



2020 Human Relations Committee Election Procedures

Elected Human Relations Committee

1. The Elected Human Relations Committee shall consist of sixteen (16) members nominated and elected every four years at the corresponding IAFF Affiliate Leadership Training Summit/Human Relations Conference (ALTS/HR), and two (2) members nominated and elected at the IAFF Canadian Conference held during the election year. Each affiliate in attendance is allowed one vote.

African American/Black:	2 positions	
Canadian:	2 positions	(elected at the IAFF Canadian Conference)
Caucasian/White:	2 positions	
Disabled/Handicapped:	2 positions	
Female:	2 positions	
Hispanic/Latino:	2 positions	
LGBTQ:	2 positions	
Other than Already Represented:	2 positions	(i.e. Asian, Pacific/Islander, American Indian, Alaskan Native, and/or Native Hawaiian)
Veteran:	2 positions	

2. All Elected Human Relations Committee members elected will begin their four-year term upon the conclusion of the conference.

Human Relations Election Committee

1. An Election Committee will be appointed by the Chair of the IAFF Executive Board Human Relations Committee from among those in attendance at the ALTS/HR Conference.
2. The Election Committee will conduct the nomination process, prepare the official election ballot and oversee the election.

Authorized Voting Delegate

Each Local attending the Conference is entitled to one authorized voting delegate. The authorized voting delegate shall be either the local president or another attendee designated by the local president. A local president may designate an authorized voting delegate via email to humanrelations@iaff.org or on the authorized delegate form.

Nomination Procedures

1. Each registered affiliate local is authorized to make a nomination in each category. Nominations can only be made by the affiliate president or the authorized delegate for that affiliate as outlined in the authorized delegate form. Authorized delegates can nominate any registered attendee.
2. Nominations will begin at the conclusion of the General Session. Following the close of nominations, candidates will have two (2) hours to accept their nominations in writing. Absent written acceptance, the nomination will be considered to have been declined. Nominee acceptance forms will be accepted at the designated Education office on Monday, January 20, 2020.
3. Nominations will be called in category order as follows: African American/Black, Caucasian/White, Disabled/Handicapped, Female, Hispanic/Latino, LGBTQ, Other than Already Represented and Veteran.
4. Nominations of candidates do not require a second. No nominating speeches, seconding speeches or acceptance speeches will be permitted. Nominated candidates must be in attendance unless a valid excuse for not attending the conference has been submitted and approved by the Election Committee.
5. A candidate may run in only one category. If nominated for more than one category, the candidate must declare their category of preference prior to the close of nominations.
6. In the event fewer than two candidates are nominated, the resulting vacancy will be filled according to IAFF Executive Board policy.

Voting and Election Procedures

1. Each registered local and state/provincial association in attendance will be issued one ballot at the time of voting: one local, one vote.
 - a. The president or the authorized delegate of each registered local is eligible to vote.
 - b. The president or the authorized delegate of each registered state/provincial association is eligible to vote.
 - c. Only authorized voting delegates are eligible to vote.
2. The election will be held on the second day of the ALTS/HR Conference on Tuesday, January 21, 2020. Voting will take place between 7:30 a.m.- 4:00 p.m. in a designated area.
3. The top two candidates with the most votes from each category will serve on the Elected Human Relations Committee. If only two individuals have been nominated for a particular category, those individuals will be deemed elected by acclamation, and not appear on the ballot.
4. In the event of a tie for the second-place candidate, a run-off election will be held on Wednesday, January 22, 2020 from 7:30 a.m.-10:00 a.m.
5. Any ballots marked with more than two candidates per category will void the ballot for that category only.
6. No proxy or write-in voting will be permitted.
7. Each candidate will be allowed one observer to be present at the ballot tabulation.
8. The Election Committee will count the ballots and report the results to the body of the IAFF ALTS/HR Conference on Tuesday, January 21, 2020 following the closure of voting, absent a run-off election.