



California School Employees Association

GENERAL INFORMATION BULLETIN

September 14, 2020

General Information Bulletin No. 32-20

ELECTION OF CHAPTER OFFICERS DURING CORONAVIRUS PANDEMIC

Action for Chapter Presidents: Discuss with chapter and adhere to the revised election process as outlined in the attached board item.

A. SUBJECT MATTER

For the health and safety of its membership during the coronavirus pandemic, the CSEA Board of Directors took action to allow for chapter elections to be conducted without in-person meetings. Chapters should adhere to the election process as outlined in the attached board item.

B. REQUIRED ACTION

- 1. Chapter Presidents:** Adhere to the election process as outlined in the attached board item.
- 2. Regional Representatives and Labor Relations Representatives:** Make sure your chapters have received the attached board item and that they are adhering to the election process as outlined.

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

A handwritten signature in black ink, appearing to read 'Keith Pace', is written over a white background.

Keith Pace
Executive Director

KP:DC:jg

Attachments: Board Policy and Procedures Review Committee

DISTRIBUTION:

(For Action) Chapter Presidents; Board of Directors; Alternate Area Directors; Regional Representatives; Assistant Regional Representatives; Chairpersons & Members, Standing Committees; Political Action Coordinators; Regional Communications Officers; Retiree Unit Executive Board; Retiree Council Presidents; Life Members, Honor Roll Recipients; All Staff

PREVIOUS BULLETIN INFORMATION:

GIB 31-20, dated 9/7/20, and titled "Chapter Websites Update" was given general distribution.

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
Board Policy and Procedures Review Committee

Date: August 18, 2020

To: Board of Directors

From: Adam Weinberger, Chairperson, Policy and Procedures Review Committee

Subject: Election of Chapter Officers During Coronavirus Pandemic

The coronavirus has created unprecedented disruption and continues to prevent chapters from meeting in-person as required by many chapter constitution and bylaws. Association Policy and all chapters' constitution and bylaws require the election of chapter officers. Association Policy also governs elections for all other elected positions within a chapter. Chapters should not ask members to gather together in person to do union business so long as health officials are discouraging such gatherings due to the coronavirus pandemic. The inability to legitimately conduct chapter elections required by chapter constitutions would cause broad disruption to the democratic self-governance of chapters, impacting basic chapter function and business. Therefore, the Board of Directors should waive Policy 618 and provisions of a chapters' constitution and bylaws as it relates to chapter elections as follows:

1. Applicability: This waiver may be utilized by chapters to conduct nominations and elections as follows:
 - a. Positions designated as an officer or member of a Chapter's Executive Board for which the Chapter Constitution requires nominations in 2020; and
 - b. Any position(s) designated as an officer or member of a Chapter's Executive Board which is vacant or becomes vacant during the time this waiver is in effect; and
 - c. Position(s) on a Chapter Negotiations Committee (Team), Chapter Union Stewards and Chief Union Stewards, Central Labor Council (CLC) delegates, and other such positions when the Chapter Constitution requires their election, if the term for such position(s) has expired or expires during the time this waiver is in effect; and
 - d. For recall of elected chapter officers, petition and notification shall follow the established procedure as set forth in the Chapter Constitution. The secret ballot vote may be conducted pursuant to section 4 of this waiver.
 - e. Where the term "chapter officers" is used in this waiver, it refers to elected positions within a Chapter Constitution as described under this section.
2. Chapter officers shall be elected from among the Active members in good standing in a chapter by secret ballot. Any electronic meeting and/or polling service may be used so long as it provides a secret ballot. If the Chapter Constitution already contains approved online balloting, the chapter may use that method, but will not be required to provide the

alternate ballot option. The following eligibility exceptions or other conditions shall apply:

- a. The foregoing does not supersede the provisions of a chapters' constitution and bylaws on eligibility to hold chapter office.
 - b. If the Chapter Constitution provides that a particular office is to represent the members of a particular bargaining unit or classification of members, or that a particular office is to be elected specifically by the members of a particular bargaining unit or classification of members, then eligibility to hold that office shall be limited to active members in good standing employed in said bargaining unit/classification.
3. Nominations: The time and method of submitting nominations and the time and place of elections shall be as follows:
- a. Executive Board Elections – Nominations for Chapter Executive Board offices requiring nomination in 2020 shall be held at the October and November chapter meeting. Elections for such Chapter Executive Board offices shall be held in December.
 - b. Executive Board Vacancies – Nominations for Chapter Executive Board vacancies shall follow the established vacancies procedure as set forth in the Chapter Constitution. If an election must be conducted, the election shall be held in accordance with section 4 below.
 - c. Nomination for Chapter Negotiations Committee (Team), Chapter Union Stewards and Chief Union Stewards, Central Labor Council (CLC) delegates, and other such positions when the Chapter Constitution requires their election shall follow the established vacancies procedure as set forth in the Chapter Constitution. If an election must be conducted, the election shall be held in accordance with section 4 below.
 - d. Alternately, the Chapter Executive Board may provide an opportunity for members to submit a nomination via email, text, conference call, or online polling service. Chapter members shall have the opportunity to submit nominations for a period of no less than five (5) calendar days. The notice of this nomination period shall include instructions on how members may submit nominations.
 - i. If this method is used to nominate Chapter Executive Board offices, this process shall be repeated in October and November.
 - e. No election is necessary for those offices where there is only one nominee.
4. Election: If an election for chapter officers will be held, chapters may hold their own elections which shall be conducted by secret ballot. The following conditions shall apply:
- a. Chapters should not ask members to gather together in person to do union business so long as health officials are discouraging such gatherings due to the coronavirus pandemic.
 - b. Notification of the election must be sent no less than five (5) calendar days prior to the date of the election. The notice shall include date, time (hours during which polls will be open or balloting will take place), participant information for the meeting, and positions to be voted on.

- c. Each member in good standing present in the meeting shall be entitled to a vote. EXCEPTION: If a particular chapter office is designated as being representative of a particular unit or classification of employees, then only those members in good standing employed in such unit or classification shall be eligible to vote for said office, subject to such further reasonable rules and regulations as may be contained in the Chapter Constitution.
 - d. A tie between two candidates shall be determined by lot.
 - e. Results of the election shall be sent to the chapter membership as soon thereafter as possible in such manner as can reasonably be expected to reach all members in good standing and shall also be announced at the next chapter meeting
 - f. Chapters may also request the assistance of their Regional Representative to host an electronic meeting via Zoom where a secret ballot vote will be conducted. If the assistance of the Regional Representative is requested, the meeting shall be scheduled at a time when the Regional Representative is available.
 - g. In the absence or inability of the Regional Representative, the Board of Directors may also assist the chapter, if necessary.
5. Unless specifically set aside by this waiver, the provisions of Policy 618 remain in full force and effect, including Policy 618.6 “Campaign Rules.”
 6. The ability to use this waiver for chapter elections shall expire after limitations on gatherings are lifted, inclusive.
 7. As it relates to Policy 618.12, an election objection may only be filed relating to the conduct of chapter delegate elections which alleges violation of the process described above.

RECOMMENDATION:

That the Board of Directors approve the Election of Chapter Officers During Coronavirus Pandemic as presented.