



# NOMINATIONS AND ELECTION POLICY

*(March 2025)*

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## Note: Guiding Principles for Policy Development

1. All candidates are treated equally.
2. The right of every eligible member in good standing to nominate candidates, run for office and vote in a secret ballot election is protected.
3. Risks associated with disruptive and costly election re-runs are minimized.

## **Nominations and Election Policy**

The Nomination and Election of National Officers, National Board members, Local Officers, Local Board members and Convention delegates shall be governed by this Election Policy, the SAG-AFTRA Constitution, additional rules governing the 2025 Convention and applicable federal law. Where a matter is not specifically addressed in this Policy, Local Officer and Local Board member elections shall also be governed by Local Constitutions and policies that have been approved by the National Board or its designee that do not conflict with the SAG-AFTRA Constitution or this Election Policy.

### **ARTICLE I**

#### **NOMINATIONS PROCEDURES**

##### **A. The Mail Ballot Election**

###### **1. Election Calendar**

In consultation with the Locals, the election calendar dates shall be approved by the National Board.

###### **2. Distribution of Notice of Nominations and Election**

By no later than May 10 of the year in which an election is being held, a Notice of Nominations and Election (collectively, the “Nominations and Election Notice”) shall be distributed to members at their last known primary address. This Notice shall be distributed in a format approved by the General Counsel or their designee.

###### **3. Content of Nominations and Election Notice**

The Nominations and Election Notice shall contain a list of offices for which nominations are being accepted, the terms of office, the method(s) of nomination, a summary of the eligibility requirements, the election schedule and the deadline for the submission of Nominating Petitions. The Nominations and Election Notice for National Officers, National Board, Local officer, Local Board and Convention delegate positions will be

included in union publications whenever practicable to avoid additional costs of a separate mailing.

#### 4. Requests for Nominating Petitions

Any member in good standing may request a Nominating Petition. All requests from members for these materials must be made online in the member section of the SAG-AFTRA website or in writing via email to the Governance Department for National Officer positions and to the Local Executive Director or other assigned Staff for National Board, Local Officer, Local Board and Convention delegate positions. Materials requested offline will be sent via email, as requested by the member(s) making the request.

#### 5. Signatures on Nominating Petitions

- (a) Petition signatures may be obtained electronically online in the member section of the SAG-AFTRA website.
- (b) Petition signatures for offline materials must be handwritten and obtained on an original or copy of an official Nominating Petition.
- (c) Petition signatures on an original or copy of an official nominating petition must be accompanied by the member's identification number or the last four (4) digits of the member's social security number.
- (d) Handwritten signatures on an original or copy of an official nominating petition may be scanned and submitted electronically only if they are on a copy of an official Nominating Petition. Signatures typed in font letters will not be accepted.
- (e) In determining the requisite number of signatures online or on an original or copy of an official Nominating Petition, the candidate's signature will be counted.
- (f) Only members in good standing in a particular Local are eligible to nominate online or sign petitions in National Board, Local Officer, Local Board, and Convention delegate elections in that Local. All members in good standing of SAG-AFTRA are eligible to nominate online or sign petitions in the election for President and Secretary Treasurer.

#### 6. Required Number of Petition Signatures

- (a) Candidates for President shall be nominated online or by written petition signed by no fewer than two-hundred (200) members in good standing, including members from at least three (3) Locals.
- (b) Candidates for Secretary-Treasurer shall be nominated online or by written petition signed by no fewer than one-hundred and fifty (150) members in good standing, including members from at least three

(3) Locals.

- (c) Candidates for National Board, Local Officer, Local Board, and Convention delegates shall be nominated online or by a written petition signed by the number of members in good standing designated by the Local in its Constitution and/or applicable Rules of Procedure or Election Rules.

7. Return of Nominating Petitions

- (a) Online nominations will be closed no later than the established deadline for each election. Nominations will not be accepted after the deadline. Once the nominating period has closed which is the established deadline for receipt of election materials, a candidate may not revoke their Consent to Serve.
- (b) Nominating petitions (whether in their entirety or in counterparts) may be sent via email to the appropriate SAG-AFTRA office no later than the established deadline. Nominating Petitions received after the deadline will not be accepted. Once the nominating period has closed which is the established deadline for receipt of election materials, a candidate may not revoke their Consent to Serve. If a document is emailed, there will be no presumption that it has been received by the union before the deadline.
- (c) Election materials shall only be accepted via email at the designated office or email address or online in the member section of the SAG-AFTRA website. No exceptions. If the document is not actually received by the appropriate SAG-AFTRA email address or online in the member section of the SAG-AFTRA website within the time specified, no excuse will be accepted for late filing. Therefore, the candidate who chooses to email such documents or submit documents online in the member section of the SAG-AFTRA website is urged to do so with sufficient time for receipt by the established deadline and to check with the appropriate office to ensure that the document(s) have been received.

**B. Convention Nominations**

1. Nominations for Officers elected at the biennial Convention shall take place as soon as practicable after the opening of each regular Convention.

- (a) Candidates for Executive Vice President shall be nominated by any delegate attending Convention at a meeting of the entire delegate body.
- (b) Candidates for Vice President other than the Executive Vice

President shall be nominated by any delegate attending Convention from their respective delegate caucuses, as set forth in Article VI.G.1.c.ii of the SAG-AFTRA Constitution.

- (c) Delegates must receive appropriate credentials to vote in a particular geographic or work category caucus in accordance with credentialing procedures and Convention Rules approved by the National Board.
- (d) To be eligible to stand for election, a candidate must be nominated by a Convention delegate, the nomination must be seconded by a Convention delegate and the candidate must submit a Consent to Serve form, as described in Section B.1(e) below. Any one delegate may not nominate more than one (1) candidate for each office.
- (e) All nominated candidates must complete a written Consent to Serve form, which must be returned no later than one hour after the close of Nominations. Consent to Serve forms may be emailed to the SAG-AFTRA national office, c/o the Governance Department, in advance of the Convention, provided that such forms must be received in the SAG-AFTRA national office no later than Thursday, October 23, 2025 at 5:00 p.m. (PDT). A candidate who emails their Consent to Serve is urged to do so with sufficient time for receipt by the established deadline. If the document is not actually received in the national office by the time specified, no excuse will be accepted for late filing. Therefore, candidates are urged to check with the national office to ensure that their Consent to Serve has been received. A failure to submit a Consent to Serve form in a timely manner will result in disqualification of the nominee.
- (f) Once the Nominations have closed, a candidate may not revoke their Consent to Serve.

## **ARTICLE II**

### **ELIGIBILITY RULES**

#### **A. Eligibility to Nominate**

1. To be eligible to nominate online or sign a Nominating Petition for President or Secretary-Treasurer, a member must be in good standing in SAG-AFTRA as defined in Article III.C of the SAG-AFTRA Constitution.
2. To be eligible to nominate the Executive Vice President, a member must be an elected delegate to the SAG-AFTRA Convention at which nominations take place. To be eligible to nominate a Vice President other than the Executive Vice President, a member must be an elected delegate who is

credentialed for the respective delegate caucus for that Vice President, as described in Article I.B.1(c), above and as set forth in credentialing procedures and Convention Rules approved by the National Board.

3. To be eligible to nominate online or sign a Nominating Petition for a National Board member from a particular Local or group of Locals, a member must be in good standing as defined in Article III.C of the SAG-AFTRA Constitution and must be a member of that Local or group of Locals.

## **B. Eligibility to Vote**

1. To be eligible to vote for President or Secretary-Treasurer, a member must be an active member in good standing as defined in Article III.C of the SAG-AFTRA Constitution as of a date thirty (30) days prior to the date of the mailing of the ballots or the commencement of telephonic/electronic voting. However, if ballots are mailed or voting in a telephonic/electronic or in-person election commences during the first ninety (90) days of a semi-annual dues period, a member whose dues are paid-up as of the thirty (30) day period referred to above for the immediately preceding semi-annual dues period and/or the current dues period shall be eligible to vote.
2. To be eligible to vote for Executive Vice President, a member must be an elected delegate attending the Convention at which the election takes place.
3. To be eligible to vote for a Vice President other than the Executive Vice President, a member must be an elected delegate attending the Convention who has received credentials to vote in the respective delegate caucus for that Vice President.
4. To be eligible to vote for a member of the National Board, Local Officer, Local Board, or Convention delegate, a member must be an active member in good standing as defined in Article III.C of the SAG-AFTRA Constitution as of a date thirty (30) days prior to the date of the mailing of the ballots, the commencement of telephonic/electronic voting or a membership meeting at which the election will take place. However, if ballots are mailed or voting in a telephonic/electronic or in-person election commences during the first ninety (90) days of a semi-annual dues period, a member whose dues are paid-up as of the thirty (30) day period referred to above for the immediately preceding semi-annual dues period and/or the current dues period shall be eligible to vote.

## **C. Eligibility to Run for Office**

### **1. National Officer**

To be eligible to serve as a National Officer, a member: (a) must have been in

good standing in the Union throughout the two dues periods prior to, and the current dues period including the date of their nomination; (b) must be at least 18 years of age upon taking office; (c) must have been an active member for twenty-four (24) months prior to the date of their nomination; and (d) may not be a Management Employee as that term is defined in Article VIII.G of the SAG-AFTRA Constitution and applicable SAG-AFTRA policy.

## 2. National Board Member

To be eligible to serve as a member of the National Board, a member: (a) must have been in good standing in the Union throughout the dues period prior to, and the current dues period including the date of their nomination; (b) must be at least 18 years of age upon taking office; (c) must have been an active member for twenty-four (24) months prior to the date of their nomination; and (d) may not be a Management Employee as that term is defined in Article VIII.G of the SAG-AFTRA Constitution and applicable SAG-AFTRA policy.

## 3. National Officer or National Board Member from a Local or Group of Locals

In addition to the criteria set forth in C.1 and C.2 above, in order to be eligible to serve as a member of the National Board or National Officer from a Local or group of Locals, a member must have been a member of the Local or group of Locals for the twelve (12) months prior to the date of their nomination.

## 4. National Officer or National Board Member from a Work Category

In addition to the criteria set forth in C.1 and C.2 above, in order to serve as a National Officer or Board Member from a Work Category, a member must have been a declared member of that category for the twelve (12) months prior to the date of their nomination.

## 5. Local Officer or Local Board Member

In order to serve as a Local Officer or Local Board member, a member must meet the criteria set forth in C.2.a, b and d, above, and have been a member of the Local or group of Locals for the twelve (12) months prior to the date of their nomination as well as any additional criteria established under the Local's Constitution and/or Rules of Procedure that have been approved by the National Board or its designee. In order to be eligible to serve as a Local Officer or Local Board member in a seat designated for a particular Work Category, a member must have been a declared member of that category for the twelve (12) months prior to the date of their nomination, unless specifically provided otherwise in the Local Constitution.

## 6. Convention Delegate

In order to be eligible to serve as a Convention delegate, a member: (a) must have been a member in good standing of their Local for the six (6) months

prior to the date of their nomination; and (b) may not be a Management Employee as that term is defined in Article VIII.G of the SAG-AFTRA Constitution and applicable SAG-AFTRA policy. In order to be eligible to serve as a Convention delegate in a seat designated for a particular Work Category, a member must have been a declared member of that category for the six (6) months prior to the date of their nomination, unless specifically provided otherwise in the Local Constitution.

7. Staff will make every effort to accommodate inquiries regarding eligibility and confirm receipt of all relevant materials (especially near deadlines) within a timeframe of no more than three (3) business days, if possible.

### **ARTICLE III**

#### **CAMPAIGNING AND ACCESS**

##### **A. Voter Information Guide/Candidate Materials**

1. The Mail Ballot Election for President, Secretary-Treasurer, National Board, Local Officers and Local Board

##### **(a) Photos**

1. Non-Convention Delegate candidates may submit a campaign photo for use in the Voter Information Guide (the “Guide”) that will be distributed by SAG-AFTRA to members in good standing together with the mail ballots. Candidates seeking to have their photos used in the Guide must sign a photo release and indemnification form. Photos submitted for the Guide must be of the candidate running, and must be in the form of a photograph and not an illustration of any kind. Further, political messaging may not be included.
2. Convention Delegate candidates may also submit a campaign photo in accordance with the requirements in Article III.A.1.a (1), above. However, the photos will not appear in the Voter Information Guide and will be made available online through a link in the Guide.

##### **b) Candidate Statements**

Candidates may submit a statement in a single paragraph form of not more than one hundred (100) words that will be published, together with the candidate’s photo, in the Guide. Candidates’ statements and photos will be listed in the Guide in the same order as they appear on the ballot. The Guide shall contain a statement that all candidates were afforded the right to submit statements and photos in accordance



with this Nominations and Election Policy. A nominated candidate may have their photo and statement appear in the Guide only if their materials have been received by the appropriate SAG-AFTRA designated email address no later than the established deadline. If a document is emailed, there will be no presumption that it has been received by the union before the deadline. If the document is not actually received by the appropriate SAG-AFTRA designated email address within the time specified, no excuse will be provided to the candidate for late filing. Therefore, the candidate who chooses to email such documents is urged to do so with sufficient time for receipt by the established deadline and to check with the appropriate office to ensure that the document(s) have been received. Candidate photos and statements received after the deadline will not be accepted.

- (i) Words divided by slashes, hyphens or other punctuation are counted individually, except for SAG-AFTRA, Officer titles (including National Officer, National Board and Local Board titles) and the names of union committees excluding the word “committee” which are counted as one word.
- (ii) Names of the Pension & Health Funds and Foundations are counted as one word.
- (iii) Cities are counted as one word. States are also counted as one word.
- (iv) Names of locals including the word “local” are counted as one (1) word.
- (v) Telephone numbers are counted as one word. Other numbers are counted as one word.
- (vi) URLs (website addresses) and addresses following the “@” symbol are counted as one (1) word. However, URLs and handles may contain no more than five (5) words. Thereafter, all word count rules will apply.
- (vii) A candidate’s name as the title is not counted as part of the statement.
- (viii) All word count rules apply to hashtags following the “#” symbol.
- (ix) In the event that a statement submitted in advance of the published due date exceeds one hundred (100) words, a candidate may revise it prior to the deadline. If a revised

statement is not received by the established deadline, the original statement will have only the first one hundred (100) words printed. It is the candidate's responsibility to check their statement's word count following the rules in this Article III.A.1(b). Statements not in compliance with this policy will be reviewed following the established deadline by the appropriate election committee and will be cut off at exactly one hundred (100) words.

- (x) To ensure a uniform and equitable display of candidate information, candidate statements will be: 1) displayed in paragraph form with no additional line spacing, 2) listed in text format only and contain no graphics or emoji's, 3) all website addresses will be underlined and 4) presented in the same font and size.
- (xi) Except as set forth above, statements will be printed exactly as submitted.

## 2. Additional Materials for National Board, Local Officers and Local Board Positions

Additional materials for National Board, Local Officers and Local Board positions may be provided at the discretion of the Local Board in accordance with these rules and, if additional rules are deemed appropriate, approval by the National Board or Executive Committee is required.

## 3. The Convention Election

- (a) Nominated candidates will have the opportunity to participate in a candidates' forum that will be held as soon as practicable after the opening of each regular Convention and/or, at the discretion of the National Board, to have their photo and a statement appear in a Candidate Information Guide in accordance with standing rules adopted by the National Board or its designee.
- (b) Article III.A.1.a and b shall be applicable to Candidate Information Guides distributed at Convention.

## **B. Mailings of Candidate Literature**

1. Each candidate shall be permitted a reasonable opportunity, equal to that of any other candidate, to have their literature sent via U.S. Postal Service or electronic mail (hereinafter collectively referred to as "candidate mailings") at the candidate's expense. Each candidate is entitled to a reasonable number of candidate mailings, whether or not any other candidate makes such request(s).

2. Such request(s) for candidate mailings shall be made in writing by the candidate to the Governance Department, and shall specify the desired date of the mailing. Requests will be processed as set forth below.
3. With respect to U.S. Postal Service candidate mailing requests, SAG-AFTRA will arrange for the production of mailing labels and for a mail house to either: (a) label and mail campaign postcards, materials in other mailing formats, or pre-sealed envelopes containing campaign material, or (b) insert the candidate's pre-printed campaign material into labeled envelopes and mail. SAG-AFTRA will provide the candidate with instructions for delivery of candidate material to the mail house, as well as an estimate from the mail house for the reasonable costs of such mailing, including the vendor's charge and the postal fees. All campaign material must include the return address of the mail house and must not indicate or suggest in any manner that the material is an official communication from SAG-AFTRA. All literature must include the following disclaimer: "Not paid for with SAG-AFTRA funds." The disclaimer shall be in no less than 10 pt. font. A signed statement will be required certifying that the material meets the requirements set forth in this paragraph.

The candidate may also contract with the mail house to print their campaign literature. Candidates must tender the cost of the mailing, including printing, upon delivery of their material to the mail house. A candidate also will be responsible for reimbursing SAG-AFTRA, prior to the mailing for the reasonable costs it incurs in connection with the production of mailing labels. SAG-AFTRA is not required to distribute or arrange for the distribution of any candidate's campaign literature if the candidate is not willing and able to pay for the reasonable costs of the mailing in advance of the mailing. In complying with requests to mail literature, SAG-AFTRA shall use the names and current addresses that are on file for all eligible voters.

4. With respect to requests to distribute candidate literature via e-mail, SAG-AFTRA will make available to all candidates the opportunity to send campaign communications by e-mail to all eligible voters who have provided an e-mail address to the Union. E-mail distribution of literature will be transmitted by an independent company designated by SAG-AFTRA, that specializes in electronic communications. The e-mail message must identify the candidate and be in rich text format. The message may not include attachments although it may include a website's URL in rich text format. The subject line will read "SAG-AFTRA Election Campaign Literature." All messages must be preceded by the following statement:

This e-mail is not an official communication from SAG-AFTRA, and has not been transmitted at SAG-AFTRA's expense.

and followed by the following statement:

SAG-AFTRA is required by federal law to comply with all reasonable requests by candidates for union office regarding the distribution of campaign literature at the candidate's expense. The preceding message has been prepared by the candidate and is not endorsed or reviewed by SAG-AFTRA. The candidate has not been provided with your email address and will not receive any responses. This message is being transmitted by an independent electronic communications company that has signed an agreement with SAG-AFTRA which requires the company to guarantee the confidentiality of your email address.

5. The candidate will be responsible for all vendor costs and will pay the vendor directly for the transmission of candidate literature via e-mail. SAG-AFTRA will provide all candidates requesting the distribution of literature via e-mail with instructions concerning the emailing of candidate literature, the name of the authorized vendor and the vendor's price list. Payments must be made to the vendor prior to its rendering services.
6. Candidates will be charged \$100.00 per e-mail broadcast and 4.5 cents per address. Additional mailing to the same list of voter constituents will be billed at the 4.5 cents per address. Each candidate will incur a \$75.00 per hour additional charge for changes after the first test e-mail unless the change is to correct a vendor error.
7. Upon the reasonable request of each candidate, the Union will provide special programming services to identify specific segments of the membership for campaign mailings. Special programing requests will be billed at the hourly rate of \$50.00.
8. All vendors will sign a confidentiality agreement which guarantees that members' mail and e-mail addresses will not be made available to the candidate, the recipients of campaign materials, or any third party. The vendor will verify with SAG-AFTRA, before entering into an agreement with the candidate, that they are included on a list of authorized candidates. Candidates will not be able to see progress messages, bounce notifications or failed delivery information. Upon request by the candidate, the vendor will provide them with a report on the total number of mail and/or e-mails sent and the total number of undeliverable pieces of mail and/or emails.
9. SAG-AFTRA may not refuse to process or distribute any candidate's literature on the basis of its content, nor may it edit any candidate's campaign literature.

### **C. Inspection of Membership List**

Each candidate shall have the right, on one occasion during the thirty (30) days before the ballot count, to inspect, but not copy, a list containing the names and last known addresses of all members of the Union. SAG-AFTRA shall not discriminate in favor of or against any candidate with respect to the membership list. A request to inspect the membership

list shall be made in writing by email sent to the Governance Department at the National Office.

**D. Freedom to Exercise Political Rights**

Subject to the limitations set forth in Article IV, below, all SAG-AFTRA members retain the right to participate in campaign activities, including the right to run for office (if they meet the eligibility requirements in SAG-AFTRA's Constitution), to openly support or oppose any candidate, to aid or campaign for any candidate and to make personal campaign contributions. These rights apply to all members, including members who also serve in the role of an employer.

**ARTICLE IV**

**CAMPAIGN CONTRIBUTIONS**

**A. Union Funds, Resources, Personnel and Facilities**

1. Except as provided in Article IV.A.4 and 5 below, no SAG-AFTRA funds, resources, personnel or facilities may be used to promote the candidacy of any person, and no candidate may receive any Union contributions made to promote their candidacy. This prohibition includes a ban on monetary contributions and the use of the Union's stationery, equipment, facilities, personnel or other resources to promote a candidate other than that set forth in Article III.A. The following examples of the use of Union funds, resources, personnel and facilities are strictly prohibited:
  - (a) Use of the Union office or telephones for campaigning;
  - (b) Use of Union office equipment to prepare, fax, email or photocopy campaign material;
  - (c) Use of Union stationery for campaign purposes;
  - (d) Use of the Union's logo or name or the use of the Union's logo in a manner which would reasonably be construed as an endorsement by the Union, or use of the union's logo or name in the name of any slate of candidates.
  - (e) Use of Union publications to promote a candidate.
  - (f) Use of Union staff to assist with the preparation or distribution of campaign materials.
2. No member may campaign for themselves or for any other candidate during time that is paid for by any employer provided, however, that campaigning incidental to work or during paid vacation, paid lunch hours or break, or similar paid time off is permitted.

3. In light of the Union's obligation to communicate with and inform the membership regarding its normal business activities, the following are examples of non-election related Union communications that are permitted.
  - (a) Inclusion of the names of members who also are candidates in communications regarding collective bargaining negotiations, including updates on the status of those negotiations and recommendations regarding ratification votes or other actions of the membership in connection with such negotiations.
  - (b) Regular listing or statement of the identity of the Officers, Board members or others who are committee chairs and co-chairs or committee members, on the website, in publications or in other Union communications.
  - (c) Reporting of or communications about significant newsworthy events that include references to members who are or may be candidates for Union office.
4. Communications that fall under Section A.3, above, will be reviewed by the General Counsel or their designee to ensure compliance with this Policy and applicable law.
5. Electioneering on the Union's Facebook page, on union premises or at union meetings or committee-sponsored events is strictly prohibited, provided that the National Board or a Local Board may host a "Meet the Candidates" event at which all candidates will be afforded an equal opportunity to address the membership. Advance notice of the opportunity to participate in such an event must be provided to all candidates.
6. The use of the SAG-AFTRA logo, or any facsimile thereof, is not permissible for campaign purposes at any time.

**B. Employer and other Union Funds, Resources, Personnel and Facilities**

No employer or union funds, resources, personnel, equipment, facilities, or any other things of value from any employer or union may be used to promote the candidacy of any person, and no candidate may receive any employer or union contributions made to promote their candidacy. This prohibition includes a ban on monetary contributions and the use of a union's or employer's stationery, website or social media sites, mail or email lists, equipment, facilities, personnel or other resources to promote a candidate. Without limitation, some examples of prohibited contributions include media outlets using employer funds to publish or broadcast candidate promotional materials and employers, including industry management (such as directors or casting agents), using their work emails or social media sites to promote or denigrate any candidates or slates. The prohibition on employer contributions extends to every employer, regardless of the nature of the business or whether any union represents its

employees, and to every thing of value used to promote a member's candidacy. The prohibition extends to SAG-AFTRA and all other labor unions. If a SAG-AFTRA member is also an employer, however, the law does not prohibit them from contributing their personal funds to a candidate without using any employer funds or resources.

## **ARTICLE V**

### **THE ELECTION**

#### **A. Election Supervision**

The election of the President, Secretary-Treasurer, National Board members, Local Officers, Local Board members and Convention delegates shall be conducted by one independent election services company (the "election company") selected by the General Counsel or their designee. The nomination and election of the Vice Presidents shall be conducted at the Convention by the Union.

#### **B. National Officer Election Committee**

The National Board shall appoint a National Officer Election Committee (the "Election Committee") to oversee the conduct of all National Officer nominations and elections. The Election Committee shall be made up of at least three (3) members in good standing who may not be candidates for National Officer, National Board, Local Officer, Local Board or Convention delegate positions. For purposes of this Section, service on the Election Committee shall be deemed to commence on the date of and immediately upon appointment to the Election Committee.

#### **C. Conduct of the Mail Ballot Election**

1. The Election. The 2025 election of the President, Secretary-Treasurer, National Board, Local Officer, Local Board and Convention delegate shall be conducted entirely by mail ballot for the purposes of transparency and observation.
2. Printed Ballots. All ballots shall be identified as the Official SAG-AFTRA Election Ballot.
3. Mailing of Ballots. All ballots will be mailed to the last-known home address of each member in good standing, or another address that the member has designated for the receipt of SAG-AFTRA communications, and must be returned in not less than thirty (30) days.
4. Order of Placement. The order of candidates on the ballot for all elections including elections held at convention shall be alphabetical with the starting letter determined by lot by the National Election Committee.

5. Write-Ins. Write-in votes will not be permitted.
6. Slate Membership. Each candidate nominated for office may campaign as a member of a slate of candidates, regardless of whether the slate is complete. No candidate shall be compelled to run as a member of a slate.
7. Nomination for Multiple National Offices. No candidate shall be permitted to run for both President and Secretary-Treasurer or for more than one (1) Vice President position at Convention except that if a candidate is not elected, they may be permitted to run for another Vice President position until elected.
8. Ballot Security. Representative(s) of the election company will maintain the ballots at all times during the election. The election company shall retain the ballots for a minimum of one (1) year following the election.
9. Observers. Each candidate shall have the right to be present and/or to designate observers to be present during the election process. The Election Committee shall have the right to remove candidates or observers that obstruct or otherwise interfere with the ballot count.
10. Unopposed Candidates. An unopposed candidate shall be deemed elected.

**D. Ballot Count**

1. The Count. The ballot count shall begin as soon as practicable following the deadline for the return of the ballots. Only ballots that have arrived in the official P.O. Box by the established deadline will be picked up.
2. Voter Intent. Any ballot marked in such a way as to reasonably indicate the intent of the voter will be counted. The Election Committee will resolve questions as to the intent of a ballot.
3. Eligibility Check. The eligibility of all voters will be determined prior to the opening and tabulation of the ballots. Members may challenge the eligibility of a voter by identifying the voter and clearly specifying the basis for the objection before any envelopes are opened. All decisions on voter eligibility will be made by the Election Committee.
4. Tie vote. In the event of a tie for any non-National Officer position, which will be verified by a re-count, the winner shall be determined by a neutral, random selection administered by the Local Election Committee, except that in a Local or group of Locals that has only one National Board seat, a runoff election may be conducted. In the event of a tie vote for the President or Secretary-Treasurer, a run-off election shall be conducted. The Election Committees will oversee any re-run elections that are conducted.
5. Plurality Vote. The holder(s) of the highest number of votes shall be deemed



elected, regardless of whether a majority is achieved.

6. Tabulation. Ballots for the President and Secretary-Treasurer shall be tallied within the forty-five (45) day period immediately prior to the Convention.

#### **E. Conduct of the Convention Election**

1. The election of the Executive Vice President shall be conducted by a secret ballot vote of the Convention delegates as soon as practicable after the opening of each regular Convention in accordance with policies established by the National Board.
2. The election of the other Vice Presidents shall be conducted by a secret ballot vote of the delegates in their respective delegate caucuses as soon as practicable after the opening of each regular Convention.
3. The provisions of C.2 and 4-10, above, shall apply to the Convention election.
4. The ballot tabulation shall begin as soon as practicable after the polls have closed. The requirements of D.2, 3 and 5, above, shall apply to the Convention ballot count.

### **ARTICLE VI**

#### **PROTESTS AND APPEALS**

##### **A. Eligibility Protests**

Any member who desires to challenge a ruling on eligibility or challenge a candidate's eligibility to run for National or Local office in the non-convention election must file a written protest with the National or Local Election Committee, respectively, within three (3) business days of when the member knew or should have known of the basis for the eligibility challenge. Written protests that challenge a candidate's eligibility and allege that a candidate is primarily employed as management or primarily performs the functions of management in the Union's jurisdiction must include with specificity information that provides a basis for the challenge and shows how a candidate is acting primarily and continually in the interests of an employer or employers rather than in the interests of the members of the Union and how those activities conflict with performance of representational duties. Protests concerning the eligibility of a member nominated at the Convention shall be filed within two (2) hours of the close of Convention nominations conducted in accordance with Article I.B.1 of this Nominations and Election policy. Eligibility protests shall be decided promptly by the National or Local Election Committee. The Election Committee may, in its discretion, decide such protests based on the documents submitted, a conference call hearing or an in-person hearing. Each Election Committee's decision on eligibility is final and binding.

## **B. Election Protests**

### **1. National Officer Election**

- (a) Any protest regarding an alleged violation of the election provisions of the SAG-AFTRA Constitution, this Election Policy or applicable law in the National Officer Election must be filed with the Election Committee appointed by the SAG-AFTRA National Board (the “national Election Committee”) to oversee the election.
- (b) The protest shall set forth with reasonable specificity the nature of the alleged violation, the facts underlying it and how it may have affected the outcome of the election.
- (c) The national Election Committee shall consider all facts it deems appropriate to resolve an election protest and may, in its discretion, hold hearings concerning any such protests. All affected candidates will receive a copy of the protest and any evidence submitted in support of the protest, and will have the opportunity to submit evidence to the national Election Committee.
- (d) The national Election Committee shall also have the authority to hear and decide any protest filed under Article VI.B.2, below, if the facts giving rise to the protest are identical to those involved in a National Officer protest that has been filed with the national Election Committee. If the national Election Committee decides to assume jurisdiction of such a protest, the Local Election Committee shall have no further authority to hear or decide the protest. The national Election Committee shall also have exclusive jurisdiction to hear and decide any protest arising out of or involving the online nomination and election, whether in connection with a National or Local election.
- (e) The national Election Committee shall render its written decision as promptly as possible, but in no event more than forty-five (45) days following the date of the election.
- (f) National Election Committee decisions shall be final and binding. Elections challenged by a member are presumed valid unless and until the same or another candidate is elected in a rerun election.

### **2. National Board, Local Officer, Local Board and Convention delegate elections**

- (a) Each Local shall establish an Election Committee to (1) oversee the conduct of the National Board, Local Officer, Local Board and

Convention delegate nominations and elections; and (2) hear and determine election protests in accordance with this Election policy and additional Local policies or procedures that are not inconsistent herewith, subject to Article VI.B.1.d, above.

- (b) The Local Election Committee shall be made up of at least three (3) members in good standing who may not be candidates for President, Secretary-Treasurer, National Board, Local Officer, Local Board or Convention delegate.
- (c) Protest Procedures
  - (i) Within fourteen (14) days following the election, a member in good standing may file with the Local Election Committee an election protest concerning an alleged violation of the election provisions of the SAG-AFTRA Constitution, this Election Policy, a Local's election policies or applicable law. The protest shall set forth with reasonable specificity the nature of the alleged violation, the facts underlying it and how it may have affected the outcome of the election.
  - (ii) The Local Election Committee shall consider all facts it deems appropriate to resolve an election protest and may, in its discretion, hold hearings concerning any such protests. All affected candidates will receive a copy of the protest and any evidence submitted in support of the protest, and will have the opportunity to submit evidence to the Local Election Committee.
  - (iii) The Local Election Committee shall render its written decision on all election protests as promptly as possible, but in no event more than forty-five (45) days following the date of the election.
  - (iv) Local Election Committee decisions shall be final and binding. Elections challenged by a member are presumed valid unless and until the same or another candidate is elected in a rerun election.

## **ARTICLE VII**

### **ANNOUNCEMENT AND CERTIFICATION OF ELECTION RESULTS**

Upon completion of the vote count in the mail ballot elections, the results shall be certified by the election company in writing to the National and Local Election Committees. The results of the Convention elections will be certified by SAG-AFTRA and announced immediately following the elections. Results for mail ballot elections will be distributed at

tabulation and emailed to candidates. Results of both the mail ballot and Convention elections will be posted on SAG-AFTRA's website. The National Officers, National Board members, Local Officers, Local Board members and Convention delegates who have been elected shall assume their offices immediately upon their election.

## **ARTICLE VIII**

### **ADDITIONAL NOMINATION AND ELECTION PROCEDURES**

The National Board or its designee may develop additional nomination and election procedures for the mail ballot and Convention elections, provided that such procedures are consistent with the SAG-AFTRA Constitution and applicable federal law.

A. Board Term Start Dates

All 2025 new Board terms begin on Friday, September 12, 2025.

B. Uniform National and Local Petition Forms

Uniform National and Local petition forms including the online nominating forms will be prepared by the Governance Department subject to approval of counsel.