

Local Union 353 Campaigning Rules - 2023

- **No** employer funds or assets shall be used for campaigning purposes.
- **No** union funds or assets shall be used for campaigning purposes.
- **No** campaigning by rank-and-file members shall occur on any job site during company time.
- **No** campaigning by local union employees shall occur on any job site at any time.
- **No** campaigning shall occur on employer premises at any time.
- **No** campaigning shall occur on union premises at any time.
- **No** IBEW logos or emblems shall be used by candidates for campaigning purposes.

Campaigning is defined as the distribution of literature and/or promotional material, and conversations whereby voters are engaged by campaigners to discuss candidates (i.e., campaigners initiate the conversation).

The donning of promotional t-shirts, hardhat stickers, buttons and the like is *not* considered campaigning, however these promotional items *shall not* be worn by any local union official, candidate or any member designated as a candidate's observer when present at the preparation and mailing of ballot packages, the ballot pickup and the counting of ballots.

Funds and assets are defined as any monies, equipment, or labour owned by an organization. This includes employer/union supplied cell phones, laptops, printers and vehicles as well as employee workhours.

Local union employees are salaried employees and as such are considered union assets during regular hours. A vacation day must be taken if a local union employee wishes to be considered a rank-and-file member during those times.

Regular hours as defined in the Clause 800 of Principal Agreement are between 8:00 a.m. – 4:00 p.m. Monday through Friday inclusive.

Employer/union premises includes parking lots, benches, picnic tables and landscaped areas. Sidewalks surrounding the premises are *not* considered part of the property.

The IBEW logo is an asset of the IBEW and a registered trademark. It shall not be displayed on any candidate's website or social media page or on any candidate's campaign literature or material.

Protests prior to the election should be filed in writing with the Election Judge by emailing electionjudge@ibew353.org and should include the date, time, location, the parties involved and shall specify the alleged violation relative to the protest. If the protest is not resolved satisfactorily with the Election Judge, the protest should be filed in writing with the International Vice President.

Protests after the election should be filed in writing by emailing the International Vice President. The protest must be filed within 30 days of the certification of the election results by the Election Judge and shall specify the alleged violations of the election rules provided by the IBEW Constitution, the local union bylaws or listed above. The International Vice will investigate all such protests and render a decision in an expeditious manner.