

## **INSTRUCTIONS FOR NEA R.A. DELEGATE ELECTIONS**

Under federal law, NEA RA Delegate Elections are to be completed by a SECRET BALLOT VOTE. Elections can be conducted either by an in-person vote or by mail. Voting through email, Survey Monkey or similar electronic means is not permitted. Please adhere to the following instructions when conducting your elections.

### ***INSTRUCTIONS FOR ELECTIONS BY MAIL***

#### **PREPARATIONS**

- Review provisions in your local constitution and bylaws that address NEA delegate elections.
- Update union's membership list to insure each member's address is correct.
- Assign a sequential number to each member's name on the voter eligibility list. This number will be placed on the voter's return ballot envelope and will be used to facilitate ballot sorting and voter identification at the tally of ballots.
- Select a deadline for ballots to be actually received (not postmarked).
- P.O. Boxes – Do not use the union's regular P.O. Box to conduct elections. Arrange for a restricted-access P.O. Box to be used exclusively for receiving voted ballots. Instruct the post office that the P.O. Box may be accessed only by specified union election officials on a specified date. Set up a second P.O. Box to receive ballot packages returned undelivered.
- Please consult the Election Planner found at [Appendix A](#).

#### **NOTICE OF NOMINATIONS**

- All eligible members should receive notice of the date, time, place and format for making and accepting nominations.
- The notice of nomination does not need to be mailed to all members but it should be posted prominently (e.g. on the first page) on the association(s)' web-site or newsletter.
- The nomination notice must be posted sufficiently in advance of the deadline for making nominations so that members have a reasonable opportunity to nominate candidates.
- An EXAMPLE of WEAC's notice of nominations from 2020 can be found at [Appendix B](#).

#### **NOTICE TO CANDIDATES**

- Provide notice to the candidates of all election and campaign rules including:
  - The right to inspect, once within 30 days before the election, a list of all members
  - The right to have the union distribute campaign literature (at the candidate's expense)
  - The prohibition against the use of union funds to support any person's candidacy
  - The date, time and place for preparation and mailing of ballots, ballot package remaining, ballot package pick up at the post office and tally; and
  - The right for candidates to have observers at the preparation and mailing of ballots, undeliverable ballot package pick-up from the post-office and remaining, voted ballot pick-up from the post-office and tally.
- An EXAMPLE of WEAC's memorandum to candidates from 2020 can be found at [Appendix C](#) and an EXAMPLE of the memorandum that WEAC sent to locals regarding use of election funds can be found at [Appendix D](#).
- Election officials cannot discriminate against or favor candidates. All campaign rules must be enforced uniformly.



voter to print his or her name and address in the upper left corner. If a voter identification number has been assigned (which corresponds to the voter's number on the voter eligibility list), it should appear in the lower left corner of this envelope.

Avoid placing any voter address information on the reverse side of the return ballot envelope. If the union uses pre-printed labels containing voter names and addresses for voter identification purposes, the labels should be affixed to the front, upper left corner of the return ballot envelopes, not the reverse side. Voter address information on the reverse side of the return ballot envelope can result in the voted ballots being returned to the voter rather than being sent for inclusion in the ballot count.

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### **3 Large Mailing Envelope**

Factory Workers Local 999 Election Committee P.O. Box 122 Columbia, MO 65203	John Doe 1018 Bradshaw Avenue Columbia, MO 65203
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4-1/8" x 9-1/2" (No. 10 envelope)

*This large envelope will be used to mail the other four mail ballot items to each member. The return address should be a post office box designated solely for the receipt of ballot packages returned undelivered so that they can be remailed by election officials after obtaining correct addresses.*

- Election officials must be able to account for all ballots printed. This means the number of ballots printed, minus the number of ballots mailed to members, must equal the number of unused ballots at the end of the election.
- Ballot packages should be sent by First Class Mail. Obtain a receipt from the post office of the number of ballot packages sent.

#### RETRIEVING BALLOTS

- On designated dates and times, election officials should pick up ballot packages returned as undeliverable. If accurate addresses can be obtained, re-mail the ballot packages as soon as possible. Observers have the right to be present for the pickup and remailing of ballot packages.
- Keep a list of the names and addresses of members who request replacement ballots. Replacement ballot return envelopes should be marked with a "D" for duplicate.
- A record must be kept of all replacement ballots sent and all ballot packages which were re-mailed after being returned undelivered, including dates received and mailed.
- Election officials should pick up the voted ballots from the access-restricted P.O. Box only at the designated date and time, allowing the candidates' observers to be present.

#### COUNTING BALLOTS

- Record the number of returned ballot envelopes. Put the returned ballot envelopes in numerical order by member number.
- Call out the name of each voter and mark the name off on the voter eligibility list. If a voter's name isn't on the list, mark both the list and the envelope with a "C" for challenged ballot. If a voter returns a ballot

marked “D” for duplicate, indicate this on the voter eligibility list and on the list of replacement ballots. If a voter returns two ballots, the replacement ballot will be counted but the other ballot will be voided.

- Resolve any challenged ballots before any secret ballot envelopes are opened. The election officials should keep a record of decisions made and explain the rationale for the decision to election observers.
- Remove (but don’t open) the Secret Ballot Envelopes from the return envelopes. Mix the Secret Ballot Envelopes together to preserve secrecy.
- Remove the ballots from the Secret Ballot Envelopes and place the ballots face down. Void any ballots that include identifying information.
- Tally the votes.
- Record and announce the results. Make a note of the number of valid ballots counted, the number of void ballots and the number of unresolved challenged ballots.

#### POST ELECTION ACTIVITY

- Publish and post the results.
- Keep all nomination records, return ballot envelopes, Secret Ballot Envelopes, voter eligibility lists, tally sheets, and used and unused ballots for at least one year.
- Return to the post office and pick up ballots received after the deadline. Do not open the envelopes but mark them as “Void – Received After Deadline.” Retain these with the other election materials.

#### OBSERVERS

- Each candidate has the right to have an observer present for the following:
  - Preparation and mailing of ballots
  - Retrieval and re-mailing of ballot packages returned as undeliverable
  - Retrieval of voted ballots from the post office
  - Tabulation of ballots
- Observers are not permitted to handle any ballots or envelopes

### *INSTRUCTIONS FOR ELECTIONS IN PERSON*

#### PREPARATIONS

- Review provisions in your local constitution and bylaws that address NEA delegate elections.
- Select a polling site and schedule polling hours.
- Prepare an accurate voter eligibility list for use at the polls.
- Arrange preparation of ballots.
- Please refer to the Election Planner found at [Appendix A](#).

#### NOTICE OF NOMINATIONS

- All eligible members shall receive notice of the date, time, place and format for making and accepting nominations.
- The notice of nomination does not need to be mailed to all members but it should be posted prominently (e.g. on the first page) on the association(s)’ web-site or newsletter.
- The nomination notice must be posted sufficiently in advance of the deadline for making nominations so that members have a reasonable opportunity to nominate candidates
- An EXAMPLE of WEAC’s 2020 notice of nominations can be found at [Appendix B](#).

## NOTICE TO CANDIDATES

- Provide notice to the candidates of all election and campaign rules including:
  - The right to inspect, once within 30 days before the election, a list of all members
  - The right to have the union distribute campaign literature (at the candidate's expense) and
  - The prohibition against the use of union funds to support any person's candidacy
  - The date, time and place of polling and tallying of ballots.
  - The right for candidates to have observers at the polling place and tally of ballots.
- An EXAMPLE of WEAC's 2020 memorandum to candidates can be found at [Appendix C](#) and an EXAMPLE of WEAC's 2020 memorandum to locals regarding use of election funds can be found at [Appendix D](#).
- Election officials cannot discriminate against or favor candidates. All campaign rules must be enforced uniformly.

## BALLOT PREPARATION

- Determine the order of candidates in a uniform, non-discriminatory manner, such as alphabetically, by lot or by having candidates draw straws.
- Make sure candidate names are spelled correctly.
- Clearly explain voting instructions
- An EXAMPLE of WEAC's 2020 ballot can be found at [Appendix E](#).

## NOTICE OF ELECTION

- A notice of election must be mailed to each eligible member at least 15 days prior to the election. The notice of election should specify the offices to be filled and the date, time and place of the election. If appropriate, it should also include voter eligibility requirements and voter identification procedures.
- The election notice should also be posted prominently (e.g. on the first page) on the local, Regional or WEAC website and newsletter or in other union publications.
- An EXAMPLE of WEAC's 2020 notice of election can be found at [Appendix F](#).

## POLLING PLACE PROCEDURES

- Display a sample ballot.
- In the presence of any observers, confirm the ballot box is empty before opening the polls.
- Verify voting machines or tallying machines are working properly.
- Open the polls at the specified time.
- Verify voter identification before issuance of a ballot.
- Set up voting booths for privacy while voting. Do not issue a voter a ballot until there is an available voting booth.
- Provide a replacement ballot for anyone who spoils their ballot while voting. Maintain custody of all spoiled ballots and account for them at the completion of the ballot tally.
- Only permit election officials, voters, and observers in the polling area. Insure that election officials and observers do not wear campaign buttons, stickers, etc., in the polling area.
- Close the polls on time but allow eligible voters in line at the time of closing to vote.

## COUNTING BALLOTS

- Do not begin to count votes until the polls are closed.
- Open the ballot box in the presence of observers.
- Stack ballots in groups of 50 or 100 to insure accuracy in counting the number of ballots cast.

- Attempt to resolve any challenged ballots at the start of counting. Keep a written record of the decisions made and the reasons for the decisions.
- Count the votes on each ballot and enter the results on the tally sheet. Alternatively, run the ballots through a scantron.
- Void ballots that contain information identifying the voter.
- Announce the results. Record the number of valid ballots counted, the number of void ballots and the number of unresolved challenged ballots.

#### POST ELECTION ACTIVITY

- Publish and post the election results promptly.
- Keep all nomination records, used and unused ballots, tally sheets, voter registers, voter eligibility lists and other materials for at least one year.

## Appendix A

### **Election Planner**

This Planner is designed to help union election officials plan for and schedule all the significant activities associated with conducting an officer election. The time projections noted are based on Office of Labor-Management Standards experience in supervising elections and, unless otherwise noted, are included as recommendations only. Some of the listed activities may occur in a different sequence in your union requiring that the time schedule be adjusted. Any other activities applicable to your union not listed below should be added to the schedule.

To use this Planner, first enter the date of the election and then work backward entering the date of each activity. Remember to consider holidays and weekends. Follow any dates or time frames specified in your union's constitution and bylaws and be sure to allow enough time for adequate completion of each activity.

Date	Activity
	<b>Union membership list updated and revised with current addresses to be used for mailing election notices.</b> (6 - 8 weeks prior to the election)
	<b>Election and campaign rules prepared.</b> (prior to the deadline for nominations)
	<b>Nomination notice posted or mailed.</b> (at least 10 days prior to the deadline for nominations)
	<b>Deadline for receipt of written nominations.</b>
	<b>Deadline for receipt of candidate nomination acceptances.</b>
	<b>Candidate eligibility verified and eligibility notification letters sent to all nominees.</b> (immediately after the nomination acceptance deadline)
	<b>Letter to candidates to discuss election and campaign rules.</b> (as soon as possible after the nomination acceptance deadline)
	<b>Period begins for candidates to inspect the union's membership list.</b> (30 days prior to the election)
	<b>Ballot designed and arrangements made with printer (if using one).</b> (3 weeks prior to the election)
	<b>Voter eligibility list prepared.</b> (15 - 20 days prior to the election)
	<b>Notice of election mailed to the last known home address of each member.</b> (at least 15 days prior to the election)
	<b>Ballots printed and challenged ballot envelopes, voter sign-in register, and tally sheets prepared.</b> (1 week prior to the election)
	<b>Polling place and ballot tally preparations completed and voter eligibility list updated, if necessary.</b> (3 - 5 days prior to the election)
	<b>Date of Election</b> (Select a date and polling hours to encourage maximum voter participation.) <i>(In a mail ballot election, enter the ballot mailing date which should be approximately 3 - 4 weeks prior to the ballot return deadline.)</i>
	<b>Ballots counted and election results announced.</b>

**MEMORANDUM**

To: WEAC Members in Good Standing

From: Bob Baxter, Executive Director

Date: September 2019

Re: Nominations Notice for Election of Wisconsin 2020-22 State Delegates to the NEA Representative Assembly.

Members of the WEAC will elect delegates to the NEA Representative Assembly for a **three**-year term in February 2020. The 2020 NEA Convention will be held July 2-6 in Atlanta, Georgia; the 2021 NEA Convention will be held July 2-6 in Denver, Colorado; and the 2022 NEA Convention will be held in Dallas, Texas.

**Members planning to seek election as delegates are required to file their declaration of candidacy in the office of the WEAC Executive Director, received no later than December 1, 2019.**

Forms for declaration of candidacy and for submission of candidacy information for publication on the WEAC web site can be found at <http://weac.org/delegates/>. Please feel free to duplicate the forms or call my office for additional copies. Election procedures may also be found at <http://www.weac.org/delegates>.

It is the policy of NEA that the delegation from each state to the NEA Representative Assembly shall include ethnic minority delegates in numbers commensurate with the population of the state, and the Wisconsin Education Association Council is committed to the achievement of this goal in the Wisconsin delegation. The WEAC Board of Directors has approved and submitted to the NEA its plan to achieve ethnic minority representation pursuant to NEA Bylaw 3-1(g). I ask you to assist WEAC in fulfilling the NEA/WEAC goals for ethnic minority representation by encouraging minorities to seek election as state and/or local delegates.

The NEA will notify the WEAC of the total ethnic minority population in the state based on the most current U.S. census and the percentage goal for each ethnic minority group. While proportional representation cannot be a requirement, ethnic minority representation remains a goal of the United Education Profession.

Please note that NEA members in the non-supervisory active and education support professional (ESP) categories are eligible to run as delegates and to vote.

/amc  
Enc.



**CANDIDATE**  
**WISCONSIN 2020-2022 STATE DELEGATE**  
**TO THE NEA REPRESENTATIVE ASSEMBLIES**

THIS FORM MUST BE SUBMITTED TO:

EXECUTIVE DIRECTOR  
WISCONSIN EDUCATION ASSOCIATION COUNCIL  
33 NOB HILL DRIVE  
P.O. BOX 8003  
MADISON, WI 53708

MUST BE **POSTMARKED/SUBMITTED ELECTRONICALLY BY: DECEMBER 1, 2019**

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NAME OF CANDIDATE: \_\_\_\_\_  
(please print)

MEMBER ID# \_\_\_\_\_ (do not use SSN)

ADDRESS: \_\_\_\_\_  
(street)

\_\_\_\_\_  
(city) (state) (zip)

PHONE: (Home/cell) \_\_\_\_\_ HOME EMAIL: \_\_\_\_\_

IF ELECTED, I SHALL BE WILLING TO SERVE IN THE POST OF NEA DELEGATE TO THE 2020 NEA REPRESENTATIVE ASSEMBLY IN ATLANTA, GA, THE 2021 NEA REPRESENTATIVE ASSEMBLY IN DENVER, CO, AND THE 2022 IN DALLAS, TEXAS.

IF ELECTED AS BOTH A STATE AND LOCAL DELEGATE, I WILL CHOOSE TO SERVE AS A STATE [ ] LOCAL [ ] DELEGATE.

I UNDERSTAND THAT NO PORTION OF DUES MONEY COLLECTED AT THE LOCAL, REGIONAL, STATE, OR NATIONAL LEVEL MAY BE USED TO PROMOTE MY CANDIDACY FOR NEA DELEGATE.

\_\_\_\_\_  
(signature of candidate)

## PROCEDURES TO BE EMPLOYED IN THE ELECTION OF WISCONSIN'S 2020-22 STATE DELEGATES TO THE NEA REPRESENTATIVE ASSEMBLIES

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The procedures outlined below are to be followed to conduct the election for Wisconsin state delegates to the NEA Representative Assembly. The elections are conducted via mail ballot.

It is the policy of NEA that the delegation from each state to the Representative Assembly shall include ethnic-minority delegates in numbers commensurate with the population of the state, and the Wisconsin Education Association Council is committed to the achievement of this goal in the Wisconsin delegation.

Also note that NEA members in the nonsupervisory active, and education support professional categories are eligible to run and to vote. Fair share members are not eligible to vote.

NO PORTION OF DUES MONEY COLLECTED AT THE LOCAL, STATE, OR NATIONAL LEVEL MAY BE USED TO PROMOTE THE CANDIDACY OF ANY INDIVIDUAL FOR NEA DELEGATE.

EMPLOYERS MAY NOT CONTRIBUTE FUNDS, DIRECTLY OR INDIRECTLY, TO PROMOTE THE CANDIDACY OF ANY INDIVIDUAL FOR NEA DELEGATE.

THE LOCAL, REGION, STATE OR NATIONAL ORGANIZATION MUST COMPLY WITH ALL REASONABLE REQUESTS OF CANDIDATES TO DISTRIBUTE CAMPAIGN LITERATURE BY MAIL OR OTHERWISE AT THE CANDIDATE'S EXPENSE, AND MUST PROVIDE EQUAL ACCESS TO MEMBERSHIP LISTS TO ALL CANDIDATES. IF A LOCAL OR REGION ASSUMES THE COST OF DISTRIBUTING A CANDIDATE'S LITERATURE AT UNION EXPENSE, INCLUDING PRINT COSTS, IT MUST DO SO FOR ALL CANDIDATES ON THE BALLOT. (THIS WOULD INCLUDE CANDIDATES FROM ALL REGIONS.)

1. Information about candidates for WEAC NEA delegates will be found on the WEAC web site at [www.org/nea-ra](http://www.org/nea-ra). Specific directions for completing the ballot will be printed on the web site as well as on the ballot itself.
2. USE ONLY A #2 BLACK LEAD PENCIL FOR COMPLETING THE BALLOT. THE USE OF A PEN OR OTHER WRITING INSTRUMENT WILL NOT ALLOW YOUR BALLOT TO BE COUNTED. DO NOT INCLUDE ANY IDENTIFYING INFORMATION ON YOUR BALLOT OR ENVELOPE.
3. By February 1, each member shall be provided with an official ballot for election of NEA delegates. Ranking by votes received (see item #7) will establish delegates and successor delegates.
4. Ballots are to be returned to the WEAC Executive Director at P.O. Box 14080, Madison, WI 53708-4008 by **MARCH 2, 2020**. Those ballots not received by WEAC by this date, irrespective of postmark, will be declared void.
5. It shall be the responsibility of the WEAC Executive Director to distribute official ballots to all NEA members who are not members of local affiliates. Said members are to send their sealed ballots to the WEAC Executive Director at WEAC, PO Box 14080, Madison, WI 53708, to arrive no later than **MARCH 2, 2020**. Those ballots not received by WEAC by this date, irrespective of postmark, will be declared void.
6. Based on the number of state delegates to which Wisconsin is entitled, the requisite number receiving the highest number of votes shall be declared elected NEA state delegates.
7. Successor Delegates. According to WEAC Bylaw 10-5.c., the twenty (20) candidates receiving the highest number of votes immediately following the requisite number declared elected NEA state delegates shall be declared elected successor delegates.
8. A facsimile of the ballot will appear on the WEAC web site at [weac.org/nea-ra/](http://weac.org/nea-ra/).

WEAC WEB SITE INFORMATION SHEET  
CANDIDATES FOR WISCONSIN 2020-22 STATE DELEGATES  
TO THE NEA REPRESENTATIVE ASSEMBLIES

If you wish to have information pertinent to your candidacy published on the WEAC web site, please complete this form and return by DECEMBER 1, 2019 to: EXECUTIVE DIRECTOR, P. O. BOX 8003, MADISON, WISCONSIN, 53708.

NAME (please print) \_\_\_\_\_

NUMBER OF YEARS OF SCHOOL EXPERIENCE: \_\_\_\_\_

SCHOOL: \_\_\_\_\_

Teacher ( ) Grade/Subject: \_\_\_\_\_

ESP ( ) Work Area: \_\_\_\_\_

LOCAL ASSOCIATION: \_\_\_\_\_ REGION: \_\_\_\_\_

ETHNIC BACKGROUND STATEMENT (This is optional, but we encourage all candidates to complete this section of the form): \_\_\_\_\_

Please provide information which you believe relevant in 200 words or less for publication on the WEAC web site. Information may include Association experience (current and past) and philosophical statements about why you are seeking the post. The WEAC will correct typographical errors but will not edit. Your material will be published as submitted.

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SIGNATURE: \_\_\_\_\_

Appendix C – Memo to Candidates

**MEMO**

To: Candidates for WEAC State Delegate to the 2020, 2021 and 2022 NEA Representative Assemblies

From: Bob Baxter, WEAC Executive Director

Date: December 30, 2019

Thank you for your interest in running as a state delegate to the NEA Representative Assemblies in 2020, 2021 and 2022. Enclosed is a list of candidates who are seeking election as state delegates as they will appear on the ballot. The positions on the list have been selected by lot.

There are 47 candidates running for an NEA State delegate position.

NEA will inform us within the next few weeks of the number of delegates Wisconsin is entitled to send to the RA. A facsimile of the ballot, along with biographical information on each candidate, can be found at [weac.org/nea-ra/](http://weac.org/nea-ra/).

Per NEA rules, we are making you aware that, as a candidate, you are entitled to have an observer present at various points in the election process as follows:

January \_\_, 2020      Ballot preparation and mailing at Wells Print & Digital, 3121 Watford  
at \_\_ a.m. to      Way, Madison  
January \_\_, 2020

February 14, 2020,      Retrieval and re-mailing of any ballots returned as undeliverable to the  
at 10:00 a.m.      Madison post office, 3902 Milwaukee Street, Madison

March 3, 2020      Ballot Pick-up at Post Office, 3902 Milwaukee Street, Madison at 10:00 a.m.

March 3, 2020      Ballot Tabulation at WEAC Office, 33 Nob Hill Road, Madison at 11:00 a.m.

If you would like to have an observer present for any of the processes listed above, please contact Ann Caruso at 1-800-362-8034, ext. 219, or [carusoa@weac.org](mailto:carusoa@weac.org) so appropriate arrangements can be made. Please alert Ann by January 15, 2020.

Also, once, within the 30 days before the election, you have a right to inspect a list of all members. You also have the right to have WEAC distribute your campaign materials to members at your own expense.

Please be further advised that union and/or employer funds may not be used to promote any individual's candidacy as a delegate to the NEA RA. This includes use of facilities, equipment, supplies and campaigning on time paid for by the union or employer. Union funds may only be used to sponsor events or publications in which **all candidates** are given the opportunity to communicate about their campaigns.

If you have any questions, please contact my office.

BB/amc

Enc.

cc: WEAC Board of Directors

Appendix D – Memo to Locals

**M E M O**

To: WEAC Board of Directors  
Region Presidents  
WEAC & Region Staff  
Candidates for WEAC/NEA Office  
Candidates for State Delegates to the NEA Representative Assemblies

From: Bob Baxter

Date: January \_\_, 2020

Re: Use of dues money for WEAC/NEA Officer Positions and NEA Delegate elections

WEAC has notified members of the opportunity to run for WEAC and NEA officer positions and NEA state delegate positions to the NEA Representative Assembly.

Per WEAC policy:

- Locals, regions, WEAC or WEA Insurance may not use any union-financed publication to attack a candidate nor urge the nomination or election of a candidate. No WEAC monies may be expended on behalf of candidates for WEAC office except as provided herein.
- No local, region, WEAC or WEA Insurance equipment or materials shall be used by any candidate for the production of any material urging his/her election or outlining his/her views or stands in an individual manner.
- No secretary, clerk or other employee of any local, region, WEAC or WEA Insurance shall produce, distribute, or prepare for distribution any material urging the election or re-election of any candidate.
- No dues monies received by any local, region, WEAC or any of the Trusts shall be expended to urge election or re-election of any candidate.
- Local, region and WEAC staff members shall not participate in promoting candidates for WEAC office.

Please be reminded that no portion of dues money collected at the local, Region, state or national level may be used to promote the candidacy of any individual.

Locals, regions, WEAC or WEA Insurance may sponsor events or publications in which all candidates communicate about their campaigns, as long as all candidates are provided with the same opportunity to participate or have their materials published.

If you have any questions, please feel free to contact my office.

BB/amc

Appendix E

**OFFICIAL BALLOT**

**Wisconsin 2020, 2021 and 2022 State Delegate  
Candidates to the NEA Representative Assemblies**

**INSTRUCTIONS:** Vote for no more than 29. Mark your choice with a No. 2 pencil by filling in the numbered bubble. Fill in numbered bubble (#) next to name of candidates of your choice. For write-in voting, fill in numbered bubble (197) and enter name(s) in space provided. Additional write-ins may be written on reverse side of ballot.

Place your marked ballot in the Secret Ballot Envelope. **DO NOT INCLUDE ANY IDENTIFYING INFORMATION ON THE BALLOT OR SECRET BALLOT ENVELOPE.** Use the return envelope addressed to WEAC to mail-in your marked ballot. Please affix postage on the return envelope. Ballots returned by any other method **WILL BE VOID.**

Completed ballots must be received by WEAC Executive Director, PO Box 14080, Madison, WI 53708-4080, no later than **March 2, 2020.** Ballots received after this date, regardless of postmark, **WILL BE VOID.**

1. Leah Luke
2. Katie Wavrunek
3. Crystal Ealy
4. Christina Clark
5. Jessica Carney
6. Jane Weidner
7. Michael L. Glabere
8. Patricia A. Sebranek
9. Ron "Duff" Martin
10. Kirah Zeilinger
11. Jesse Martinez
12. Jessica Bodart
13. Sarah R. Watson
14. Jessica Galarneau
15. E-Ben Grisby
16. Tracey Leider
17. Elizabeth Boche
18. Andrew Tolksdorf
19. Abie Vang
20. Sarah Pamperin
21. Kim Schroeder
22. Tammy Johnson
23. Joseph "Joe" McCabe
24. Camara Stovall
25. Scott Ellingson
26. Justin Delfosse
27. Emily Villwock
28. Shelly Moore Krajacic
29. Simmi Mosier
30. KoBao Kong
31. Elvis Ajong
32. Gretchen Kubeny
33. Daniel C. Gage
34. Heather Mielke
35. Angela Harris
36. Richard Erickson
37. Laura Deall
38. Tammy Erickson
39. Jeffrey Carpenter
40. Brent Bergstrom
41. Steve Wright
42. Kevin Colburn
43. Molly Walsh Anderson
44. Eric Gullickson
45. Lisa Glaser
46. Peggy Wirtz-Olsen
47. John E. Havlicek

## Appendix F

### **Election Notice**

A secret ballot election for the office of delegate to the NEA Representative Assembly is being conducted by mail. Ballots for this election are being mailed to members on XXXX. Any eligible member who has not received a ballot in the mail at home by XXXX, or any member who spoils a ballot may request a new ballot by contacting Ann Caruso at 1-800-362-8034, ext. 219. If you request and return another ballot, only the replacement ballot will be counted.

You may review qualifications of candidates at <http://www.weac.org/NEA-RA.org>. If you would like a copy of the candidates' qualifications mailed to you, please call Ann Caruso at the number indicated above.

### **Voting Instructions**

Vote for no more than **29** candidates. Mark your choice with a No. 2 pencil by filling in the numbered bubble. Fill in numbered bubble (#) next to name of candidates of your choice. For write-in voting, fill in numbered bubble (197) and enter name(s) in space provided. Additional write-ins may be written on reverse side of ballot.

Place your marked ballot in the Secret Ballot Envelope. **DO NOT INCLUDE ANY IDENTIFYING INFORMATION ON THE BALLOT OR SECRET BALLOT ENVELOPE.** Use the return envelope addressed to WEAC to mail-in your marked ballot. Please affix postage on the return envelope. Ballots returned by any other method **WILL BE VOID**.

Completed ballots must be received by WEAC Executive Director, **PO Box 14080**, Madison, WI 53708, no later than **March 2, 2020**. Ballots received after this date, regardless of postmark, **WILL BE VOID**.