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***Rules for the 2020-2021 IBT International Union Delegate and Officer Election:
Notice of Changes from Previous Election Rules***

The Final Order in *United States v. International Brotherhood of Teamsters*, entered February 11, 2015, provides that after a 5-year transition period, responsibility for adoption of Election Rules shifts from the U.S. District Court to the IBT General Executive Board, subject to limitations set forth in the Final Order. The Election Rules for the 2020-2021 election cycle and those that follow are generally required to be “substantially the same as those that governed previous IBT elections.”

The Final Order permits *non-material changes* to the Election Rules as necessary to tailor the rules to a new election cycle. The bulk of the changes in the proposed Election Rules update years, and in some cases particular dates, to apply to the 2020-2021 election cycle.

The Final Order also permits *material changes* to the Election Rules, provided that “the changes are fully consistent with federal law, the IBT Constitution, and this Final Order, and provided that the Government is notified in writing of the changes prior to their implementation and provided that they are approved by the Independent Election Supervisor.”

Two material changes are proposed for adoption in the 2020-2021 Election Rules, each of which is fully consistent with federal law, the IBT Constitution, and the Final Order. The first addresses the instance where a member returns more than one ballot. Under the existing rule, the ballot bearing the latest postmark is counted, and the other(s) voided. The existing rule also establishes that where the postmark evidence is inconclusive, all ballots the member returned are voided. Experience shows that postmark evidence is sometimes illegible or missing. To address this circumstance, the proposed rule adds a provision that, if the ballot received nearest in time to the day for tallying ballots cannot be ascertained, the ballot returned in the envelope *last sent* to the member will be counted, and the other(s) voided. This change is reflected in Article II, Section 11(f), applicable to local union delegate and alternate delegate elections, and Article IV, Section 9(b), applicable to the International Officers election.

The second material change makes explicit in the Election Rules the existing practice with respect to filling vacancies in elected local union delegations to the IBT convention. Under the existing rule, delegates are ranked according to votes received in a contested election or, in the case of an uncontested election, by lottery or by agreement among the local union’s delegates. When a vacancy occurs in the delegation, existing practice has the delegate in the

next lower rank (if one exists) fill the vacancy, and the vacancy created by this action is filled in the same manner until the last-ranked delegate has moved up one rank. Only then is the last-ranked delegate vacancy filled by promotion of the first-ranked alternate delegate. This clarification is made to Article II, Section 13.

Dated: February 11, 2020

Washington, D.C.

S/ Richard W. Mark
Election Supervisor