



NOTICE OF NOMINATION AND ELECTION

NOMINATION AND RULES FOR 2020 REGULAR ELECTION OF OFFICERS, LOCATION AND CLASSIFICATION DIRECTORS AND CWA CONVENTION DELEGATES

Notice is herewith given of the 2020 election of Officers, CWA Delegates and all Location & Classification Directors, as provided by the bylaws of IAPE Local 1096, TNG/CWA.

Officers (4)

Eligibility: Any IAPE member in good standing can run for any officer position. Under Article IX and Article XI, Sec. A, of the IAPE bylaws, all officers automatically also serve as Delegates for IAPE to any CWA Convention held within their terms of office.

- President/CWA Delegate
- Vice President/CWA Delegate
- Secretary/CWA Delegate
- Treasurer/CWA Delegate

Additional CWA Convention Delegates (2)

Eligibility: Any IAPE member in good standing can run to be a CWA Convention Delegate.

Location Directors (13)

Eligibility: Candidates must be employed in the geographic location they wish to represent. A candidate's employment location is determined by their Dow Jones primary office location. Members who work from home are eligible to represent the location that they are designated, in most cases this is the location of their manager.

- Canada - includes Toronto, Ottawa (1)
- Northeast - includes NYC, Boston (4)
- Mid-Atlantic - includes Princeton, Philadelphia (3)
- Southeast - includes Washington D.C., Atlanta, White Oak (2)
- Midwest - includes Chicago, Highland, Bowling Green, Detroit, Pittsburgh (1)
- Northwest - includes San Francisco, Federal Way (1)
- Southwest - includes Los Angeles, Houston, Dallas (1)

Classification Directors (4)

Eligibility: Candidates must be employed in the job classification they wish to represent.

- Administrative/Advertising (1)
- News (1)
- Technology (1)
- Production (1)

THE FOLLOWING RULES WILL GOVERN THE ELECTION:

This Notice of Nomination and Election will be mailed to the last known home address of each IAPE member, in good standing, no later than Friday, July 3, 2020, and posted on the IAPE website, www.iape1096.org.

Any IAPE member in good standing can nominate themselves and/or any other member in good standing for any position for which the nominee is eligible. Good standing is defined, for purposes of nomination, as being current in Union dues as of Friday, August 13, 2020. If a member is on leave as of that date, the member will be considered in good standing if the member was in good standing when they went out on leave.

Nominations must be received by the Election Committee no later than 10:00 a.m. ET, August 31, 2020. Nominations must be in writing, and must be submitted either by email (elections@iape1096.org) or by using the nomination form available on the IAPE website.

After the nomination deadline, the Election Committee will check the eligibility of nominees. Those who have not nominated themselves will be contacted to determine whether they accept nomination. Eligible unopposed candidates will be declared elected. The Election Committee will certify and post a list of candidates as soon as practicable after the 10:00 a.m. ET August 31, 2020, deadline for nominations, but no later than 5:00 p.m. ET September 4, 2020..

All candidates are encouraged to submit a statement and photo to be posted on the IAPE website to the Elections Committee: elections@iape1096.org. Statements should be a maximum of 1000 words and can include a link to a personal web page or blog. Photos must be submitted in high-resolution .jpg format. Statements and photos will be posted within two (2) business days of submission to the Election Committee. Deadline to submit those to the Elections Committee is September 10, 2020. This is no cost to the candidate.

Once ballots have been sent out, the voter list will be available for candidates via a view-only Google Sheet. This locked, confidential list will include member names, locations, and classifications only. No contact information will be provided. The link to the Google Sheet will be sent to all nominated candidates on October 5, 2020. No further request is necessary. Candidates may designate a representative to examine the lists on their behalf. Requests, in writing, should be directed to the Election Chairperson and sent to elections@iape1096.org.

A duly nominated candidate may send physical mailings to all members. To submit a mailing, candidates should reach out to the Elections Committee with a copy of the materials they plan to send at least five (5) business days prior to their desired send date. The cost of those mailings will range from \$700-\$950 and will be incurred by the candidate as quoted by Click2Mail.

Dow Jones email addresses can NOT be used for any campaign purpose. IAPE may send ballot reminders to work email addresses, but no campaigning or electioneering can be done using company resources. IAPE can send an email on behalf of a duly nominated candidate to the list of personal emails that the union has available. (Note: the personal email list is incomplete.) Please email the Elections Committee (elections@iape1096.org) with the draft email including subject line and proposed send date. Please submit all emails for sending at least three (3) business days in advance of your proposed send date. Send dates will be on a first-come, first-serve basis. The Elections Committee will work with the candidates to schedule their send. The cost to send an email will be incurred by the candidate as quoted by IAPE.

The election will be conducted via mail ballot. Detailed voting instructions will accompany the ballot. Only official ballots will be counted. No write-in votes will be counted. Ballots will be mailed beginning Monday, October 5, 2020. Members who were in good standing as of Monday, September 22, 2020, will be eligible to vote.

All ballots must be received no later than 5:00 p.m. ET, Wednesday November 4, 2020 to be counted. Ballots will be tabulated commencing at 10:00 a.m. ET Thursday, November 5, 2020. As soon as possible after the count, the Election Committee will issue a tentative certification of the results and will notify the membership. Absent a challenge to the election, the tentative certification will become final ten days thereafter.

All inquiries and protests should be directed to the Election Committee. The Committee must receive any and all protests, in written form, by Monday, November 16, 2020. The Election Committee will rule on any and all challenges and issue a final election certification no later than Wednesday, November 25, 2020. Further appeals shall be governed by the terms of the CWA constitution, Article XV, Section 4.

Terms of office for those elected in November 2020 will begin December 1, 2020, and end November 30, 2023.

PURPOSE OF RULES

These rules supplement, and must be read and applied in conjunction with, the IAPE bylaws or CWA Constitution provision that is their source. These rules shall be interpreted and applied liberally to ascertain the actual intent of the voter and the true result of any election, and shall not be interpreted or applied so as to unnecessarily disqualify eligible voters for immaterial irregularity.