

**CWA LOCAL 4502
ELECTION RULES FOR CANDIDATES**

1. Candidates may review the list of members in good standing during normal business hours. The membership list, including addresses of members, may not be copied in whole or part by a candidate.
2. City equipment and property may not to be used to campaign. This includes copiers, faxes, printers, computers, voice mail, e-mail, inter-office mail, conference rooms, offices, phones, bulletin boards and other items that may not be listed.
3. You may not post any items in any City building or on City property.
4. Campaigning in work areas during working hours is prohibited. Doing so may be viewed as disrupting the workplace and violate City Work Rules.
5. You are not permitted to use the CWA Local 4502/CMAGE or CWA logo on any website, literature or envelopes with regard to your candidacy.
6. A union or employer may not contribute money or anything of value (such as the use of facilities, equipment, or supplies) to promote the candidacy of any individual in this election.
 - A. The prohibition against the use of union and employer funds applies to any union and any employer, not just CWA Local 4502 or an employer of the CWA Local 4502's members. For example, it is improper for a candidate to have campaign literature duplicated free of charge on a copy machine at a small business owned by a relative of the candidate.
 - B. Any expenditure of union or employer funds in support of or opposition to a candidate, even if the amount is small, is a violation of these Election Rules for Candidates.
 - C. The prohibition against the use of union and employer funds applies to direct expenditures from the union or employer as well as indirect expenditures including:
 - (i) Campaigning on time paid for by the union or employer;
 - (ii) Use of union/employer owned or leased equipment such as telephones, fax machines, and copy machines;
 - (iii) Use of union/employer supplies such as stamps, paper, and envelopes;
 - (iv) Use of union employees to prepare campaign literature while on union time;
 - (v) Use of union letterhead;
 - (vi) Use of union/employer property or facilities;