



The VPPPA Nominating Committee has established the following list of protocols for the VPPPA National Board of Directors' election process. Each candidate **must sign and return a copy of the protocols to VPPPA and keep one copy for his/her records**. The campaign rules are also posted on the VPPPA website at www.vpppa.org.

A candidate's campaign strategy must conform exactly to the approved protocols stated below. Failure to comply with the protocols may result in immediate disqualification.

GENERAL

1. To be elected or appointed to the VPPPA National Board of Directors, a nominee must be a Full or Corporate member of the association in good standing with at least one year of experience on a regional/national committee or SHARP Alliance/regional board. Agency, Associate, Honorary Lifetime, International Associate, Non-Profit Organization, Union and Affiliate members are not eligible to run for office.
2. If applicable, the nominee for Labor Representative from a Site with a Collective Bargaining Agent must be an hourly and/or non-exempt salaried employee of a VPPPA Full or Corporate member organization and be a member of a collective bargaining unit represented by a labor organization.
3. If applicable, the nominee for Labor Representative from a Site without a Collective Bargaining Agent must be an hourly and/or non-exempt salaried employee of a VPPPA Full or Corporate member organization.
4. A nominee must obtain management commitment for their participation on the VPPPA National Board, which includes support for their commitment of time and travel expenses.
5. The candidate must review and accept the qualifications, duties, obligations and responsibilities for the particular position (please refer to the National VPPPA Bylaws and the current Board of Directors Requirements, Duties, Obligations and Responsibilities).
6. If questions arise concerning the election process, the Nominating Committee will review the issue and formulate a decision. The Nominating Committee is made up of the seven Board of Directors positions not currently running. These positions will represent the Board as a whole.
7. Current VPPPA Board members who are running for re-election must recuse themselves from the decision-making process regarding their candidacy or position.
8. The submission deadline is **July 10, 2026**. By July 19, 2026, all eligible candidates will be notified. No campaign activities can occur until candidates have been notified.

PRE-SYMPOSIUM CAMPAIGN PROTOCOLS

1. Candidates who submit their nomination materials by the specified deadlines will be promoted by VPPPA through the following media:

- a. The VPPPA website: Information on each candidate, including a photo if provided, will be posted on the VPPPA website on a specified date.
- b. Email Newsletters: VPPPA will send out three e-blasts to the VPPPA membership on behalf of the candidates who submitted their nominations by the stated deadline. The first e-blast will be sent to all VPPPA Full Members when the roster of candidates has been approved by the Nominations Committee. The second e-blast will be sent one month prior to Safety+ to all Full Member Registrants. The third e-blast will be sent one week prior to Safety+ to all Full Member Registrants. These will include the candidates' names, company, position sought, and will link to their complete description on the VPPPA website.

A description and photo of each candidate who submitted their nomination materials by the specified deadline will be included in the Safety+ App.

Note: This information is subject to revision by VPPPA staff. Revisions will be reviewed with the candidate before publication.

- c. VPPPA will provide a forum for each candidate to discuss their individual candidacies and platforms, to be recorded at least one month prior to Safety+. Participation is at the discretion of the individual candidate.
- d. Candidates may *not* promote their candidacy through personal social media accounts.

Note: The Nominations Committee will not actively police candidates' social media accounts but will respond to any complaints of misuse.

2. Candidates may *not* promote their candidacy at regional conferences, even if the regional conference occurs after the approval deadline.

Note: Candidates who do not submit their nomination materials by the specified deadline will not be able to campaign until their nomination has been accepted during the VPPPA Annual Meeting of the Membership at the Safety+ Symposium, after which time they will be able to campaign in accordance with onsite procedures.

3. Endorsement of Candidates by Government Agencies, VPPPA Regions, National Board, etc.:

- a. Government agencies are not permitted to endorse candidates on their websites, nor promote candidates through any activities prior to, or during, a regional or national VPPPA event.

- b. The VPPPA Regions are not allowed to endorse candidates through communications on their websites, social media, mass mailings, emails, phone calls, etc., to members in their regions. Regions can, however, wear campaign items like t-shirts and buttons.
- c. The National Board cannot endorse any candidate, except for themselves, if running.
- d. The VPPPA National Office Staff cannot endorse any candidate.
- e. The VPPPA Executive Director cannot endorse any candidate.
- f. Exhibitors and vendors cannot hand out any campaign items from their booth or hang posters for candidates in their booth.

ONSITE PROTOCOLS

1. Campaign Procedures:

- a. Candidates can speak to individuals anywhere onsite. However, candidates cannot accost mass attendees heading into lunches, events, the Expo Hall, workshops, etc.
- b. Candidates may not campaign during the Regional Business Meetings during Safety+.
- c. Candidates are allowed to present workshops during the Safety+ Symposium but cannot discuss their candidacy or the election during those workshops.
- d. National and Regional Board Members may perform their normal duties if running. (Typical duties could include giving speeches, writing for the *Leader* or VPPPA blog, speaking to the press about Safety+, etc.) However, they cannot mention their campaign while carrying out those duties.

2. Annual Meeting of the Membership Procedures:

Each candidate is expected to attend the VPPPA Annual Meeting of the Membership at the Safety+ Symposium. If he or she is unable to attend, he or she must inform the Nominating Committee Chairperson, in advance.

3. Nominations from the Floor:

- a. Candidates who are nominated from the floor must accept or deny the nomination.
- b. In order to accept the nomination, candidates from the floor must complete the nomination form, including all required candidate information, signed letter of management commitment, and

signed copy of the VPPPA Election Protocols prior to the start of the Annual Meeting of the Membership.

- c. Candidates running from the floor will not be able to campaign until their nomination has been accepted during the Annual Meeting of the Membership, after which time they will be able to campaign in accordance with onsite procedures.

4. Voting Area

- a. Candidates must stay a certain distance from the voting area, as designated by the Nominating Committee onsite.
- b. The only people allowed in the voting area are voters, members of the Nominating Committee and staff deemed necessary by the Nominating Committee.
- c. Candidates will be allowed to vote at a designated time prior to attendees voting.

5. Voting Results

Voting results will be given to the Nominating Committee Chair at the end of voting. The Nominating Committee Chair will then relay the results to the Nominating Committee and the candidates will be informed. No one, including any member of the Nominating Committee, National Board of Directors, National Office Staff or Executive Director, will have any access to the voting results before being officially informed by the Nominating Committee Chair.

6. Two Strikes, You're Out

- a. There will be a two-strike system with any possible issues that arise during the campaign period. Candidates will be coached once. The second time an offense occurs, the candidate will be disqualified. This will be at the discretion of the Nominating Committee.
- b. Candidates are expected to adhere to the [Safety+ Code of Conduct](#)

7. Ties

In the event of tie, the Nominating Committee shall cast the deciding vote by blind vote. In the event that there is an even number of Nominating Committee members, the Nominating Committee Chair shall not have a vote.