



NATIONAL FEDERATION OF FEDERAL EMPLOYEES,  
FD-1-IAMAW

**2024 NATIONAL ELECTION RULES**

In accordance with the Bylaws of National Federation of Federal Employees, FD-1, IAMAW (NFFE or District Lodge), approved by the IAMAW on November 3, 2016, the undersigned members of the NFFE National Election Committee (National Election Committee), put forth these rules and designate the following dates and timetables for the 2024 NFFE national election.

**Section 1 - Offices Subject to Election**

1.1 In accordance with Article VI of the NFFE FD-1 bylaws, the following national offices, which constitute the National Executive Council, will be subject to election at the 52<sup>nd</sup> NFFE Convention:

- National President/Directing Business Representative;
- National Secretary-Treasurer;
- Seven (7) National Vice Presidents
- Trustee

**Section 2 – Candidate Eligibility**

2.1 Any candidate for any national office on the National Executive Council must meet all eligibility requirements as set forth in the IAMAW Constitution. Any candidate must also meet all eligibility requirements as set forth in the NFFE FD-1 Bylaws.

2.2 Eligibility under the NFFE FD-1 bylaws is governed by Article VI, Section 6.4 b and states in part:

A member is eligible for election as national officer provided he/she is a bona fide employee or retired employee of the United States Government, District of Columbia, an employee performing government work, or an eligible employee of NFFE FD-1 at the time of such election. Such member is also eligible if he/she was separated from federal employment; provided that a regular member who is a supervisor, management official or confidential employee as defined in 5 U.S.C. 7103 may not hold a National Headquarters position. Such member is also eligible if he/she resigned from such employment for the purpose of engaging in the active work of NFFE FD-1 and since his/her separation has been engaged continuously therein.

- 2.3 Any candidate must be a member in good standing of a local under NFFE's jurisdiction and subject to NFFE FD-1's bylaws.
- 2.4 Pursuant to Article VI, Section 6.4 b., the National President/Directing Business Representative or National Secretary-Treasurer may not simultaneously hold another hired or elected national office.
- 2.5 All candidates must be able to qualify for a bond by NFFE in an amount to be determined by the National Executive Council.
- 2.6 Pursuant to Article VI, Section 6.4 b., no person may hold office in NFFE who has been convicted of, or who has served any part of a prison term resulting from his conviction of violating 18 U.S.C. 1001 by making a false statement in any report required to be filed pursuant to subpart A of the Federal Standards of Conduct for Labor Organizations.

### **Section 3 – Pre-Convention Nominations and Acceptances**

- 3.1 A candidate for office must be nominated by a member in good standing and must accept the nomination.
- 3.2 **Nominations** – Pre-convention nominations must be in writing and be received on or before COB, May 1, 2024. All nominations must be sent to **Warner Vanderheuel (Election Committee Chair) c/o National Federation of Federal Employees, 1225 New York Ave. NW, Suite 450 Washington, D.C. 20005, or by email at [nffeconvention2024@nffe.org](mailto:nffeconvention2024@nffe.org)**. Members may contact Jai Atkins by email at [nffeconvention2024@nffe.org](mailto:nffeconvention2024@nffe.org) to determine if a nomination has been received. All nominations shall contain the full name of the candidate and the national office for which the candidate is nominated. Members who have been nominated will be notified by the National Election Committee as soon as practicable after May 1, 2024.
- 3.3 **Acceptances** – A member who has been nominated and wishes to be deemed a candidate prior to the Convention must accept by COB, June 1, 2024. Acceptances shall be made in writing and sent to **Warner Vanderheuel (Election Committee Chair) c/o National Federation of Federal Employees, 1225 New York Ave. NW, Suite 450 Washington, D.C. 20005, or by email at [nffeconvention2024@nffe.org](mailto:nffeconvention2024@nffe.org)**. All acceptances for nominations made pursuant to Election Rule 3.2 must identify the 1) full name of the candidate (and, if desired, any special name to appear on the ballot,) 2) the office sought;

3) and a valid mailing address and telephone number. All acceptances must include the following certification:

“I hereby accept the nomination for the office of \_\_\_\_\_. I certify that I am not now, nor have been for the last 13 years, convicted of or served any part of a prison term resulting from robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of any of the pertinent labor laws, or conspiracy to commit any such crime.”

Any acceptance without this certification will be considered invalid. Pursuant to Article VI, Section 6.4 a. of the bylaws, no member nominated may accept nomination to or be a candidate for more than one office in any national election.

- 3.4 All national office candidates who accept a pre-convention nomination may include an autobiographical summary not to exceed 350 words to NFFE Headquarters. Such summaries must be received by COB July 1, 2024. Autobiographies over 350 words will not be published and will be returned to the candidate. Autobiographies received will be published and disseminated to all Local Lodges no later than July 1, 2024. Any candidate who accepts the nomination but does not include an autobiography with the acceptance will be deemed to have waived his/her right to have the autobiography published and/or disseminated under this provision.
- 3.5 The National Election Committee will determine whether the candidate has correctly submitted his/her nomination acceptance and is eligible to run for national office. The National Election Committee will certify a listing of candidates under the office they are seeking. Each candidate will be marked “eligible” or “ineligible” according to the findings of the National Election Committee. The list will be posted on the members section of the NFFE website following certification by the National Election Committee.
- 3.6 When the National Election Committee determines that a candidate is ineligible, that candidate will be notified immediately by certified mail of the reason(s) for such a finding. Candidates deemed ineligible will have the right to file a written appeal to the National Election Committee within 10 calendar days of receipt of the ineligibility notice. The candidate may submit written evidence in support of the appeal. The National Election Committee will review the appeal and will issue a reply within 5 working days of receipt of the appeal.
- 3.7 Following the close of the pre-convention nominations and acceptance period, and upon written request by any candidate, NFFE Headquarters will provide, on a one-time basis, the master contact list for NFFE’s local lodges.

#### **Section 4 –Campaign Procedures and Convention Nominations**

- 4.1 The following procedures and rules apply to both Pre-Convention and Convention campaigning:

- Any campaigning by candidates must comply with Department of Labor regulations, the IAMAW Constitution, NFFE FD-1 bylaws and these National Election Rules as well as any other rules the National Election Committee adopts.
- No person, candidate, or current officer of NFFE may use union or employer funds (including cash, facilities, equipment, supplies, and campaigning on time paid for by the union or employer) to support any person's candidacy in the National Election.

4.2 The Following Campaign procedures shall be followed at the Convention:

- Campaign buttons, stickers, apparel, and pamphlets will be allowed on the Convention floor. However, no posters, signs or placards will be allowed on the Convention floor. A table will be provided outside of the Convention Hall for all candidates to distribute campaign literature. Due to hotel restrictions, no campaign posters, signs, stickers, or placards can be posted in the public areas of the hotel premises.
- There shall be no campaigning in the polling place.

4.3 On Monday, September 16, 2024, at a time to be determined, pursuant to Convention Standing Rule II.8 of the Bylaws, each candidate, and/or his/her designee(s), will be allotted five minutes to formally address the convention body. Pursuant to the same rule, this time may be increased or decreased by vote of the NFFE Convention Body. The National Election Committee reserves the right to adjust the timeframes when the agenda for the convention is finalized. Delegates and candidates are not permitted to take questions from the floor or answer any comments during this allotted time.

The sequence of speakers will be grouped by office with candidates for National President going first; candidates for National Secretary Treasurer going second; candidates for National Vice President third, and candidates for Trustee going last. In the event there are multiple candidates for an office, the sequence of speakers will be determined by lottery conducted immediately following the close of all nominations. There shall be no demonstrations on the convention floor during the nominations process.

## **Section 5 – Election**

- 5.1 The election will be conducted at the 52<sup>nd</sup> Convention of the National Federation of Federal Employees, FD-1, IAMAW at the Loews Hotel in Minneapolis, MN on September 18, 2024, beginning at 9:00 a.m.
- 5.2 If the offices of National President and National Secretary-Treasurer are uncontested at the close of the nominations period, the nominated candidate will be deemed elected by acclamation. In the event only seven candidates, or fewer, are nominated for National Vice President positions at the close of the nomination period, the candidates shall be deemed elected by acclamation.

- 5.3 Pursuant to Article VI, Section 6.4 c. (1) of the bylaws, the National President/Directing Business Representative, National Secretary-Treasurer, and a Trustee shall be elected by secret ballot by a majority of votes cast by the delegates present at the National Convention. If no clear majority is reached, a run-off will occur between the two candidates with the highest number of votes.
- 5.4 The National Vice-Presidents shall be elected by secret ballot. Pursuant to Article VI, Section 6.4 c. (2), a plurality vote will be used. The seven candidates receiving the highest number of votes are elected. In the event of a tie, a coin will be tossed by a delegate mutually agreed upon by the candidates or by the Chair of the election committee.
- 5.5 The National Election Committee will supervise the conduct of the national election and any run-off election and take measures they deem necessary to assure a free, fair and impartial election. To fulfill this purpose, the National Election Committee retains the right to develop procedures and rules and set timeframes at the National Convention to fulfill this purpose.
- 5.6 The National Election Committee will tabulate the results of the election. Each candidate will be entitled to one observer for the purposes of tabulation of votes. The observer does not have the right to interfere with or disrupt the conduct of the election. The observer must be a member in good standing under the NFFE Bylaws. Any observer in the polling place is not permitted to wear campaign buttons, stickers, or other campaign apparel.
- 5.7 The National Election Committee will certify the election results and provide official notice of the election posting. A report will be prepared and submitted to the National Executive Council thereafter.
- 5.8 Pursuant to Article VI, Section 6.4 c. (3), any member who desires to protest the election of National Officers or delegates must do so in writing to the International President of IAMAW within thirty (30) calendar days after the official notice of the election posting at the National Convention.

## **Section 6 – Polling Place**

- 6.1 Prior to the opening of the polling place and before voting begins, the National Election Committee shall open the ballot box(es) in the presence of designated observers to ensure that the box(es) is/are empty. Immediately thereafter, the National Election Committee shall seal or otherwise lock the ballot box(es) until the ballot tally begins.
- 6.2 The polling place will open at 9:00 a.m. on September 18, 2024, and remain open until 10:30 a.m. Polling place hours for any run-off elections will be announced and posted by the National Election Committee following ballot tabulation.

- 6.3 Delegates and candidates are expected to vote at the polling place and promptly leave the room. Only observers designated by candidates, National Election Committee members, and staff assisting the National Election Committee will be allowed to remain in the polling place. All observers must comply with the Guidelines for Observers which will be disseminated to observers and posted throughout the polling place.

## **Section 7 – Voting and Balloting Procedure**

- 7.1 The National Election Committee will ensure the proper preparation of ballots without partiality as to candidate. The names of the candidates will be listed in alphabetical order. Ballots will contain appropriate voting instructions.
- 7.2 The ballots prepared and validated by the National Election Committee will be the only official ballots. No other ballots may be used. Delegates are responsible for obtaining the proper credentials to receive a ballot from the Credentials Committee prior to obtaining ballots.
- 7.3 One validated ballot will be provided for each credentialed vote. (For example, if Delegate A is entitled to 4 votes, pursuant to Article VI, Section 6.3 of the NFFE Bylaws, Delegate A will receive 4 ballots.) On any validated ballot, delegates may only vote for a candidate once. Under no circumstances will a validated ballot be permitted to leave the polling place during the election process.
- 7.4 Separate validated ballots will be provided for each contested office. No write-in names will be permitted.
- 7.5 Any run-off elections will be conducted consistent with the NFFE Bylaws these Rules and any supplemental rules.

## **Section 8 – Installation of Officers**

- 8.1 Pursuant to Article 6.3 of the NFFE FD-1 bylaws, new officers will take office on December 15, 2024.

On behalf of the National Election Committee:

          /s/ Warner Vanderheuel            
Warner (Andy) Vanderheuel, Chair  
(NFFE Local 2086)

          /s/ Kym Valadez

Kym Valadez  
(NFFE Local 1)

          /s/ Mark Munoz            
Mark Munoz  
(NFFE Local 1650)

          /s/ Roosevelt Davis            
Roosevelt Davis  
(NFFE Local 2102)