Candidate Responsibilities

Introduction

The BCNU Constitution and Bylaws, as well as Policies 5.2.8 and 5.5.2 outline general information regarding elections. However, there is need for clarity regarding candidate responsibilities during an election. The Nominations Committee has the authority under the Constitution and Bylaws to manage Elected Officer elections, provide this clarity, and remedy any complaints regarding candidate compliance with responsibilities.

Members of the BCNU, including BCNU Council, are entitled to the right and the freedom to express their support or non-support for a candidate of choice, which may include endorsement or running in a slate. However, Members filling temporary staff positions, the Nominations Committee, and Regional Nomination Representatives are not entitled to the right and freedom to express their support or non-support for a candidate of choice, which may include endorsement or running in a slate.

Candidates must comply with the BCNU Constitution and Bylaws, relevant union policies, the collective agreement, labour legislation, and any other relevant legislation such as the Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection Act (PIPA) or the Workers Compensation Act.

All candidates must ensure compliance with the candidate responsibilities.

The following requirements, conduct, responsibilities, and guidelines are to be utilized in regional elections as well.

References

- Policy 2.0.1 - Council Members (Code of Conduct)
- Policy 5.2.8 – Elected Officer Elections
- Policy 5.5.2 – Regional Elections
- Constitution and Bylaws – In particular, Articles 1, 2, 3, 5, and 12.

Candidate Responsibilities

Eligibility Requirements

Candidates must fulfill all requirements under the BCNU Constitution and Bylaws

Candidates must be BCNU members in good standing.
Conduct

Candidates, like all BCNU members:

- Must not do anything which jeopardizes, or is detrimental to the welfare of the union.
- Must uphold the mission and core values of the BCNU.
- Must act honestly and with integrity
- Must ensure that their campaigns and campaign materials are accurate and not misleading
- Must not interfere with the campaigns or campaign materials of another candidate
- Must not make statements or take actions that are unduly personal or malicious.
- Must not request or allow staff to be used to promote or assist with any aspect of their campaign.
- Members of the Union, including BCNU Council, excluding members filling temporary staff positions, are entitled to the right and the freedom to express their support or non-support for a candidate of choice, this may include endorsement or running in a slate.
- Must not campaign on paid BCNU time, other than at events organized by the Nominations Committee.
- Are responsible for the actions of their campaign and for their campaign materials and must ensure compliance with these guidelines.
- Must not interfere with the normal operations of the worksite or interrupt the delivery of care.
- Must provide verification of any statements issued in their campaign if requested by the Nominations Committee.
- Must have express permission from any person who is depicted or named in their campaign materials.
- Must not engage in any action that will place them in a conflict of interest as per their existing duties.
- Must not communicate with BCNU members concerning the BCNU election using any of the employers' communication systems or BCNU email groups or via privileged access to member emails.
  - Must not utilize BCNU email addresses for any campaign purpose
  - Incumbent candidates must use a standard statement or out-of-office statement which directs people to one of the three communication media (i.e. email).
- Should not be utilizing BCNU funded communication devices, BCNU funded telephone numbers, or BCNU email addresses for any campaign or election purpose.
- May openly and freely debate policies and position statements; however, they must speak to the issues and policies affecting members of BCNU, not the members themselves.

BCNU stewards may voluntarily assist with a candidate's campaign and time devoted to this assistance must not be logged as paid steward time.

The Nomination Committee may remove a candidate from the ticket of nominations for serious or repeated breach of the election rules or procedures, or other serious election misconduct.

Campaign Materials

There must not be any posting of campaign material on the BCNU bulletin boards, except for a BCNU Bulletin, if produced and circulated by the BCNU.

Only the Nominations Committee materials on the BCNU Election Page can be published for use on BCNU bulletin boards.

Candidate information containing hyperlinks will not be published on BCNU webpages.

Hyperlinks will not be published on BCNU webpages for candidate campaign purposes.
BCNU Sanctioned Campaign Materials

The Biographical Sketch and Statement of Objectives as submitted on the Nominations Form will be approved by the Nominations Committee and made available to the membership. In order to be approved, information provided:

- Must be factual and non-defamatory.
- Must not be inappropriate, offensive, or misrepresent the candidate. For example, materials containing racist or sexist content would be found to be inappropriate and offensive.
- Sanctioned materials must not be posted on union bulletin boards nor should they be posted or left unattended elsewhere in worksites. BCNU may provide a bulletin for use on Union Bulletin boards containing sanctioned information. This will be distributed to Stewards to post on bulletin boards.

Candidates who have published materials in their campaign which resulted in an official complaint will be asked to immediately remove the impugned statements. The Candidate will then be given the opportunity to verify the accuracy of the statement(s) within a 24-hr period. If the accuracy of the statement(s) is established the NC will determine if the statement(s) can be republished.

BCNU will publish election information, including a complete list of approved candidates, online at www.bcnu.org following the close of nominations.

Non-Sanctioned Campaign Materials

Non-sanctioned candidate campaign materials must not be posted on union bulletin boards, nor should they be posted or left unattended elsewhere in worksites.

There must not be any posting of campaign material on the BCNU bulletin boards, except for a BCNU Bulletin, if produced and circulated.

Only the Nominations Committee materials on the BCNU Election Page can be published for use on BCNU bulletin boards, such as:

- Background information regarding election rules and decisions,
- Disclaimers,
- Reminders about candidate responsibilities,
- Lists of candidates,
- Event information, or
- Election information.

Length of the campaign

The official campaign period for elections commences after the Nominations Committee has verified a member’s candidacy and ends at the close of the voting period for the election.

Campaigning constitutes circulating published, printed or electronic (email, Facebook, twitter, websites or other social media) materials related to the election.

Contact with the Nominations Committee

Candidates (including incumbents) and staff not directly involved in supporting the committee should not have any direct communications with any members of the committee including their independent legal advisor, except...
through the elections email address (elections@bcnu.org) or as necessary to respond to communications initiated by the committee during the investigation of a complaint.

**Contact with the Regional Nomination Representative**

Candidates participating in regional elections should contact the Regional Nomination Representative. Their respective contact details are posted on the BCNU website and will be on BCNU bulletin boards in the worksite during the election period.