UNIFOR LOCAL 6004

EXECUTIVE BOARD ELECTIONS

MEMBER FREQUENTLY ASKED QUESTIONS (FAQ)

Local 6004 Elections Committee

November 17 2026

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INTRODUCTION

This FAQ has been prepared to assist members in understanding the Local 6004 Executive Board Election process.

The information provided is based on the following governing documents:

Unifor National Constitution

https://www.unifor.org/sites/default/files/documents/Unifor%20Constitution%20-%20Amended%202025%20%2020251117.pdf

Unifor Policy Regarding Local Union Elections (Policy C-001)

https://www.unifor.org/sites/default/files/documents/C-001*Policy%20Regarding%20Local%20Union%20Elections*Final%20for%20web%202026*EN*0.pdf

Local 6004 By-Laws

https://www.unifor6004.ca/sites/default/files/documents/Local-6004-By-Laws-FINAL-VERSION-April-2015.pdf

Where there is any inconsistency between this FAQ and the governing documents, the following order of authority applies:

1. Unifor National Constitution
2. Unifor National Policies
3. Local 6004 By-Laws
4. Election Committee Administrative Procedures

KEY ELECTION DATES

Event	Date
Call for Nominations Issued	November 4, 2026
Nomination Deadline	November 17, 2026, at 5:00 PM
Early Voting (Approved Requests Only)	December 10, 2026
Election Day	December 17, 2026
Certification of Results	December 18, 2026 12:00 PM
Installation of Officers	January 2027 (Exact Date TBD)

SECTION 1 – GENERAL INFORMATION

1. Why are elections held?

Local 6004 members elect officers to represent the membership, administer the affairs of the Local Union, oversee finances, coordinate workplace representation, and ensure compliance with the Constitution and By-Laws.

2. What positions are being elected?

The following Executive Board positions are open for election:

- President
- Vice-President
- Treasurer
- Recording Secretary
- Chief Steward (2 positions)

Members should refer to the official Call for Nominations for confirmation of positions being elected.

3. How long is the term of office?

Executive Board Officers serve a term of three (3) years.

4. When does the term begin?

The term begins upon installation following certification of the election results.

5. Who administers the election?

The Local 6004 Election Committee administers the election in accordance with the Unifor Constitution, National Policies, Local By-Laws, and approved election procedures.

SECTION 2 – ELIGIBILITY AND VOTING

6. Who can vote?

Members in good standing are entitled to participate in Local Union elections.

Reference: Unifor Constitution, Article 15.

7. What does "member in good standing" mean?

Generally, a member in good standing is a member who maintains membership status in accordance with the Unifor Constitution.

Members with questions regarding eligibility should contact the Election Committee before voting begins.

8. How will voting take place?

Voting will be conducted electronically using a secure electronic voting platform.

Instructions and ballot access information will be provided to eligible members prior to the opening of voting.

9. Can voting information be sent to my Bell email address?

No.

Members should ensure the Local has a valid personal email address to receive election communications and voting instructions.

10. Is my vote secret?

Yes.

Election procedures are designed to protect ballot secrecy and ensure that no one can determine how an individual member voted.

EARLY VOTING

11. Is early voting available?

Yes.

Local 6004 recognizes that some members may have circumstances that prevent them from accessing the electronic ballot on the official election date. To ensure these members have an opportunity to participate in the election, an early voting accommodation process is available.

Approval of early voting requests is at the sole discretion of the Election Committee and is intended only for members who demonstrate circumstances preventing participation during the regular voting period.

Early voting is not intended as an alternative to the regular electronic voting process and will only be granted where the Election Committee determines that an accommodation is justified.

Examples of circumstances that may be considered include:

- Scheduled travel
- Vacation leave
- Medical appointments or procedures
- Lack of internet access on Election Day
- Family emergencies
- Other exceptional circumstances

Members requiring early voting must contact the Election Committee as soon as possible by email : elections@unifor6004.ca

12. How does early voting work?

The Election Committee will provide instructions the to the Members who are approved for early voting.

Eligible members approved by the elections committee for early voting will receive their ballot by email one week prior to the official election date.

13. How many candidates may I select when voting early?

Members participating in early voting may vote for only one candidate per position being contested except for Chief Steward as 2 positions are being filled.

For example:

- President – vote for one candidate
- Vice-President – vote for one candidate
- Treasurer – vote for one candidate
- Recording Secretary – vote for one candidate
- Chief Steward – vote for up to two candidates because two positions are being filled

Any ballot containing more selections than permitted for a position may be rejected for that position.

14. Will I still receive the electronic ballot if I vote early?

Yes

Once an early ballot has been received, the member will be removed from the electronic voting distribution list for that election.

The member's early ballot will become the member's official ballot and cannot subsequently be changed or withdrawn.

This ensures that each member can vote only once and prevents duplicate voting.

15. Is an early vote treated the same as an electronic ballot cast on Election Day?

Yes.

All valid votes carry equal weight regardless of whether they are submitted through the approved early ballot voting process or through the regular electronic ballot on Election Day.

16. Is my early vote confidential?

Yes.

The Election Committee will maintain the confidentiality of early ballots to the greatest extent possible while ensuring voter eligibility is verified and election integrity is protected.

Election officials handling early votes are expected to maintain the secrecy, fairness, and integrity of the election process.

17. Can I change or withdraw my early vote after it has been submitted?

No.

Members approved for early voting may not subsequently change, replace, or withdraw their vote once it has been submitted and accepted by the Election Committee.

Because early voting is processed separately from the regular electronic voting process, permitting members to change or withdraw an accepted early ballot could compromise election administration and create uncertainty regarding the validity of votes.

Once an early vote has been verified and accepted, it becomes the member's official ballot for that election.

Members are therefore encouraged to carefully consider their choices before submitting an early ballot.

SECTION 3 – NOMINATIONS

18. How do I become a candidate?

A candidate must submit a nomination in accordance with the instructions contained in the Call for Nominations.

19. How many nominators are required?

Three (3) nominators are required.

20. Can I nominate myself?

Members should follow the nomination requirements established by the Election Committee and outlined in the Call for Nominations.

21. Can I run for more than one Executive Board position?

Neither the Unifor Constitution nor the Local 6004 By-Laws expressly prohibit a member from being nominated for more than one Executive Board position.

Candidates should comply with all Election Committee instructions and election procedures.

22. What happens if only one candidate is nominated for a position?

If only one eligible candidate is nominated for a position, the candidate may be declared elected by acclamation and no ballot may be required for that position.

SECTION 4 – EXECUTIVE BOARD POSITIONS

23. What is the role of the President?

The President is the principal officer of the Local Union and provides overall leadership for the Local.

24. What is the role of the Vice-President?

The Vice-President assists the President and performs the duties of the President when necessary.

25. What is the role of the Treasurer?

The Treasurer oversees the financial affairs of the Local Union and supports financial accountability and reporting.

26. What is the role of the Recording Secretary?

The Recording Secretary is responsible for maintaining meeting minutes, records, and official documentation.

27. What is the role of the Chief Steward?

The Chief Steward coordinates workplace representation activities and supports the stewardship structure of the Local Union.

SECTION 5 – HOLDING OFFICE

28. Can a member hold two Executive Officer positions simultaneously?

The Unifor Policy Regarding Local Union Elections strongly suggests that Executive Officer offices are intended to be held separately.

Paragraph 16 of the Policy requires a Local Union Executive Officer seeking another Executive Office to resign the current office in sufficient time to permit nominations and elections for both offices.

29. Can a member hold both an Executive Officer position and a non-Executive position?

Yes.

The Unifor Policy Regarding Local Union Elections specifically provides that members may hold both:

- a Workplace Representative position, and
- a Local Union Executive Officer position.

30. What are Workplace Representative positions?

Examples may include:

- Steward
- Women's Advocate
- Health and Safety Representative
- Committee Representatives
- Other workplace representation positions authorized by the Local Union

SECTION 6 – CAMPAIGNING

31. Are candidates allowed to campaign?

Yes, provided they comply with election rules and conduct themselves respectfully and professionally.

32. Can candidates use employer resources to campaign?

No.

Employer resources, systems, equipment, and communication platforms should not be used for election campaigning.

33. Can candidates campaign using social media?

Yes.

Candidates may use personal social media and communication platforms provided they comply with election rules and standards of respectful conduct.

34. Can I send a campaign flyer directly to the membership?

No.

Candidates may prepare and submit a campaign flyer; however, campaign flyers are distributed through the Election Committee rather than directly by candidates.

Any campaign flyer a candidate wishes to have circulated to the membership must be submitted to the Election Committee at the same time as the candidate's nomination package.

This process helps ensure fairness by providing all candidates with an equal opportunity to communicate with members and prevents the unauthorized use of membership contact information.

Submission of a campaign flyer is optional and is not required to become a candidate.

Reference: Local 6004 Election Procedures.

35. What may be included in a campaign flyer and what format should be used?

Campaign flyers must:

- One page
- Be prepared in portrait orientation
- Be prepared in portrait orientation
- Use a standard 8.5" x 11”- page format
- Clearly identify the candidate and the position being sought
- Describe the candidate's platform, goals, qualifications, and relevant union, workplace, community, or leadership experience

Campaign flyers may:

- Include a candidate photograph
- Include the Unifor logo
- Include contact information or campaign messaging

Campaign flyers must not:

- State or imply endorsement by Unifor, Local 6004, the Election Committee, or any union body unless such endorsement has been formally authorized
- Contain false or misleading information
- Contain personal attacks against other candidates
- Contain derogatory, discriminatory, harassing, or defamatory language
- Contain material that is inconsistent with the Unifor Constitution, Policies, or Local 6004 By-Laws

Candidates remain solely responsible for the content of their campaign material.

36. Will the Election Committee review campaign flyers before distribution?

Yes.

The Election Committee reserves the right to review all campaign material before distribution to ensure compliance with election procedures, applicable policies, and standards of respectful conduct.

Where concerns are identified, the candidate may be required to revise the material before it is distributed to the membership.

37. What campaign behaviour is prohibited?

Candidates should not engage in:

- Harassment or intimidation
- Knowingly false or misleading election information
- Misuse of union resources

• Misuse of employer resources
• Conduct inconsistent with the Constitution, Policy, By-Laws, or election procedures

SECTION 7 – ELECTION RESULTS

38. How is the winner determined?

The candidate receiving the highest number of valid votes for a position is elected.

39. What happens if there is a tie vote?

Tie votes are resolved in accordance with the Unifor Policy Regarding Local Union Elections and applicable Local procedures.

40. When are election results announced?

Election results are announced following vote verification and certification by the Election Committee.

SECTION 8 – VACANCIES AND DECLINING OFFICE

41. Can an elected candidate refuse the position after being elected?

Yes.

No member can be compelled to accept office.

If an elected candidate declines a position before installation, the resulting vacancy will be addressed in accordance with the Unifor Constitution, the Policy Regarding Local Union Elections, the Local 6004 By-Laws, and any applicable election procedures.

Members should not assume that the candidate receiving the second-highest number of votes will automatically assume the position unless specifically authorized by the governing documents or election procedures.

42. What happens if an Executive Board member resigns during the term?

Vacancies are handled in accordance with the Constitution, Election Policy, Local By-Laws, and any applicable Local procedures.

SECTION 9 – COMPLAINTS AND APPEALS

43. What should I do if I believe an election rule has been violated?

Members should promptly submit their concerns to the Election Committee together with any relevant information or supporting documentation.

44. Can election decisions be challenged?

Yes.

Election matters may be subject to review and appeal in accordance with the procedures established by the Unifor Constitution and the Policy Regarding Local Union Elections.

45. Who interprets election rules?

The Election Committee administers the election.

Questions involving interpretation of Constitutional or Policy requirements may ultimately be determined through the procedures established by Unifor's governing documents.

ADDITIONAL INFORMATION

Members are encouraged to review the governing documents:

Unifor National Constitution

https://www.unifor.org/sites/default/files/documents/Unifor%20Constitution%20-%20Amended%202025%20%2020251117.pdf

Unifor Policy Regarding Local Union Elections

https://www.unifor.org/sites/default/files/documents/C-001*Policy%20Regarding%20Local%20Union%20Elections*Final%20for%20web%202026*EN*0.pdf

Local 6004 By-Laws

https://www.unifor6004.ca/sites/default/files/documents/Local-6004-By-Laws-FINAL-VERSION-April-2015.pdf

Questions regarding the election process should be directed to the Local 6004 Election Committee.