The following general guidelines will be used by the Local 21 Oakland Council[1] to determine whether to recommend endorsement of local candidates for election or local ballot measures for passage. In conjunction with the Local 21 Principles for Legislative & Political Action[2], the Local 21 Oakland Council has developed this process as an organizational commitment to mobilize information and resources and help advance the economic and workplace interests of our union.

SCOPE OF ENDORSEMENTS

The Local 21 Oakland Council will ordinarily consider endorsements only in races for City of Oakland elected offices (i.e., mayor, city attorney, city auditor, and city council) or in elections for City of Oakland ballot measures (including referendums, voter initiatives, and council-sponsored ballot measures). The Oakland Council in its discretion may choose not be pursue this endorsement process for particular City of Oakland races or elections, if, for instance, a race is uncontested, a ballot measure does not present a question of significant importance to the membership, or involvement in the race is otherwise not in the best interests of the Union. Individual Local 21 chapters may not make endorsements; however individual chapters may choose to recommend endorsements to the general membership and the Local 21 Oakland Council. The Oakland Council may initiate the endorsement process for each race or measure at any point during an election cycle.

In special situations the Local 21 Oakland Council may consider recommending an endorsement in a non-City race or election in situations that have special significance to Oakland members. In those cases the Council will coordinate any endorsement with other Local 21 chapters and the labor community at large.

CANDIDATE ENDORSEMENTS

Candidate Briefing

We realize that not every candidate has a strong understanding of the issues that face City of Oakland employees. Therefore, the Oakland Council in its discretion may decide to hold a candidate briefing to familiarize candidates with the political and policy priorities of the Oakland membership of Local 21. The briefing will be conducted by a committee appointed by the Oakland Council, and may include the Oakland Vice-President, the Oakland Chapter Presidents, the Political Action Committee[3], and other interested members.

Candidate Forum or Interview

A joint membership meeting or meetings open to all members of the City of Oakland chapters may

---

[1] **The Oakland Council** is made up of elected leaders from all four Oakland Chapters. For an updated list of Chapter leaders, see the most recent Oakland Bulletin or visit the Local 21 website at http://www.ifpte21.org/chapter-list and click on your Chapter's page.

[2] **https://ifpte21.org/wp-content/uploads/2021/07/Principles-for-Local-21-Political-Legislative-Action.pdf**

[3] **Political Action Committee** is made up of elected Presidents and Political Issues Coordinators from all four Oakland Chapters

be held to present candidates to the membership. The specific format of the meeting will be determined by the Political Action Committee of the Oakland Council, and may include individual interviews, a candidate forum or debate, or other format as appropriate. All members will be encouraged to attend and participate in any meetings. Local 21 will schedule these meetings at a time and place that promotes the greatest membership attendance and participation. The candidates may be asked to respond to questions given to candidates in advance as well as impromptu questions raised by members from the floor.

The Political Action Committee extends invitations upon consideration of a candidate's track record and experience in previous campaigns, history of support for labor, public positions on the principles described in the Local 21 Principles for Legislative & Political Action, visibility, name recognition, organizational strength, polling numbers, fundraising success, financial resources, and endorsements. The Political Action Committee is not obligated to invite all candidates to the candidate forum or to interview. The Political Action Committee may choose to initiate the endorsement process either before or after the candidate filing deadline. The Political Action Committee may prepare a summary of the candidate forum and disseminate this information to Local 21 members before the endorsement vote.

Candidate Endorsement Vote

The determination as to which candidate or candidates receive the Local 21 Oakland membership's recommendation for endorsement will be determined by a vote of the general membership of Local 21 Oakland. The vote will be held by mail, online, or as part of a joint membership meeting.

The Political Action Committee may convene after the candidate forum and prior to the vote of the general membership for the purpose of considering a recommendation for endorsement to the membership. A Political Action Committee recommendation for endorsement must receive 50% plus one of the vote of the members of the Political Action Committee. If such recommendation is provided, the Political Action Committee will present its recommendations for endorsements to the membership or as part of the voting material, which may include an explanation of the recommendation but shall not include a vote count on the recommendation.

Candidate endorsements will be decided by a secret ballot vote of the members. For each candidate who participated in the forum, members will have the option to vote Yes, No, or Abstain to the question of whether Local 21 should recommend endorsement of the individual candidate. A candidate must receive 50% or more of the votes cast by the members to obtain the Oakland Council's recommendation for endorsement. Abstentions will not count as a casted vote. Members will be allowed to vote for more than one candidate; if more than one candidate receives at least 50% of the votes cast by the members, the recommendation will be for a ranked dual or multiple endorsement of those candidates. The outcome of the secret ballot vote will be shared with members; the percentages of the vote will be shared with the Political Action Committee and the Oakland Council but not with the general membership.

BALLOT MEASURE ENDORSEMENTS

Ballot Measure Forum

A joint membership meeting or meetings open to all members of the City of Oakland chapters may be held to present and discuss ballot measures. The specific format of the meeting will be

determined by the Political Action Committee of the Oakland Council. All members will be encouraged to attend and participate in any meetings. Local 21 will schedule these meetings at a time and place that promotes the greatest membership attendance and participation.

Ballot Measure Endorsement Vote

The determination as to whether a ballot measure receives the Local 21 Oakland membership's recommendation for or against the measure will be determined by a vote of the general membership of Local 21 Oakland. The vote will be held by mail, online, or as part of a joint membership meeting.

The Political Action Committee may vote to recommend a position for or against the ballot measure and may present its recommendations for or against a ballot measure to the membership at the ballot measure forum and as part of the voting material for a mail or online vote. A Political Action Committee endorsement recommendation must receive 50% plus one of the vote of the members of the Political Action Committee.

Ballot measure questions will be decided by a secret ballot vote of the members. For ballot measures, the membership may recommend a Union position for or against the ballot measure by 50% or more of the votes cast by the members voting on that race. The membership will be given the option to vote for or against the ballot measure, for no Union position on the ballot measure, or to abstain. Abstentions will not count as a casted vote. The outcome of the secret ballot vote will be shared with members; the percentages of the vote will be shared with the Political Action Committee and the Oakland Council but not with the general membership.

RECOMMENDATION BY OAKLAND COUNCIL

The Oakland Council will ratify the endorsement recommendation, which must be consistent with the vote of the membership, and that recommendation will be immediately forwarded to the Local 21 Executive Committee[4] for its formal approval.

ENDORSEMENT BY LOCAL 21 EXECUTIVE COMMITTEE

In keeping with the bylaws of Local 21, formal endorsement of candidates and ballot measures will be made by IFPTE Local 21's Executive Committee after receiving the recommendation of the Oakland Council.

[4] **Local 21 Executive Committee** (EC) is made up of elected leaders from across our entire Local. For an updated list of our EC members, visit the Local 21 website at http://www.ifpte21.org/content/leadership