEMBERS MUST OBTAIN PETITIONS | |
|---|--|
| Candidates for National Business Agent in the Clerk Division must submit nominating petitions endorsed by at least eight (8) locals within the region they seek to represent, as listed below. | |
| #1 – Atlanta Region (Southern) | Florida, Georgia, North Carolina & South Carolina |
| #2 – New England Region (Northeast) | Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont |
| #3 – Chicago Region (Central) | Illinois & Michigan |
| #4 – Cincinnati Region (Central) | Indiana, Kentucky & Ohio |
| #5 – Dallas Region (Southern) | Louisiana & Texas |
| #6 – Denver Region (Western) | Arizona, Colorado, New Mexico, Utah & Wyoming |
| #7 – Memphis Region (Southern) | Alabama, Mississippi & Tennessee |
| #8 – Minneapolis Region (Central) | Minnesota, North Dakota, South Dakota & Wisconsin |
| #9 – New York Region (Northeast/Eastern) | New York (N & E) |
| #10 – Philadelphia Region (Northeast/Eastern) | Delaware, New Jersey (N & E) & Pennsylvania |
| #11 – St. Louis Region (Central) | Arkansas (S), Iowa (C) & Missouri (C) |
| #12 – San Francisco Region (Western) | California & Nevada |
| #13 – Northwest Region (Western) | Idaho, Montana, Oregon & Washington |
| #14 – Washington, DC Region (Eastern) | District of Columbia, Maryland, Virginia & West Virginia |
| #15 – Wichita Region (Central/Southern) | Kansas (C), Nebraska (C) & Oklahoma (S) |

appeals arising out of local, state, regional and national elections. The National Election Appeals Committee shall have authority to adopt rules and regulations as it deems desirable to promptly accomplish the objective of this Article. Where the National Elections Appeals Committee finds merit in an appeal, it shall have full authority to direct and impose such a remedy as it considers necessary or proper.

C. ELECTION COMMITTEE RULE:
“To file an appeal within seventy-two (72) hours after a grievance arises” means that the appeal must be sent to the National Election Appeals Committee (NEAC) within seventy-two (72) hours of when the person appealing knew, or should reasonably have known, of the facts that form the basis for the appeal. An appeal may be filed by one of the following methods:

1. By certified or express mail – Appeals are to be addressed to the NEAC and sent to the attention of the APWU National Secretary-Treasurer, 1300 L Street, NW, Washington, DC 20005.
2. By hand-delivery – The appeal must be delivered to the APWU National Secretary-Treasurer’s office during normal working hours, and the person delivering the appeal is to receive a written receipt from that office.
3. By fax to (202) 842-8530 – The original of an appeal that is faxed must also be mailed by certified or express mail with proof of being sent within the same seventy-two (72) hour deadline as stated above, in order to be considered by the National Election Appeals Committee.

WHERE MEMBERS MUST OBTAIN PETITIONS

Candidates for National Business Agent offices not covered by the charts on pages 40 and 41 must submit nominating petitions as listed below.

Candidates for National Business Agent in the Caribbean Area, Alaskan Area and Pacific Area must submit nominating petitions endorsed by at least one (1) one local from their respective area.

Candidates for National Business Agent (A), (B) and (C), Central Region, Maintenance Division, must submit nominating petitions endorsed by division members representing at least ten (10) locals in at least four (4) states as listed below.

Candidates for National Business Agent, Southwest Sub-Region and Southeast Sub-Region Southern Region, Motor Vehicle Service Division, and National Business Agent, Central Region, Motor Vehicle Service Division must submit nominating petitions endorsed by division members from eight (8) different locals in the states as listed below.

| | |
|---|--|
| National Business Agent, Alaskan Area | Alaska |
| National Business Agent, Caribbean Area | Puerto Rico and Virgin Islands |
| National Business Agent, Pacific Area | Hawaii, Guam, American Samoa and Saipan |
| National Business Agent, (A), Central Region, Maintenance Division | Illinois, Indiana, Kentucky & Ohio |
| National Business Agent (B), Central Region, Maintenance Division | Iowa, Kansas, Missouri & Nebraska |
| National Business Agent (C), Central Region, Maintenance Division | Michigan, Minnesota, North Dakota, South Dakota & Wisconsin |
| National Business Agent Southwest Sub-Region, Southern Region, Motor Vehicle Service Division | Arkansas, Kansas, Louisiana, Missouri, Nebraska, Oklahoma & Texas |
| National Business Agent Southeast Sub-Region, Southern Region, Motor Vehicle Service Division | Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina & Tennessee |
| National Business Agent Central Region, Motor Vehicle Service Division | Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, North Dakota, Ohio, South Dakota & Wisconsin |

XI. TERM

A. ARTICLE 12, SEC. 7. National Officers and Retiree National Convention Delegates shall be elected by mail ballot of the members for a three (3) year period, effective November 1 of the election year.

Newly-elected officers shall report and take office on November 12 of the election year, and outgoing officers shall remain on the job in an advisory capacity for a period of five (5) working days, in order to effectuate a smooth transition of officers.

B. ARTICLE 12, SEC. 11. Officers, declared elected through applicable procedures of national, local, area local, regional and state organizations, shall assume and hold office pending final determination, under the appeals procedures provided in this Article.

XII. APWU NATIONAL FIELD OFFICES

The location of the field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in November 2013, will be within the geographic areas listed in the following chart.

**LOCATION OF APWU FIELD OFFICES
FOR REGIONAL COORDINATORS AND NATIONAL BUSINESS AGENTS
FOR NOVEMBER 2013 TERM**

| CENTRAL REGION | SOUTHERN REGION |
|--|--|
| <p>Chicago, Illinois Regional Coordinator, Central Region National Business Agents (A), (B) & (C), Chicago Region, Clerk Division National Business Agent, Central Region, Motor Vehicle Service Division</p> | <p>Houston, Texas Regional Coordinator, Southern Region National Business Agents (A) & (B), Dallas Region, Clerk Division</p> |
| <p>Bloomington, Minnesota National Business Agents (A) & (B), Minneapolis Region, Clerk Division National Business Agent (C), Central Region, Maintenance Division</p> | <p>Birmingham, Alabama National Business Agents (A) & (B), Memphis Region, Clerk Division</p> |
| <p>Kansas City, Missouri National Business Agents (A) & (B), St. Louis Region, Clerk Division National Business Agent (B), Central Region, Maintenance Division</p> | <p>Tampa, Florida National Business Agents (A), (B) & (C), Atlanta Region, Clerk Division National Business Agent (A), Southern Region, Maintenance Division National Business Agent, Southeast Sub-Region, Southern Region, Motor Vehicle Service Division</p> |
| <p>Dayton, Ohio National Business Agents (A), (B) & (C), Cincinnati Region, Clerk Division National Business Agent (A), Central Region, Maintenance Division</p> | <p>Oklahoma City, Oklahoma National Business Agents (A) & (B), Wichita Region, Clerk Division</p> |
| EASTERN REGION | WESTERN REGION |
| <p>Sicklerville, New Jersey Regional Coordinator, Eastern Region National Business Agents (A), (B) & (C), Philadelphia Region, Clerk Division National Business Agent, Eastern Region, Maintenance Division National Business Agent, Eastern Region, Motor Vehicle Service Division</p> | <p>Burlingame, California Regional Coordinator, Western Region National Business Agents (B) & (D) San Francisco Region, Clerk Division</p> |
| <p>Glen Burnie, Maryland National Business Agents (A), (B) & (C), Washington, DC Region, Clerk Division</p> | <p>No Office - Alaska National Business Agent, Alaskan Area</p> |
| NORTHEAST REGION | <p>Denver, Colorado National Business Agent (A), Denver Region, Clerk Division</p> |
| <p>Rockville Centre, New York Regional Coordinator, Northeast Region National Business Agents (A), (B) & (C), New York Region, Clerk Division National Business Agent, Northeast Region, Motor Vehicle Service Division</p> | <p>Mesa, Arizona National Business Agent (B), Denver Region, Clerk Division National Business Agent (A), Western Region, Maintenance Division</p> |
| <p>Holyoke, Massachusetts National Business Agent (A), New England Region, Clerk Division</p> | <p>Pasadena, California National Business Agents (A) & (C), San Francisco Region, Clerk Division National Business Agent (B), Western Region, Maintenance Division National Business Agent, Western Region, Motor Vehicle Service Division</p> |
| <p>Danvers, Massachusetts National Business Agents (B) & (C) New England Region, Clerk Division National Business Agent, Northeast Region, Maintenance Division</p> | <p>Kailua, Hawaii National Business Agent, Pacific Area</p> |
| <p>San Juan, Puerto Rico National Business Agent, Caribbean Area</p> | <p>Portland, Oregon National Business Agents (A) & (B), Northwest Region, Clerk Division</p> |