
CUPE 998 Executive Election 2024 Guidelines

Candidates

Thank you for participating in the 2024 Executive Elections. Please read and understand the following information. If you have any questions, please contact:

Nominating Committee Chair, **Fran Hayes**, fhayes@hydro.mb.ca

Trevor Laurie tlaurie@hydro.mb.ca

Don Gale dgale@hydro.mb.ca

David Ribachuk dribachuk@hydro.mb.ca

Janice Connon-Fifer jfifer@hydro.mb.ca

CUPE National Representative, Jarrett Schmitt, jarrets@cupe.ca

Please review and complete this document in entirety. The Nomination Form is included at the end of the document.

Rules for Campaigning

- Campaigning may start on Oct 18th, 2024, and shall cease on November 15th, 2024, at 11:59 pm.
- There will be no campaigning or campaign related material allowed on any Manitoba Hydro property, which includes their buildings and their email system.
- There will be no posters, leaflets, or any type of campaign materials posted, delivered, distributed, or displayed in any way on Manitoba Hydro property or premises or use of Manitoba Hydro resources for such a purpose, including use of supplies, equipment or bulletin boards.
- No meetings will be permitted for nominees to meet with members on Hydro property to discuss anything campaign related (i.e., organized coffee meet & greets to discuss campaign platforms with members, meeting groups of employees to discuss campaign info at a Hydro building, etc.).
- There will be NO campaigning of any kind, in any format, on Manitoba Hydro property. Campaigning outside Hydro buildings on City property is permitted. This should be conducted peacefully and not while on work time.
- All social media platforms are to be taken down as of November 15th, 2024, at 11:59pm.

Biographies

- Candidates must submit a personal biography, to a maximum of 250 words, with optional photo, in a one-page Word document.
- Biographies must conform to the rules for campaigning.
- Biographies must be sent to Nominating Committee Chair Fran Hayes fhayes@hydro.mb.ca and to CUPE998@shawbiz.ca by October 17, 2024, 4:00pm. Once approved a final copy will be sent back to the candidate as a final preview before publishing. There will be no changes allowed after submission unless its typographic errors. The biographies will then be forwarded for posting on the CUPE Local 998 website, as well as the Simply Voting website.

- We anticipate Manitoba Hydro will, once again, agree to allow us to provide an email to all members directing them to the CUPE Local 998 website for Election information.

All campaign and biography information must conform to the following guidelines:

- Must not portray the Corporation, employees, owners or stakeholders in a negative light
- Must not make a political statement
- Must not provide information contrary to corporate policies or position
- Must not provide information regarding an ongoing discussion/negotiation
- Must not contravene any law such as the [Human Rights Code](#)
- Must adhere to the CUPE National Equality Statement, CUPE National Constitution, CUPE National Code of Conduct, CUPE 998 Bylaws, and CUPE 998 Workplace Respect Policy

Voting Only members in good standing shall be entitled to vote. Any member that does not have a signed membership card is not a member in good standing and will not be eligible to vote. If you are unsure if you have signed a membership card you should contact the CUPE 998 union office for more information @ 204 415-5114.

- Voting will be done exclusively via online through simply voting
- Each member will receive an email with voting instructions from simply voting
- Please ensure your home email address is provided to the CUPE office or updated on the CUPE 998 website.

Ballots There will be no mailed ballots

CANDIDATE SOCIAL MEDIA RELEASE

Each Candidate for the 2024 election will release all social media platforms used during the campaigning period to the Nominating Committee on or before the nomination closing date of October 17, 2024. No changes or additions will be accepted past this date.

All candidates' social media content must follow the guidelines of CUPE 998 Respectful Workplace Policy, CUPE National Equality Statement, CUPE National Code of Conduct, CUPE National Constitution, and CUPE998 Bylaws. The Nominating Committee will monitor candidates' social media platforms throughout the election period.

Please list all social media platforms and associated links below. Examples include, but are not limited to, Facebook, Instagram, Twitter, Snapchat, Web pages etc.

CUPE 998 EXECUTIVE ELECTIONS 2024

NOMINATION FORM

NOMINATOR: I, _____ (print name and employee number),
nominate _____ (print nominee name) as a candidate for election to
the office of:

(One selection only)

CUPE 998 President (full-time position) ☐

CUPE 998 Recording Secretary ☐

CUPE 998 1st Vice-President ☐

CUPE 998 Treasurer ☐

CUPE 998 2nd Vice-President ☐

CUPE 998 Executive Member at Large (4 positions)

Nominator Signature: _____

NOMINEE CONSENT: I, _____ (print name and employee number),
accept the nomination as above and am prepared to comply with the CUPE Local 998 By-Laws and
Procedures & Policies and otherwise faithfully serve the best interests of members if elected to represent
them.

I have read, understand, and will comply with the CUPE 998 Executive Election 2024 Guidelines. ☐

I have provided a complete list of all social media platforms to be used during the campaign period.

Nominee Signature: _____

**NOMINATION FORMS MUST BE RECEIVED BY A NOMINATING COMMITTEE MEMBER NO
LATER THAN OCTOBER 17, 2024, at 4:00pm**

CUPE 998 Nominating Committee

Fran Hayes, fhayes@hydro.mb.ca - Nominating Committee Chair

Trevor Laurie tlaurie@hydro.mb.ca

Don Gale dgale@hydro.mb.ca

David Ribachuk dribachuk@hydro.mb.ca

Janice Cannon-Fifer jfifer@hydro.mb.ca