OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1750 K Street NW, Suite 200
Washington, DC 20006
844-428-8683 Toll Free
ElectionSupervisor@ibtvote.org
www.ibtvote.org

Timothy S. Hillman
Election Supervisor

SUPPLEMENTAL ELECTION SUPERVISOR RULES FOR THE 31st INTERNATIONAL IBT CONVENTION

Article III, section 5(b) of the *Rules for the IBT 2025-2026 International Union Delegate and Officer Election, ("2026 Election Rules")* requires the Election Supervisor to determine the schedule and procedures for the nomination of candidates for IBT International union office at the 31st International IBT Convention (the "Convention"). The schedule and procedures are set forth in these *Supplemental Convention Rules*, which supplement the *2026 Election Rules*, Article III, Sections 5(a)-(q). [1]

A. ELIGIBILITY TO RUN

1. To be eligible to be a candidate for IBT International union office, a member nominated from the floor to run for any International officer position must:

a. Be a member in continuous good standing of his/her local union, with dues paid to the local union for a period of twenty-four (24) consecutive months prior to the month of nomination for said position, with no interruption in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;

b. Be employed at the craft within the jurisdiction of the local union for a period of twenty-four (24) consecutive months prior to the month of nomination; and

c. Be eligible to hold office if elected.

2. Candidates nominated from the floor for Regional vice president must meet the above requirements and be a member in continuous good standing for a period of twenty-four (24) consecutive months prior to the month of nomination of a local union within the jurisdiction of the region for which the position is sought.

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[1] Times of day stated in the *Supplemental Convention Rules* are local time in Las Vegas, Nevada.

3. Members intending to seek nomination at the convention are encouraged to notify the Election Supervisor of their intent well in advance of the convention, so that the Election Supervisor may make eligibility determinations in sufficient time so as not to delay the nomination process.

B. ORDER OF FLOOR NOMINATIONS

1. On Sunday, June 14, 2026 at 5:00 p.m., the Office of the Election Supervisor ("OES") will conduct lot drawings for the order of floor nominations for all announced candidates for International union office. The lot drawings will be conducted at the OES office at Caesar's Palace, Emperor's Ballroom, 4th Floor (Emperor Level).

2. At noon on Saturday June 13, 2026, a list of "announced candidates" whose names will be put into the lot drawing will be posted to the OES Website and on a bulletin board located at the OES office at Caesar's Palace. Any member ***not*** on the posted list who wants his or her name included as an "announced candidate" in the lot drawing must make that request by writing, delivered to the OES office at Caesar's Palace on Sunday, June 14, 2026. The writing shall state the member's name, local union or other affiliation within the IBT, International union office sought, and full social security number. Any member whose name appears on the posted list who wants his or her name ***removed*** from the list must make that request by writing, delivered to the OES office at Caesar's Palace by noon on Sunday, June 14, 2026. The writing shall state the member's name, local union or other affiliation within the IBT, International union office sought, and full social security number.

3. The lot drawings for each group of offices will take place in the same order as the floor nominations, that is:

a) At-Large Vice-Presidents;

b) Trustees;

c) Regional Vice-Presidents and President, Teamsters Canada;

d) General Secretary-Treasurer; and

e) General President.

4. Candidates or their observers may be present to observe the drawing. Observers must be members of the IBT. Each observer must have a written authorization from the candidate he or she represents. A copy of an observer form (Form 25) is available at the OES Website under "Official Forms – Forms for IBT Convention" and may also be obtained at the OES office at Caesar's Palace.

5. At the time of the lot drawing, each announced candidate should provide the Election Supervisor with the names, in writing, of his/her nominator and seconder so that those delegates may be called on by the Convention chair at the appropriate time.

6. Candidates may be nominated from the floor immediately after the nomination of announced candidates who participated in the lot drawing for the order of floor nominations.

C. NOMINATIONS AND SECONDS

1. Floor nominations for all offices shall open at 2:00 p.m., Monday, June 15, 2026 and shall proceed until nominations for all offices shall have been made and accepted.

2. Only delegates whose elections have been certified and who have been issued credentials by the Election Supervisor will be allowed on the Convention floor to participate in the nomination of candidates. Before the start of nominations, all delegates who do not have credentials issued by the Election Supervisor will be asked to leave the Convention floor. Delegates who do not have credentials issued by the Election Supervisor may observe the nomination proceedings from the Guest seating area.

3. At the conclusion of the nominations of the announced candidates who participated in the lot drawing for each office, the Convention chair will call for additional nominations from the Convention floor.

4. The Convention chair will designate microphones at multiple locations on the Convention floor which will be used by delegates choosing to nominate candidates for International union office, delegates choosing to second candidates for International union office and candidates accepting such floor nominations.

5. Each candidate will be limited to one nominator and one seconder.

6 A delegate nominating a candidate will be limited to a two-minute nomination speech.

7. A delegate seconding a nomination of a candidate will be limited to a brief statement not to exceed 15 seconds.

D. CANDIDATE ACCEPTANCE OF FLOOR NOMINATION

1. A candidate must accept or decline the floor nomination at the time made unless the candidate has previously submitted a written acceptance to the OES. **A candidate's written acceptance will be considered only if it is submitted to the OES *before* the close of nominations for the office for which the candidate seeks nomination.** A written acceptance shall state the name of the candidate, the office to which nomination is accepted, provide the candidate's full social security number, and shall be signed by the candidate. Candidates may elect -- but are not required -- to accept floor nomination using OES Form 39, which available at the OES Website under "Official Forms – Forms for IBT Convention" and may also be obtained at the OES office at Caesar's Palace.

2. If accepting his/her floor nomination orally during the nominating session, a candidate will have not more than 15 seconds to make a brief statement of acceptance. The

candidate may state that he/she is seeking nomination as a member of a slate and may identify the slate by name.

E. LOT DRAWINGS FOR BALLOT POSITION, AND PREPARATION OF THE NOMINATION VOTING BALLOT

1. Candidates nominated from the floor must receive at least five percent of the delegate votes cast from the relevant set of OES-credentialed delegates to be successfully nominated to the mail ballot: a candidate for union-wide office must receive five percent of the votes cast by all the voting delegates, and a candidate for a regional union office must receive five percent of the votes cast by the voting delegates from that region. In calculating the whole number of votes needed for nomination, any fraction will be rounded to the next larger whole number.

2. Lot drawings for ballot position for candidates nominated from the floor for each of the International officer positions will be held immediately following the close of all floor nominations on Monday, June 15, 2026. The lot drawings will be conducted at the OES office at Caesar's Palace, Emperor's Ballroom, 4th Floor (Emperor Level).

3. Before the lot drawings for ballot position, the Election Supervisor will verify the eligibility of all candidates nominated from the floor to run for any International officer position with respect to the provisions of Sections A. 1(a) and A. 2 above. The Election Supervisor may verify the eligibility of all candidates nominated from the floor to run for any International officer position with respect to the provisions of Sections A. 1(b) and/or (c) above. The Election Supervisor will abide by all decisions of the Independent Review Officer, the Independent Investigations Officer and observe the disqualification requirements of the Labor Management Reporting and Disclosure Act.

4. Following the lot drawing, OES will supervise preparation of an electronic ballot for the nomination ballot voting. Candidate observers will be provided with a static copy of the electronic ballot.

F. VOTING PROCEDURE

1. Voting will take place on Tuesday, June 16, 2026 starting at 7:00 a.m. and ending at 11:00 a.m. The electronic vote will be conducted by OES in a voting area to be located In the Palace Ballroom, 4th Floor, Emperor Level, of Caesar's Palace.

2. Only properly credentialed delegates will be permitted access to the lobby area outside the Palace Ballroom, the voting area and the on-line voting system. Delegates will be required to login after entering the voting area using security procedures as the Election Supervisor may require.

3. Each credentialed delegate will vote by secret ballot and individually record his or her secret ballot using the electronic voting procedure.

4. The electronically recorded votes will be tallied and the results announced to candidates and observers as stated below.

G. ANNOUNCEMENT OF RESULTS

1. The Election Supervisor will announce the official nomination voting results to the Convention in the first general session held after the voting period is concluded. The results will also be posted on the OES website, www.ibtvote.org.

2. Following the announcement of results of the secret ballot nomination voting, candidates successfully nominated for general president may address the Convention with an acceptance speech of up to twelve minutes in length. Candidates successfully nominated for general secretary-treasurer may address the Convention with an acceptance speech of up to eight minutes in length.

3. Acceptance speeches of the nominated candidates for general president will occur first, followed by acceptance speeches by nominated candidates for general secretary-treasurer. The order of speakers will be determined by the number of nominating votes received, with the candidate receiving the highest number of votes speaking first. A candidate for general president may elect to pool his or her time with a candidate for general secretary-treasurer and may also yield time to successfully nominated, aligned candidates for International vice president or trustee, provided that the total time for each group of aligned candidates does not exceed twenty minutes.

4. Aligned nominated candidates who combine their acceptance speeches may make their presentations before the acceptance speeches of nominated candidates for general president who do not combine their time. If two or more groups of aligned candidates determine to pool their time, the order of presentation will be determined by the number of nominating votes received by the candidate with the highest vote total among the members of the aligned group, with the group whose candidate received the highest number of votes speaking first.

H. CANDIDATE OBSERVER RIGHTS

1. Candidates or their observers have the right to be present and to observe each and every phase of the convention nomination procedure. This includes the right to have observers in the voting area during the voting period.

2. Candidates affiliated in a properly formed slate shall, together, have a maximum of three observers eligible to access Observer stations set aside in the voting area during an observable Convention election procedure.

3. Candidates cannot serve as observers in the voting area during the secret ballot voting.

4. The Election Supervisor may limit the number of observers permitted for each candidate as necessitated by space limitations, technical limitations, or other considerations. The Election Supervisor will eject anyone who interferes with the orderly processing of any part of the nomination, lottery or secret ballot voting procedure or who fails to follow the instructions of the Election Supervisor or his representatives.

5. Observers may challenge the eligibility of a delegate to cast a ballot. If a challenge cannot be resolved to the satisfaction of the Election Supervisor, his representatives and the observers before the delegate is to vote, the delegate will cast a challenged ballot. The Election Supervisor or his representatives will not honor meritless challenges. Challenged ballots will only be resolved if they may affect the outcome of any nomination.

I. CAMPAIGN ACTIVITY

1. During the time that nomination voting occurs, electioneering and campaign activity is prohibited in any location where a delegate is casting a vote. Campaign signs, stickers, hats, vests, shirts and similar items are prohibited.

2. The IBT exhibit hall (Julius Ballroom, 3rd Floor – Promenade Level), the convention floor (Octavius Ballroom, 3rd Floor – Promenade Level), and during convention registration, the 4th Floor (Emperor Level) Palace Ballroom, are politically neutral locations: that is, displays of campaign material, signs, banners or similar items promoting the candidacy of anyone are prohibited in these areas. Distribution of literature supporting or opposing the candidacy of anyone is prohibited in all politically neutral locations. The Election Supervisor reserves the right to declare areas adjacent to these areas politically neutral as circumstances require.

This prohibition does not extend to the wearing of individual items of clothing or campaign paraphernalia such as hats, buttons and t-shirts. However, any person staffing an exhibit booth, or otherwise serving in some official capacity on behalf of the IBT or an affiliate, cannot wear or display any campaign items, clothing or paraphernalia.

J. ELECTION SUPERVISOR AUTHORITY

1. Consistent with his duties and obligations, the Election Supervisor reserves the authority to take all necessary actions in supervising the floor and secret ballot nominations.

2. In exercising this authority, the Election Supervisor has promulgated these Supplemental Rules for the fair and honest conduct of these nominations and elections. The Election Supervisor retains the right to interpret, enforce, amend and further supplement these rules when necessary.

K. EFFECTIVE DATE

These Supplemental Rules have been issued as required by the *2026 Election Rules,* Article III., section 5(b), and have been approved by the General Executive Board of the IBT.



Timothy S. Hillman
Election Supervisor

Dated: April 30, 2026
Washington, D.C.