

WFSE/AFSCME Council 28 negotiating team election process for Language Access Providers for 2013-2015 contract negotiations

Elections for an Interpreters' negotiating team will be by mail ballot in accordance with the following procedures:

1. Those Interpreters eligible to participate in nominations and elections will be Interpreters who are WFSE/AFSCME Council 28 members in good standing and otherwise be eligible for the Language Access Provider bargaining unit.
2. Interpreters may nominate themselves or another Interpreter in the same Election Group in which they are eligible to be elected.
3. Call for nominations will be mailed to all eligible Interpreters no later than March 2, 2012.
4. Nomination forms must be filled in completely and must include the nominator and nominee names, working language(s) in which the nominee provides services for DSHS, the Election Group for which the nominee is being nominated and contact phone numbers. Nominations received without the required information will not be accepted.
5. Information on the nomination form must be legible.
6. Nominations must be received, in writing via email or U.S. Mail, at Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501 no later than 5:00 p.m. on March 21, 2012 or elections@wfse.org.
7. An attempt will be made to contact each nominee (unless self nominated) to give him/her the opportunity to decline the nomination. If the nominee cannot be reached or does not respond, his/her name will be placed on the ballot. If the nominee declines the nomination, his/her name will not be placed on the ballot. If the nominee is nominated for more than one Election Group, the nominee will be asked to choose one Election Group in which to run.
8. Nominees may provide factual information not to exceed 300 words regarding themselves for use during the election process, and if desired a digital photograph for

use on the Union website. This information must be received at Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501, elections@wfse.org, no later than 5:00 p.m., March 30, 2012.

9. In Election Groups 1-8, those eligible to vote will be the same as those eligible to be nominated. All Interpreters eligible to vote may vote for candidates in Election Group 9.
10. Only those interpreters who are members in good standing as of March 30, 2012 will be eligible to vote. Ballots will be sent to all members eligible to vote at the address WFSE has on file as of March 30, 2012.
11. Ballots will include voting instructions and names of eligible nominees, in alphabetical order, and languages in which the nominee provides services for DSHS. Included with the ballots, but on separate paper, will be factual information on each nominee, if provided by the nominee. Also included will be a confidential envelope for the ballot and a postage-paid envelope for return to Council 28 Headquarters that includes the voter's name and address on the outside.
12. If there are fewer nominees in an Election Group than allocated to that Election Group then no balloting will be required, and the nominees will be declared elected by acclamation.
13. All ballots will be in two envelopes so each person voting can be verified during the count and any invalid ballots can be easily identified while maintaining confidentiality of the ballots. The outside envelope must bear the voters full name and address.
14. Interpreters whose names do not appear on the list of eligible voters may vote a challenged ballot by contacting Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501, 1-800-562-6002 to request a challenge ballot by April 23, 2012.
15. Ballots will be mailed the week of April 2, 2012.
16. The deadline for ballots to be received in the Council 28 office at 1212 Jefferson St. SE, Olympia, WA 98501 will be 5:00 p.m. on April 30, 2012. Ballots will be counted beginning May 1, 2012 until completed.
17. Any candidate whose name is to appear on the ballot may have an official observer present of her/his own choosing (who must be a member in good standing of the

WFSE/AFSCME Council 28) in the location ballots bearing her/his name are to be counted. The candidate shall notify Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501, 1-800-562-6002 of his or her choice of observer no later than 2 days before the ballot count.

18. The election of negotiating team members shall be determined by the highest number of valid votes cast per county group or statewide and shall not require a majority of the valid votes cast. Ties will be decided by a run-off. Alternates shall be ranked by the number of valid votes cast per nominee in the election.
19. If needed, run off ballots will be mailed by May 4, 2012 and must be returned by May 18, 2012.
20. Individuals elected without run-off will be notified in writing by May 3, 2012. The results of the elections will be published by Council 28 and sent to all members eligible to vote. Results will be available for inquiry at Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501, 1-800-562-6002 prior to publication.
21. Any protest concerning the conduct of the election must be received, in writing, at Council 28 at 1212 Jefferson St. SE, Olympia, WA 98501 addressed to the Council 28 Interpreters Elections Committee by 5:00 p.m., within 10 days of the notification of the results.

Submitted by Local 1671, Interpreters United Executive Board January 28, 2012.

Approved, with amendments, by the WFSE Collective Bargaining Committee on February 17, 2012.