

ELECTION AND CAMPAIGN RULES

UVMMC Support Staff United Local 5223

1. **Constitution and Bylaws**

The nomination and election of UVMMC Support Staff United Local 5223 (“UVMMC SSU”) Officers and Chief Stewards (“Executive Board”) will be conducted in accordance with the UVMMC SSU Constitution dated April 14, 2025 and the Labor-Management Reporting and Disclosure Act of 1959, as amended.

2. **Term of Office**

The Executive Board elected will serve a three-year term which will end on July 31, 2028. Installation of officers will occur on July 31, 2025.

3. **Eligibility to Hold Office**

- a. As provided in Article IV Section 4 of the UVMMC SSU Constitution, any member who has paid dues for a period of at least six months prior to July 16, 2025 is in good standing and eligible to run for office.
- b. With the exception of the office of At-Large Chief Stewards, to be eligible for office as a Chief Steward, a person must meet all other qualifications for office under this Article and must be employed in the constituency area for which they are seeking office as Chief Steward.
- c. One member cannot hold more than one elected office concurrently.

4. **Officer and Chief Steward Positions**

The following Officer and Chief Steward positions will be up for election. Descriptions of Officer and Board Member duties are outlined in Article V of the UVMMC Support Staff United constitution dated April 14, 2025. The division of departments that constitute Chief Steward groups can be found in Appendix A of the UVMMC Support Staff United constitution dated April 14, 2025.

Officers

- President
- Secretary
- Treasurer
- Vice President of Communications/ Outreach
- Vice President of Education/ Advocacy
- Vice President of Diversity, Equity and Inclusion
- Vice President of Organizing
- Grievance Chairs (2)

Chief Stewards

- At-Large (2)
- UHC
- Fanny Allen/ MOB
- IDX/ Remote/ Call Center (2)
- Environmental Services (2)
- Inpatient Surg/ Trauma
- Inpatient Medicine
- Inpatient Mother/ Baby/ Child
- Inpatient Cardiology/ Critical Care
- Cancer/ Radiology
- Distribution/ Materials
- Patient Support/ Guest Experience/ Staffing/ Others
- Labs
- Outpatient (Main Campus ACC) (2)
- Outpatient Clinics (South Burlington)
- Outpatient Clinics (Other)
- Shep/ ED/ Registration
- Nutrition Services (Main Campus) (2)
- Cardiology/ Radiology
- Ortho
- PeriOp
- CPSA

5. Nomination Notice

A nomination notice will be posted on union bulletin boards at all work sites and mailed to all UVMMC SSU members no later than May 16, 2025.

6. Nomination Period

- Nominations for all positions will be accepted between the dates of May 26, 2025 through 5 p.m. on June 6th, 2025.
- To be nominated for any at-large offices, candidates must submit to the Elections Committee a petition containing the signatures of at least 25 members in good standing, including at least one (1) signature from three (3) different members in job titles other than that of the candidate.

- c. To be nominated for the offices of Chief Steward other than the offices of the At Large Chief Steward, a candidate must submit to the Elections Committee a petition containing the signatures of at least 10 members in good standing. If there are multiple cost centers within that area, the candidate's petition must include at least one signature from a member outside of the candidate's own cost center.
- d. Petitions may be submitted electronically or in hard copies. Hard copies can be given to any member of the Elections Committee or dropped or mailed to the UVMVC Support Staff United office at 96 Colchester Ave, Burlington VT.

7. Candidate Eligibility Determinations

The Elections Committee will review UVMVC SSU dues records to determine the eligibility of all nominees. Eligible nominees will be notified of their eligibility, emailed a copy of these rules, and asked how they wish their names to appear on the ballot. Ineligible nominees will be advised of the reason(s) they are not eligible to run for office.

8. Meeting with Candidates

At 6:00 p.m. on Wednesday, June 11, 2025, the Elections Committee will meet with all interested candidates virtually to discuss election procedures, distribution of campaign literature, and other campaign rules. Invitations will be sent to all eligible candidates after the deadline to submit nomination petitions closes.

9. Campaign Restrictions

Federal law prohibits the use of any union or employer funds to promote the candidacy of any person in a union officer election. This prohibition applies to cash, facilities, equipment, vehicles, office supplies, etc., of UVMVC SSU and any other union, and of employers whether or not they employ UVMVC SSU members. Union officers and employees may not campaign on time paid for by the union.

Federal law also provides that candidates must be treated equally regarding the

opportunity to campaign and that all members may support the candidates of their choice without being subject to penalty, discipline, or reprisal of any kind.

10. Voter Eligibility

Any member who has signed their membership card and has paid dues through July 2025 will be eligible to vote in this election.

11. Election Notice

A notice of election will be mailed to the last known home address of each UVMMC SSU member on or before May 16, 2025. Election notices will also be posted on union bulletin boards and emailed to all members via their work and home emails, if known.

12. Voting period

The election will be held by virtual ballot from Midnight on July 9, 2025 to 12:00 pm on July 16, 2025. Members will receive an email to their work email address with their personal voting link. The elections committee will also notify members via their home email (if provided by the member and if not unsubscribed from the Support Staff Union's email list) when voting has begun. If a member does not receive their voting link or would like to vote via their personal email, they may reach out to ssu-election@aftvermont.org and someone will respond within a reasonable amount of time.

13. Tally of Ballots

Ballots will be counted by the Elections Committee after the voting period closes on July 16, 2025 at noon. Write-in votes are not permitted in the election as provided by Article IV Section 7 of the UVMMC SSU constitution. The candidate who receives the highest number of votes cast for each office will be declared elected. Any tie votes will be decided by a coin toss conducted by the Election Committee after the tally is completed on July 16, 2025.

14. Election Results

The election results will be emailed to all members via their work and home emails, if known.

15. Election Records

The UVMMC SSU Secretary is responsible for maintaining all nomination and election records for at least one year after the election, as required by federal law.

16. Questions or Problems

Candidates and members with questions about the nomination or election procedures should contact a member of the Elections Committee at ssu-election@aftvermont.org. Any violation of these rules should be reported promptly to the Elections Committee so that corrective action can be taken, if necessary.

17. Challenges

Article IV Section 7(f) of the UVMMC SSU constitution provides that challenges and objections to the election must be submitted in writing, with a statement of supporting reasons that includes specific facts as well as any documentation, to the Elections Committee within five (5) days of the announcements of the election results. The Elections Committee shall issue its written opinion regarding the objections no later than ten (10) days after the receipt of such objections.

The above rules are not all inclusive. Additional election rules or clarifications may be issued by the UVMMC SSU Elections Committee as needed during the nomination and election period.

Issued By: UVMMC SSU Elections Committee

Date: May 20th, 2025

Sheena Maynard, Staffing Office Specialist
Jordan Bushway, Unit Secretary/ LNA
Kathleen Grazier, Medical Assistant