



# Seattle Education Association - 2025 Special Election Timeline & Guidelines

April 7 - Nominations OPEN at 9 a.m.

April 21 - Nominations CLOSE at 7 p.m.

April 25 - Deadline for candidate acceptance of nomination

April 28 - Candidate Statements published to SEA website

May 1 - Campaigning starts

May 8 - Voting OPENS at 9 a.m.

May 15 - Voting CLOSES at 7 p.m.

May 16 - Election results posted to SEA website and office window; challenge period begins

May 22 or 23 - SEA Board of Directors Certifies election results

May 26 - Certified election results posted to the SEA website and office window

**CANDIDATE STATEMENTS:** Each candidate may submit a statement to be distributed with the ballot. Candidate statements will be posted on the SEA website. Candidate statements are due at the time of the nomination form submission. The maximum candidate statement length as follows:

Maximum Length for Candidate Statements*	
Position	# of words
Vice President	200

\*The Chairperson reserves the right to eliminate words over these limits.

## COORDINATED CAMPAIGN LITERATURE POSTING:

SEA provides an opportunity for publicity of one piece of campaign material per candidate that will be posted on the SEA website. The campaign flier must:

- Be no larger than a single 8 ½ x 11 page;
- Be a Word or PDF document;
- Include the name(s) of candidate(s) and/or member(s) responsible for the content;
- Indicate that SEA is not responsible for the content;
- Be submitted electronically to SEAElectionscommittee@gmail.com
- Be received by 4 p.m. on April 28, 2025.

SEA asks that candidate materials not contain profanity or unfounded allegations.

Voting will be done through the American Arbitration Association (AAA), a firm with extensive experience working with clients in the non-profit and union sectors.

# 2025 Campaign Guidelines

**WEA-PAC REQUIREMENT:** Please note that all individuals seeking candidacy for the role of SEA Vice President must be a current WEA-PAC member in addition to holding SEA membership.

## Distribution of Campaign Literature

**USE OF DISTRICT RESOURCES IS PROHIBITED:** Candidates for any SEA office or departmental office may not use District resources (e.g., copiers, computers, Teams accounts, or supplies) for production or distribution of any candidate materials or for campaign activities.

**USE OF UNION RESOURCES IS PROHIBITED:** Candidates for any SEA office or departmental office may not use the SEA building, equipment, or other resources for any campaign related duplication, meeting, or work party.

SEA will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate's expense. Requests will be honored in the order received. Campaign literature must be provided to the Election Committee in sealed, stamped envelopes which are ready for mailing. Each candidate should check with postal officials to determine the proper postage.

Candidates must pay the processing costs (up to \$500 for a mailing to the entire membership) for each mailing to cover the cost of address labels and processing. Candidates should contact Election Chairperson Morgan Leming at [SEAElectionscommittee@gmail.com](mailto:SEAElectionscommittee@gmail.com) to arrange a mailing.

The cost of duplication/distribution of materials is the responsibility of the candidate(s).

Campaigning in buildings does not preclude the use of U.S. Mail or hand-delivered materials to the building at a candidate's own expense.

Campaign materials shall bear the name of candidates and members responsible for the content and clearly indicate that SEA is not responsible for said content

**CAMPAIGNING IN BUILDINGS:** All campaigning for candidates, or by candidates, that takes place at worksites may only occur before or after the contractual day or during duty-free breaks/lunches. Both the campaigner and the receiver of materials must be on duty-free time. Candidates or their designees are permitted to post campaign materials at worksites in places designated for Association communications.

**REP ASSEMBLY (RA):** Candidates may not distribute or post any campaign materials on the floor of the RA.

**The use of district e-mail for campaigning is prohibited.** However, it may be used by the SEA Nominations and Elections Committee and ARs to provide information on the timeline, reminders to vote, rules and regulations, and where to access campaign materials.

**SANCTIONS:** If any SEA member is alleged by the Chairperson to be violating campaign rules or timelines, they may be disqualified by the Board of Directors from the election process. A special session of the Board of Directors can be called to rule on any alleged violation. Review of complaints regarding campaign materials will be presented to the Board at the election certification

- This document will be available on [seattlewea.org](http://seattlewea.org) and upon request.
- **Questions?** Please contact the Nominations and Elections Committee (NEC) at [SEAElectionscommittee@gmail.com](mailto:SEAElectionscommittee@gmail.com)
- SEA - 5501 4th Ave S, Seattle, WA 98108