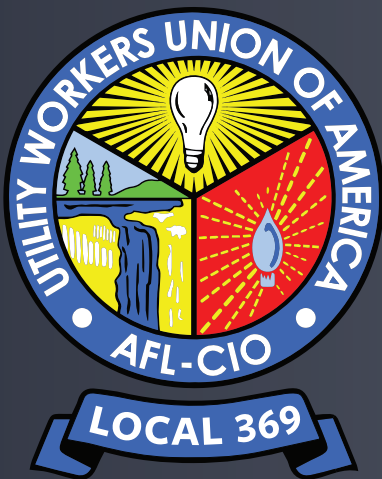


UWUA LOCAL 369



2026

**NOMINATION AND
ELECTION GUIDE**

SUMMARY OF RULES 2026 ELECTION

SUMMARY OF RULES

A. Nominations for Local 369 officers will be accepted at the September Membership Meeting on September 20, 2026, at 29 Hancock Street, Quincy, MA 02171 pursuant to Article XVII § 2 of the Local 369 By-Laws. As specified in the By-Laws the officers of Local 369 are the President, Executive Vice President, Secretary-Treasurer, Vice-Presidents/Executive Board and Trustees (5).

B. Nominations for Local 369 Business Agent (1) and Chief Stewards (48) will also be accepted on September 20, 2026, at 29 Hancock Street Quincy, MA 02171 pursuant to Article XVII § 2 of the Local 369 By-Laws.

C. Any nominee who does not wish to stand for the position must withdraw by notifying the Election Chair by September 25, 2026, five (5) days after nominations, as provided by Article XVII § 2a.3 of the By-Laws.

D. The election will be conducted by MK Election Services by mail ballot in accordance with Article XVII § 6 of the By-Laws. Ballots will be mailed on or about October 5, 2026, fifteen (15) days after nominations. Ballots must be filled out, placed in the secret ballot envelope, and then placed in the self-addressed return envelope provided, so that they are received no later than 8 A.M. on November 2, 2026. The election tally (counting of the ballots) will take place at Local 369 Office, 68 Sagamore Street, Quincy, MA 02171 on November 2, 2026 at 9 A.M.

E. Challenges to the elections must be signed and in writing to the Executive Board in accordance with Article XIV § 1-C of the UWUA National Constitution. Challenges to the election are due by November 17, 2026.

F. Members are reminded of their responsibility to make sure that the Local has their current, accurate mailing address prior to October 5, 2026.

ELECTION RULES FOR THE 2026 UWUA LOCAL 369 ELECTION

The Election Committee of Local 369, Utility Workers Union of America met and, pursuant to Article VII § 4 of the Local 369 By-Laws, adopted the following rules for the conduct of Local 369's 2026 nominations and election of officers. Pursuant to Article XVII, § 2a.1 of the Local 369 By-Laws, members shall receive bulletin board notice of the nomination and election rules at least twenty-one (21) days prior to nominations.

1. In accordance with Article XVII § 2 of the By-Laws, Local 369 will accept nominations at the September 20th Membership Meeting for the Full Time Officers & Business Agent, Vice Presidents/ Executive Board Members, Trustees, and Chief Stewards. Nominations shall be made at that Membership Meeting to be held at 29 Hancock Street, Quincy, MA 02171, in the manner set forth in Article XVII, § 2a of the Local 369 By-Laws. Notice of the Membership Meeting shall be mailed/ emailed and posted as set forth in Rule 2 below.
2. Local 369 shall post notices for the September Membership Meeting as soon as possible on the companies' bulletin boards (where Local 369 notices are normally posted), together with a copy of these Rules and the Notice of Nominations and Election in the form attached to these Rules. Local 369 shall send the Notice of Nominations and Election timeline postcard notice to each Local 369 member, at his or her most recent address as indicated in the Local 369 records, by United States mail or, when authorized by the member, by email. Any member who does not receive the postcard notice by mail should make sure his or her address in the Local's database is accurate.
3. Nominations shall be offered from the floor by members in good standing for all elected positions. Any challenge or objection to any nomination must be submitted in writing to the Election Committee in accordance with Rules 5 and 17, below.
4. For purposes of notification and of expediting the process of accepting nominations, all candidates, at the conclusion of nominations at the September Membership Meeting, may submit, either personally or through a representative, to the Election Chair, a written acceptance of the nomination including their name, the manner in which they wish their name to appear on the official ballot, the position for which they were nominated, current employer, employee identification number (if any) and current mailing address. Attached to these Rules is a Notice of Nomination and Acceptance Form which can be used for this purpose. Candidates must accept nominations in writing either on the day of nominations or no later than five (5) days following nominations. The Election Chair will meet with nominated candidates who are in attendance directly following the September Membership Meeting and give them an opportunity to satisfy this requirement at that time.
5. To be eligible for nomination, candidates must be a member of this Local Union in continuous good standing for a period of not less than six (6) months preceding the date of such nomination and must not be barred from holding office in accordance with Section 504 of the Labor Management Reporting and Disclosure Act of 1959 (Article XVII § 3, Local 369 By-Laws). Any question, objection, or challenge to the eligibility of any nominee must be made to and shall be decided by the Election Committee. Until the Election Committee makes its decision, the challenged nomination shall be considered valid. The Election Committee will rule on such

questions, objections, and challenges in a timely manner. Any post-election challenges may be appealed to the National Union after the completion of the Local's election process.

6. In the event there is only one candidate nominated for an office or position, then no election shall be held for that office or position, and the candidate shall be elected at the nomination meeting under Article XVII § 2a.4 of the By-Laws.
7. On or before September 23, 2026, the Local 369 Election Chair shall notify all nominees of their nominations by mail or hand-delivered notice per Article XVII § 4a.
8. Members must accept their nomination for a position in writing by September 25, 2026. No person shall be a candidate for more than one office or position. In the event a member is nominated for more than one position, the member must withdraw from all but one position by September 25, 2026 or the member shall be deemed ineligible for all candidacies per Article XVII § 2a.3.
9. Ballot position for each contested position shall be drawn by lot on September 28, 2026 at the Local office. Candidates for contested positions or their designated observers may attend the drawing.
10. In the event of a death or termination of membership of a qualified nominee, the nominee's name shall remain on the ballot. If the nominee is certified by the Election Committee as having been elected, the position shall be declared vacant and filled in accordance with the applicable provisions of the Local 369 By-Laws.
11. If, at the end of the period for accepting nominations and withdrawing nominations, there is only one nominee for any elective position, the Election Committee shall declare those nominees elected.
12. The election shall be conducted by MK Election Services under these Rules and the uniform processes followed by MK Election Services.
13. No candidate or supporter of a candidate shall use the equipment or email of any Employer or of the Union to promote, support or oppose any candidate.
14. MK Election Services may hire personnel necessary for the expeditious, fair, and impartial conduct of the election.
15. All Local 369 members in good standing as of August 22, 2026, shall be eligible to vote. It is the responsibility of the individual member to make certain his or her address, as recorded in the employer's and the Local's records, is correct. The Election Committee shall determine any and all issues concerning eligibility.
16. In order to resolve as expeditiously as possible any disputes which may arise during the course of the election, the Election Committee shall have the right and authority to investigate and decide any such complaint, objection, challenge or other issue which relates to this election and is brought to the attention of the Election Committee.
17. Any challenge to the election results must be made in writing within fifteen (15) days of the time the challenger becomes aware, or reasonably should have become aware, of violations of these

Rules, the Local By-Laws or the National Constitution. Challenges to election results shall be directed to the Local Executive Board and resolved in accordance with the provisions of Article XIV of the National Constitution.

18. Each candidate may inspect (but not copy) the membership list once within 30 days prior to the mailing of ballots. A time for inspection must be arranged with the Election Chair. Candidates may, at their cost, distribute campaign literature through a professional mailing company to whom the Election Committee will provide mailing labels.
19. The election shall be conducted by a secret mail ballot mailed to the last known address of each member in good standing. Ballots will be mailed on or about October 5, 2026.
20. Sample ballots shall be prepared and posted on the company bulletin boards.
21. If a member does not receive a ballot by October 14, 2026, the member who did not receive his or her ballot (and only that member) must contact MK Election Services no later than 5:00 p.m. on October 14, 2026, by telephone at 203-403-8401. MK Election Services will respond to each request within two business days.
22. Any member eligible to vote in the 2026 election who will be away from his/her home address (as shown on the company or Local records) after October 5, 2026, will not be able to receive a ballot and return it as required, and wants that ballot sent to a different address where that member will be located, must provide to the Election Chair in writing before October 2, 2026, the following information: A) voter's name; B) employer's name; C) current mailing address; D) address where ballot is to be sent; and E) voter's signature.
23. Ballots are to be returned in the self-addressed envelope provided so that they are received no later than 8 A.M. on November 2, 2026. Any ballot received after that date and time will not be counted. No hand-delivery of ballots will be accepted. All ballots must be mailed.
24. All ballots received will be counted by MK Election Services on November 2, 2026, as soon as possible following the pick-up of the ballots at the post office.
25. No member shall be permitted to vote by proxy.
26. Each candidate may identify an observer for the tally by submitting a written designation on or before October 13, 2026.
27. In both uncontested and contested elections, the successful candidate will take office immediately after the election. Article XVII § 8.
28. Before entering upon the duties of their respective offices, the newly elected Officers and other newly elected officials shall make the following oath or affirmation:
 "I _____, do hereby sincerely pledge my honor to perform the duties of my office as required by the laws of the Utility Workers Union of America and the Local Union and to bear true allegiance to this Union and the AFL- CIO. I will deliver to my successor in office all books and other property of the Union that may be in my possession". Article XVII § 9.

UTILITY WORKERS UNION OF AMERICA

LOCAL 369, Affiliated with AFL-CIO

NOTICE OF NOMINATION AND ACCEPTANCE FORM

A. (To be filled out by Election Chair only.)

_____ has been nominated as a candidate for the position of

_____ in the 2026 Election of Union Officers and Agents.

Local 369 Election Chair

B. (To be filled out by Candidate only.)

Name of Nominee as it will
Appear on the ballot

Address and Phone Numbers

(Please Print)

(Please Print)

I hereby accept the nomination as stated above.

“I agree that I can neither hold nor bid on either a temporary* or permanent supervisory, managerial or confidential position with my employer or any other company while holding the office of (fill in office) and agree to resign my union office immediately if I accept any such supervisory, managerial or confidential position.”

*This language does not apply to National Grid members.

Signature of Candidate: _____

Date signed: _____

