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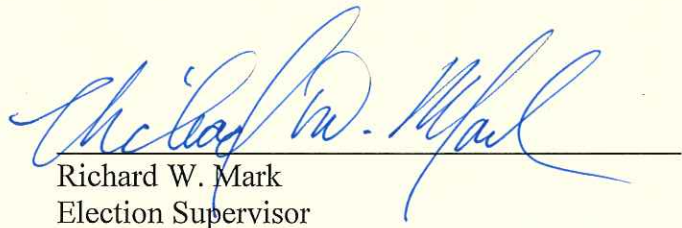
RICHARD W. MARK
Election Supervisor

Advisory Barring Candidates From Conducting Any Aspect of Delegate Elections

The Office of the Election Supervisor's ("OES") form for local union delegate election plans provides that no local officer or member running as a delegate or alternate delegate candidate should conduct any part of the delegate or alternate delegate nomination or election process. Prohibiting candidates from conducting any part of that election process is essential to having an election process that is fair and impartial, that treats all candidates equally, and avoids favoritism or the appearance of favoritism.

As a further clarification of this policy, OES advises that all steps in a delegate election, starting with nomination meetings, should be conducted by an election official who is *not* a candidate in the IBT International Officer election (that is, a candidate for delegate, alternate delegate, or International Office). This policy is not limited to candidates for delegate or alternate delegate within a local union presiding over that local's process: if a member is a candidate for delegate or alternate from *any* local union, or a candidate for International Office, that member may not preside over delegate or alternate delegate nominations, or conduct any part of the election, at their own local or at *any* local union.

Dated: November 20, 2015
Washington, D.C.


Richard W. Mark
Election Supervisor