



2026 Interim Midwest Regional Vice President Candidate Nomination & Election Information

Open Positions (1):

- **Midwest Regional Vice President (1)**

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SPEEA, IFPTE Local 2001

Election and Campaign Rules

1. SPEEA Constitution and Bylaws

SPEEA, IFPTE Local 2001 conducts the nomination and election of its officers in accordance with the SPEEA Constitution dated November 29, 2022; the SPEEA Bylaws dated June 9, 2023; and the [Labor-Management Reporting and Disclosure Act \(LMRDA\)](#) of 1959, as amended.

2. Duties of the Midwest Regional Vice President

The duties of the President, Treasurer, and Secretary are described in Attachment A of this guide as established by Article 8 of the Constitution, SPEEA Bylaws, Midwest Bylaws and Section VI – E of the Midwest Policy and Procedure Manual. These documents are published on SPEEA's website, at <https://www.speea.org>.

3. Terms of Office

The candidate elected shall take office immediately and serve the remainder of the term ending March 24, 2027.

4. Eligibility to Hold Office

As provided in Section 2.3 of the SPEEA Constitution, only regular members in continuous good standing for the preceding 24-month period and represented by a Bargaining Unit of SPEEA shall be eligible to run for office (subject to Title V, Section 504 of the LMRDA).

<https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/lmrda.pdf>.

5. Nomination of Candidates

Nominations for Midwest Regional Vice President shall be made by petition, signed by twenty (20) or more regular members of SPEEA in the Midwest Region who's dues are current, and submitted to the SPEEA location listed below or emailed to petitions@speea.org beginning Friday, March 13, 2026, through 5 p.m. (CT), Friday, March 27, 2026.

- SPEEA Wichita, 4621 E 47th St S,
Wichita, KS 67210

6. Obtaining Virtual Petition Signatures

Federal law prohibits candidate(s) for union offices from utilizing union or company resources in the conduct of their election campaigns. This includes company phones and email.

Reach out to members at work either by phone or email and tell them you have union business to discuss with them using a personal address to keep the information off company email. Refer to Attachment A for a sample message.

7. Candidate Statements and Questionnaires

The day following the petition deadline, the candidates will be emailed questions from the last Midwest Regional Vice President election. The candidates shall submit written answers to these questions, their platform statement and their qualifications to petitions@speea.org no later than 5 p.m. (CT), Friday, April 3, 2026.

Candidate Platform and Qualification Statements

- Submit as a Word document.
- Use 12 pt Arial font with single line spacing.
- Included in voting materials.
- Limited to 250 words (any text over the limit truncated).
- May contain an additional 25-word Qualification Statement (offices held, etc.).

8. Election

The secret ballot election of the Interim Midwest Regional Vice President shall be conducted by the Midwest Tellers at the Midwest Council meeting, Thursday, April 9, 2026. Candidates should attend the meeting.

9. Campaign Restrictions

Federal law prohibits the use of any union or employer resources to promote the candidacy of any person in a union officer election. This prohibition applies to cash, facilities*, equipment, mail distribution systems, office supplies, technology (phones/email/Instant Messaging apps), and union visibility items. This prohibition applies to candidates and their supporters.

*Includes the entirety of the employer worksites and union halls (e.g., bulletin boards, desks, tables, events, meetings, union visibility items, etc.).

10. Election Results

The election results will be published in the next SPEEA all-member publication.

11. Election Records

The Tellers are responsible for maintaining all nomination and election records for at least one year after the election, as required by federal law.

12. Questions or Problems

Candidates and members with questions about the nomination or election procedures should contact petitions@speea.org.

Any violation of these rules should be reported promptly to petitions@speea.org so, if necessary, corrective action can be taken.

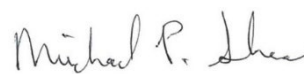
13. Challenges and Appeals

Section 12.2 of the SPEEA Constitution provides any member may challenge a union officer election by filing a protest setting forth the grounds for the challenge with the Tellers Committee at petitions@speea.org.

The above rules are not all-inclusive. Additional election rules or clarifications may be issued by the SPEEA Tellers as needed during the nomination and election period.

Issued By: SPEEA Tellers Committee

Date: March 6, 2026



Mike Shea
SPEEA Teller Chair
mikes@speea.org



Jimmie Mathis
SPEEA Teller Secretary
jimmie.l.mathis@gmail.com

Attachment A: Duties of the President, Treasurer, and Secretary

SPEEA CONSTITUTION

8.2. Duties and Responsibilities

8.2.4. Regional Vice Presidents

Duties and responsibilities of the Regional Vice Presidents are to represent their Regions, coordinate between the Executive Board and the Regional Council, oversee legislative actions, assist the Regional Council in interacting with the employer and assist in coordination and communications between the Members, Executive Board and Negotiations Teams within their Regions. Additional duties may be assigned at the direction of the President subject to Board review.

8.5. Rights and Duties

8.5.1. Responsibilities

The Executive Board responsibilities include, but are not limited to the following: representing the entire membership, overseeing of staff, being the high-level interface between SPEEA and the Employer, and being the high-level interface between SPEEA and other unions, overseeing legislative action, managing SPEEA assets, funds and liabilities.

The Executive Board may direct and review all actions of the Executive Board Members.

8.5.2. SPEEA Budget

The Executive Board will establish the annual budget of SPEEA. The annual budget, as a whole, is subject to SPEEA Council overturn. The Council may overturn specific items within the budget.

The Executive Board shall provide adequate funds for the Tellers Committees, Negotiation Teams, and the Judicial Review Committee to properly discharge their duties under law and SPEEA requirements. If the Executive Board has disapproved a Tellers Committee, Negotiation Team or a Judicial Review Committee budget item, that decision may be appealed by the affected committee as a body, to the SPEEA Council. The Council's decision (by majority vote) on said budget item shall be final and binding upon SPEEA.

8.5.3. SPEEA Staff

The Executive Board will have exclusive authority over SPEEA employees and shall set personnel policies for the entire staff of SPEEA. The Executive Board actions taken relative to the staff shall not be subject to Council overturn.

The Executive Board is authorized to hire and remove an Executive Director. The Executive Director shall manage the SPEEA Staff.

The President, with Executive Board concurrence, may designate himself or another member of the Board to serve SPEEA as a full-time staff employee for no more than thirty days each year and while on leave of absence from the employer, will maintain Regular Membership status.

The Executive Board may delegate to the Executive Director, or another staff person, the necessary authority to administer such affairs of SPEEA as the Board sees fit, but under no circumstances shall the Executive Board delegate all or any part of its administrative authority or policy-making functions.

8.5.4. Committees

The Executive Board will approve all committees under its jurisdiction, shall review all actions and findings of such committees, and may direct all actions of such committees.

8.5.5. Signatories and Bonding

Each member of the Executive Board shall be authorized to be one of the signatories with reference to any and all SPEEA banking, checking or financial accounts; two signatures will be required with reference to any such accounts. The Executive Board may designate the Executive Director and/or the Comptroller, or another staff person in place of the Executive Director, as one of the authorized signatures with reference to such accounts. Of the two signatures required on any SPEEA check, banking or checking account, or safety deposit box, a minimum of one signature shall be that of an Executive Board Member.

8.5.6. Documents and Publications

The Executive Board has the responsibility for all SPEEA correspondence, legal documents, news releases, and publications of SPEEA. The Executive Board may delegate responsibility for Regional and Local publications to the Regional Council Officers.

8.5.7. Collective Bargaining Enforcement

The Executive Board has the responsibility of enforcing and policing all Collective Bargaining Agreements between SPEEA and the employer(s). To enforce the Collective Bargaining Agreements the Executive Board may authorize appropriate legal action.

SPEEA BY-LAWS

8. EXECUTIVE BOARD

8.2. Duties and Responsibilities

8.2.4. Regional Vice Presidents

Additional duties may be defined in the Regional By-Laws (i.e. Regional A By-Laws may define additional duties for Region A Vice Presidents).

8.5. Rights and Duties

8.5.2. SPEEA Budget

Prior to any borrowing against fixed assets, the SPEEA Council shall approve these actions by a simple majority or may elect to submit a referendum to the membership.

The SPEEA Treasurer will keep the Council informed on the financial status of the Union via periodic updates.

MIDWEST BY-LAWS

8.2.4. Regional Vice Presidents

Duties and responsibilities of the Midwest Regional Vice President is to represent the Midwest Region, coordinate between the Executive Board and the Midwest Regional Council, oversee legislative actions, assist the Midwest Regional Council in interacting with the employer and assist in coordination and communications between the Members, Executive Board and Negotiation Teams within the Midwest Region. When issues of member hardship in the Midwest Region are brought to the attention of the Executive Board, the Midwest Regional Vice President will investigate each hardship and make a recommendation to the Executive Board.

Attachment B: MW Vice President Replacement

SPEEA MIDWEST POLICY MANUAL

Section VI Subsection E

1. After the Regional Tellers certify a vacancy, a notice of the vacancy for Midwest Regional Vice President shall be published in the next official SPEEA publication as stated in the Constitution, section 8.4.2.4. The Midwest Council may also publish the vacancy notice via e-mail to the regional members.
2. Members shall be given two weeks after publication of the notice to apply for the vacancy. Candidates must complete the application form that is used during all Executive Board elections. Applications shall be submitted to the SPEEA Wichita office.
3. The Midwest Tellers shall validate the candidate applications within 24 hours after the deadline.
4. The day after the application deadline, the Chair (or delegate) shall e-mail the questions from the last Midwest Vice President election to the applicants. The candidates shall submit written answers to these questions, their platform statement and their qualifications to petitions@speea.org within seven calendar days after the application deadline.
5. The Chair will assemble a Questioning Committee (see Section III.A.3i). The Questioning Committee will develop five additional questions to be asked of each candidate at an election meeting of the Midwest Council.
6. The Secretary shall make copies of the candidates' submitted information available to the Council members at least 24 hours prior to the election.
7. The election shall be held at a Council meeting and be conducted by secret ballot. The Tellers Committee shall conduct the election. No nominations from the floor shall be made for the Vice President.
8. Each candidate should attend the election meeting. The Chair or designee will ask each question, one at a time, to all the candidates. Each candidate will be given a reasonable time limit, established by the Council Officers in advance, to answer the question. The time limit will be monitored and enforced by the Treasurer or designee. The order in which the candidates will answer will be different for each question.
9. A majority of votes cast will be required to elect the new Vice President, as specified in SPEEA By-Laws, section 8.4.2.4. If no candidate receives a majority of votes, then the candidate with the least votes will be deleted from the voting slate and another vote will be taken until a candidate is elected that has a majority of votes cast.
10. Once elected, the new Vice President shall take office immediately and shall serve the remainder of the original term as stated in the Constitution, section 8.4.2.4.
11. The day after the election, the Tellers Chair shall communicate to SPEEA staff, Executive Director and the current Executive Board members the election winner. The result will be published in the next SPEEA all-member publication.

SPEEA MIDWEST POLICY MANUAL

Section III-A

Reoccurring Committees

- i. As each committee is established, its purpose shall be provided in writing along with a definition of when the committee is formed and when its function is complete and cease to exist. Each of these shall be defined in the Policy Manual when established.
 - i) Questioning Committee - The Midwest Council Chair shall assemble a Questioning Committee to develop questions to be asked of Vice President candidates at an election meeting of the Midwest Council. Upon election of a Vice President, the committee shall cease to exist.

Attachment C: Sample Message for Obtaining Virtual Endorsements

Sample Message Request for Member's Personal Email:

"Hello,

I would like to communicate with you regarding a SPEEA-related item; however, I need to send it to your personal email address to keep the information from company email. Please reply or send an email to **<insert your personal email here>** with your personal email address I would appreciate it."

Members may submit virtual candidate endorsements from their personal (non-work) email to petitions@speea.org using the following format.

2026 Interim Midwest Regional Vice President Election – Candidate Request for Virtual Endorsement

Petition deadline: 5 p.m. (CT), Friday, March 27, 2026

Hello (name of member),

I (name of petitioner) am submitting my name for consideration as [INSERT POSITION HERE].

Please forward this email by the petition deadline to petitions@speea.org with your:

1. Full name _____
2. Employee ID _____

as nomination endorsement. Response to this email will serve as an alternative to the normal signature petition sheet.

Thank you,

(Your name)
