

NOTICE OF ELECTION

LOCAL UNION/GENERAL COMMITTEE/SYSTEM FEDERATION _____

A secret mail ballot election is being held for _____ delegates and _____ alternates to the 2026 IBT Convention. When you receive your ballot, **vote for no more than _____ candidates for delegate, and no more than _____ candidates for alternate.** To vote, place a mark in the box to the left of the candidate(s) or slate of your choice.

INSTRUCTIONS TO VOTER:

1. Vote for no more than _____ delegate candidates and no more than _____ alternate delegate candidates
2. You may vote for a full slate.
3. You may vote for a partial slate plus additional candidates, whether or not on a slate, so long as the total number of delegate and alternate delegate candidate votes does not exceed the total to be elected.
4. Instead of voting for any slate or partial slate, you may vote for individual candidates, whether or not on a slate, so long as the total number of delegate and alternate delegate candidate votes does not exceed the total to be elected.
5. By placing a mark in the slate box (or circle), you will have voted for all the individual candidates on that slate. If you mark a slate box (or circle) and also vote for other candidates so that the total of your votes is more than the total number of positions to be elected, only your slate vote will be counted. If you vote for two or more slates so that the total of your votes for slate members is more than the total number of positions to be elected your vote will not be counted for any candidate running for that position.

After voting, fold the ballot (*do not tear off any portion*) and insert the ballot into the envelope marked "Secret Ballot Envelope." Seal the secret ballot envelope. Do not put any identifiable marks on the secret ballot envelope. Use of this envelope ensures the confidentiality of your vote.

Place the sealed Secret Ballot Envelope in the return envelope, seal and mail the return envelope. Postage is already provided. **Do not remove or deface the mailing label which contains your name and address. This label must be visible for your vote to be counted.**

ONLY BALLOTS RETURNED BY U.S. MAIL TO THE P.O. BOX BY _____ A.M. ON _____ WILL BE COUNTED.

You should receive your ballot package by _____. If you have not received a ballot by then, or if you make a mistake on your ballot or lose your ballot, or need any materials which accompanied your ballot, you may request a duplicate by contacting the Local Union at:

No person or entity shall limit or interfere with the right of any IBT member to vote, including, but not necessarily limited to, the right to independently determine how to cast his or her ballot, the right to mark his/her ballot in secret and the right to mail the ballot himself/herself. No person or entity may encourage or require an IBT member to mark his/her ballot in the presence of another person or to give his/her ballot to any person or entity for marking or mailing. Any violation of this rule may result in the disqualification of a candidate who benefits from the violation, in imposition of criminal penalties under federal law and/or other consequence or remedy.