



SPECIAL 2020 RULES GOVERNING THE ELECTION OF INTERNATIONAL UNION OFFICERS

1. *TIME OF THE ELECTION*: Nominations for office shall take place during the afternoon of the first day of the IU Convention. The secret ballot election of officers shall take place on the third day of the Convention in the Convention Hall from 12:00 to 4:00 p.m. Eastern Daylight Time ("EDT") (all remaining times in these Special 2020 Rules shall be EDT unless otherwise stated).

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All other Convention floor business shall be suspended during the vote and pending the announcement of the results of the election, which shall take place on the afternoon of the third day of the Convention.

[Remainder of Subsection 1 deleted as Not Applicable]

2. *ELECTION COMMITTEE*: Prior to the IU Convention the Chair shall appoint from among the prospective delegates an Election Committee composed of a Head Teller, an Associate Teller and a Clerk. The Chair shall also appoint a sufficient number of Registrars, Sergeants-at-Arms, and Assistants to the Clerk and Tellers to assist the Election Committee. The Election Committee, which shall be announced by the Chair on the first day of the Convention, shall have the general responsibility to oversee the entire election process.

3. *MANNER OF VOTING*: The election of officers shall be conducted by a secret ballot vote of the delegates voting by unions within the meaning of Article XI, Section A(4), (6) and (8), of the Constitution.

4. *VOTING ELIGIBILITY LISTS*: Prior to the beginning of the third day of the IU Convention, the IU Secretary-Treasurer shall prepare and publish from the report of the Committee on Credentials as adopted by the Convention and from the Authorization Forms submitted pursuant to Section 8 of this Code, an alphabetical list, arranged by State and by Local Union, of the individuals who are registered as accredited voting delegates to the Convention with the number of votes to which each is entitled. These lists shall be published so that they may be used by the election officials as the official list of eligible voters at the election of officers.

5. *OTHER PHYSICAL ARRANGEMENTS FOR THE ELECTION*: [Deleted as Not Applicable]

6. *NOMINATIONS*: The election process shall begin with nominations for the office of IU President. Each accredited delegate shall have the right to nominate any accredited delegate. No delegate shall be allowed to make more than one nomination for an office. A delegate making a nomination shall be allowed the floor for no more than three (3) minutes. A second for each nomination shall be required. Only one delegate shall be allowed to second a nomination, and shall be allowed the floor for no more than two (2) minutes.

No demonstrations shall be allowed. When no delegate seeks recognition to make a further nomination or second for President, the nomination process for that office shall be closed. Each nominee shall be required to signify whether the nominee accepts the nomination and to complete an Acceptance of

Nomination Form. The Chair shall then read the names of the eligible candidates for President in the order in which they were nominated. Thereafter, the nominations for IU Secretary-Treasurer and the two IU Executive Vice Presidents shall be taken in turn following the procedure just stated. A delegate who has been nominated and has accepted nomination for one office shall not be eligible for nomination for any additional office.

7. OBSERVERS:

A. Each candidate shall have the right to have one Observer chosen from among the accredited delegates to the IU Convention. Promptly upon the close of nominations each candidate shall present the Chair with a list of his/her Observers. In order to minimize the possibility of congestion and confusion, candidates who are not opposing one another because they are running for different offices are encouraged to designate joint Observers.

B. Observers may challenge any voter's eligibility. Such challenges shall be stated in writing with specific reasons given and transmitted to the Election Committee no later than 7 p.m. on Tuesday. All such challenges shall be resolved by the Head Teller by 9 p.m. that evening, and no challenge to a voter's eligibility shall be considered thereafter.

8. VOTING:

A. All voting shall be by secret ballot, and all ballots shall be cast electronically based on the rules as stated herein and in accordance with the instructions provided by the election services vendor.

B. Each accredited delegate shall have the number of votes the delegate's Local Union is entitled to, divided by the number of the Local's accredited delegates. Casting the ballot in the manner described herein will serve as the delegate's affirmation of his/her identity and assent to the number of votes to which he or she is entitled. There shall be no ballots in multiples of fewer than ten (10) votes. Where the number of a Local's votes cannot be equally divided among its delegates so that each delegate has an equal number of ballots of the above-noted strengths, the Local's votes shall be divided as unanimously agreed upon by the delegation, so long as each delegate is allotted a number of votes equal to a possible combination of ballots of the above-noted strengths. The IU Secretary-Treasurer shall prepare Authorization Forms to be filled out and signed by all of the delegates of each of the Locals affected by this rule. These Forms shall be filled out by 7:00 p.m. on the first day of the IU Convention. Any Local affected by this rule which fails to file a properly signed Authorization Form shall be limited to the highest number of votes to which it is entitled equally divisible by its number of delegates. There shall be no redistribution of the votes a delegate is entitled to cast because other delegates from the delegate's Local fail to vote.

C. Each Local Union shall have the option of having all its votes cast by a single delegate from that Local Union by filling out an Authorization Form, to be supplied by the IU Secretary-Treasurer, naming the delegate selected and an alternate from the same Local Union (to vote only if the Head Teller is notified of a change in a Local's voting delegate by 7:00 p.m. the evening prior to the opening of the polls), which shall be signed by all the delegates representing the Local at the Convention and filed by 7:00 p.m. on the first day of the Convention.

D. By 9:00 p.m. on the first day of the Convention, the IU Secretary-Treasurer shall post a list of the Locals which have filed such Authorization Forms. Any claims that the list either includes or omits a Local

erroneously must be brought, no later than 10:00 a.m. the following day, before the Head Teller, who shall make a final decision on such claims prior to the opening of the polls.

E. (1) Before the voting begins, each accredited delegate on the voting roster will receive an email from the election vendor to the email address he/she used to register for the Convention. This email will contain voting instructions and the delegate's individualized access credentials, which must not be shared with anyone else.

(2) No delegate without individualized access credentials will be able to access the electronic ballot; and no credential may be used to access a ballot more than one time. Observers shall have access to reports during and after the voting to determine who has voted.

(3) Immediately after voting, a confirmation number shall appear on each delegate's screen to provide confirmation of a successfully cast ballot. Delegates will also receive confirmation by email that his/her ballot has been received after it has been submitted.

(4) Every voter shall cast his/her ballot in secret. Once a voter logs on to the electronic vendor's first electronic server, where the credentials for each voter are validated, the voter is automatically and anonymously transferred to a second electronic server to cast his or her vote. Once the vote is cast, it is immediately encrypted, broken into smaller voting strengths and stored to be tallied. Thus, once cast, a vote cannot be linked, either directly, through voting strength, or in any other way, with an individual voter.

[Remainder of Subsection 8 deleted as Not Applicable]

9. *COUNTING THE VOTE*: Immediately upon the close of the balloting, the following individuals shall be permitted to be present for the tally by virtual means: The Election Committee, candidates and Observers, representatives from the election services vendor, and any other individuals designated by the Head Teller who are necessary to ensure the secrecy of the ballot and integrity of the tally. In full view and hearing of those individuals, via screen sharing, a representative from the election services vendor shall then decrypt the voting results and read aloud the tally. The decision of the Head Teller shall be final in case of any dispute. When the tally is completed, the results shall be posted and shall also be reported to the Chair.

10. *THE ELECTION COMMITTEE'S REPORT*: The Chair shall formally announce the results of the election of IU Officers on the afternoon of the third day of the IU Convention after the vote has been tallied. The candidate for each office who receives the highest vote shall be elected. A recount shall be had only if called for by a defeated candidate immediately upon the announcement of the result and authorized by a majority of the delegates present and voting. After all matters related to a call for a recount have been completed, the Head Teller shall then be called on to present the Election Committee's report on the conduct of the election. If after debate the Election Committee's report is accepted, the election shall be complete within this International Union and no further protest will be timely.

11. *VIRTUAL/ ELECTRONIC ELECTION*: If the IU Executive Board determines that an in-person election of IU Officers is not reasonably feasible due to exigent circumstances, the Convention delegates may elect the IU Officers via virtual/ electronic election. The virtual election shall constitute a secret ballot election as required by Article XI and Section 3 of this Code 3, if, in addition to the other requirements of this Code as modified hereby, the following safeguards are present:

A. Each voter can vote only once and can verify that his or her vote has been cast;

B. All votes remain anonymous;

C. The election is observable and verifiable as to:

(1) the eligibility of each voter;

(2) whether each vote was cast by a uniquely registered voter;

(3) the tallying of ballots and the totaling, recording, and reporting of the tally; and

(4) whether the election outcome corresponds to the votes cast; and

D. The entire process is secured by Advanced Encryption Standard (AES) 256-bit encryption or other encryption technology that provides at least the same level of security.

In the event of a virtual/ electronic election, references to physical arrangements in this Code, including Section 5, shall not apply, and the time and duration of the voting period may be adjusted. Further, the Election Committee shall be empowered to establish procedural rules for the virtual election most closely consistent with the intent and purpose of the in-person election rules contained in Sections 1 through 10 of this Code 3.