

NOTICE OF NOMINATION AND ELECTION **FFAW-UNIFOR EXECUTIVE BOARD VACANCIES**

1. Secretary-Treasurer Position

2. Non-Fish Executive Board Position

On May 25, 2026, FFAW-Unifor's Elections Committee received notice of the sad passing of Executive Board member Sheldon Squibb who held the Non-Fish Executive Board position. On June 3, 2026 it was announced by FFAW-Unifor that Jamie Baker would be stepping down as Secretary-Treasurer of the Union as of July 3, 2026.

As per Article VII, Sections 1-12 of the FFAW-Unifor Constitution, notice is hereby given to all members in good standing of these vacancies and of a pending nomination period and election process for the vacant positions on the FFAW-Unifor Executive Board.

The Elections Committee was elected at the 2024 FFAW-Unifor Constitutional Convention and given the responsibility for conducting Executive Board elections.

NOMINATION PROCEDURE

All FFAW-Unifor members in good standing can nominate candidates for the Executive Board position of Secretary-Treasurer.

FFAW-Unifor members from Non-Fish Bargaining Units in good standing can nominate candidates for the Executive Board Non-Fish position.

The nomination period for both elections is July 22 to August 7, 2026. Completed nomination forms must be received no later than 4:00 pm, Friday, August 7, 2026 at the following address:

Chairperson, Elections Committee
368 Hamilton Avenue, St. John's, NL
E-mail: elections@ffaw.ca

Unless a candidate is elected by acclamation, elections shall be conducted by a secret ballot vote as per Article VII, Sections 5 and 11.

Non-Fish Executive Board Position

The voting period for the Non-Fish Executive Board Position (if necessary) will open on August 19, 2026 and will close on September 20, 2026. The election for this position will be conducted by electronic voting, and members in good standing will be sent a ballot and voting instructions.

Secretary-Treasurer Executive Board Position

The voting process for the Secretary-Treasurer Position (if necessary) will be conducted by a secret ballot among the members of the Executive Board, Inshore Council, and the Industrial/Retail/Offshore Council. The voting period will be determined at a later date but the voting period will close no later than September 20, 2026.

The results of the election will be reported publicly.

The Nomination forms can be found listed as Appendix A of the attached Rules and Policy Procedures document, on the FFAW-Unifor website, or by contacting the FFAW-Unifor office. For further information, please contact your Member Representative or the Union office.

Yours in solidarity,

Mark Dolomount
Chairperson, Elections Committee

RULES AND POLICY PROCEDURES

ELECTION OF FFAW-UNIFOR EXECUTIVE BOARD VACANCIES

1. DRAFTING OF RULES AND PROCEDURES

The rules and procedures for the upcoming elections shall be approved by the FFAW-Union Executive Board.

2. ELECTION OFFICE

The Election Office: Chairperson – FFAW-Union Elections Committee
PO Box 10, Station C
St. John's, NL A1C 5H5
E-mail: elections@ffaw.ca

3. ELECTION PROCESS

Non-Fish Executive Board Position

- a. The elections shall be conducted by secret ballot using an electronic voting system.
- b. Ballots with voting instructions shall be sent to all Non-Fish members in good standing. If you have an e-mail on file, the ballot will be sent by e-mail. If you have no e-mail on file, the ballot will be sent by mail.
- c. All ballots shall be accompanied by instructions for electronic voting.
- d. The voting period shall be no less than 30 days from the date that the ballots are sent.

Secretary-Treasurer Executive Board Position

- a. The voting process for the Secretary-Treasurer Executive Board Position will be conducted by a secret ballot among the members of the Executive Board, Inshore Council, and the Industrial/Retail/Offshore Council.
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- b. The voting period will be determined at a later date, but the voting period will close no later than September 20, 2026.

4. WINNING CANDIDATE CRITERIA

For the election of Executive Board positions, the candidate who receives a simple majority of votes shall be declared the winner of the election.

5. ELECTION CALL

The Union shall forward to each member in good standing an Election Notice containing the timeframes of the election and formal notification of the last day for nominations, the voting process, and the final date and time that votes can be cast. The Union shall also note in its Election Notice the last fixed date at which a member can confirm whether they are in good standing on the voters' list.

6. NOMINATION PROCESS

- a. All candidates running for the Executive Board vacancies must meet the following nomination criteria:

Be a member in good standing of FFAW-Unifor.

Be nominated by two members in good standing of FFAW-Unifor, using the forms provided in Appendix A.

Submit completed nomination papers to the Elections Committee via e-mail or in person before the close of nominations.

- b. The nomination period is from July 22 to August 7, 2026. Nominations must be received by the Elections Committee no later than 4:00 pm on August 7, 2026.
 - c. If only one person is nominated for either Executive Board position by the close of nominations, the Elections Committee shall declare the sole nominee as duly elected by acclamation.
 - d. Should the nomination period close with no nominee, the nomination period shall be extended for an additional fifteen (15) calendar days.
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7. RIGHTS AND OBLIGATIONS OF CANDIDATES

Election Conduct

Candidates and their supporters will be expected to observe accepted standards of conduct throughout the nomination and election period. No candidate or their supporters shall publish or circulate, either verbally or otherwise, information on another candidate that is false or defames that person's character and/or integrity.

Campaign Donations

Candidates shall not accept campaign donations from any corporation or an agent for a corporation or from an organization competing with FFAW-Unifor in a manner that is detrimental to FFAW-Unifor.

Volunteer work done on behalf of a candidate is not considered a campaign expenditure.

FFAW Facilities

No candidate for an Executive Board position may post campaign material at Union-owned facilities.

8. VOTERS' LIST AND ISSUING OF BALLOTS

The voters' list shall be finalized on August 7, 2026.

FFAW Staff will carry out the initial Notice of Nomination and Election distribution under the direction of the Elections Committee.

Any questions or concerns brought forward to the Union office will be directed/discussed with the Elections Committee.

9. RE-ISSUING LOST OR DESTROYED BALLOTS

A member who informs the Elections Committee that they have either lost or did not receive a ballot, shall be re-issued their ballot on the condition that the Elections Committee has a record of sending out a ballot to the member

10. TIMEFRAMES

All voting will be concluded by September 20, 2026.

The results will be finalized immediately following the close of the voting period and forwarded to the Elections Committee Chairperson.

All candidates will be advised on or before September 21, 2026 of the results of the election by the Elections Committee. The results of the election shall be reported to the membership through an official Union media release and through the Union's website within one day of the results being finalized.

All records pertaining to nominations and elections, including the e-mail/ mailing membership list which was used to send the Notice of Nomination and Election, shall be preserved for not less than one year by the Elections Committee. At the end of the one-year period, the Elections Committee may pass a motion to destroy the documents.

In the event of a mail disruption at the time of the election, the Elections Committee shall have the right to make decisions regarding timeframes and alternate voting procedures.

11. CHALLENGES TO THE ELECTION

All challenges to an election by a candidate shall be submitted to the Chairperson of the Elections Committee not more than fifteen (15) calendar days after the close of the election period. The election period concludes on the day the results are publicly declared by FFAW-Unifor.

The Elections Committee shall consider any such challenge and such remedial action as they deem appropriate within thirty (30) days of the challenge being filed. Irregularity in procedure shall not automatically invalidate an election.

Not more than fifteen (15) days after the decision of the Elections Committee on the challenge, the aggrieved party may appeal the Elections Committee's decision to the FFAW-Unifor Executive Board. If the challenge relates to a sitting member of the Executive Board, that Executive Board member shall not attend or participate in any meetings or discussion related to the election challenge. The decision of the Executive Board is final.

TIMEFRAMES FOR THE ELECTION OF EXECUTIVE BOARD VACANCIES

PRE-VOTE PERIOD

Notice of Nomination and Election posted by the Union in local media, social media, and in a press release on July 6, 2026.

Release and posting of Election Forms and Election Rules and Procedures on July 6, 2026.

Nomination period opens on July 22, 2026.

Last day to finalize the Voters' List and provide a copy to the Elections Committee is August 7, 2026.

Last day/time to submit nomination papers is 4:00 pm August 7, 2026.

Elections Committee reviews nominations and finalizes the list of candidates on August 10, 2026.

VOTING PERIOD (If necessary)

Non-Fish Executive Board Position

Ballots and voting instructions to be mailed/e-mailed to members in good standing on August 19, 2026.

Last day/time for electronic ballots to be cast through electronic voting is midnight, September 20, 2026.

Results of election received by Elections Committee and all candidates notified of results on September 21, 2026.

Secretary-Treasurer Executive Board Position

The voting process for the Secretary-Treasurer Executive Board Position will be conducted by a secret ballot among the members of the Executive Board, Inshore Council, and the Industrial/Retail/Offshore Council.



The voting period will be determined at a later date, but the voting period will close no later than September 20, 2026.

Results of election received by Elections Committee and all candidates notified of results on or before September 21, 2026.

INSTALLATION OF NEW EXECUTIVE BOARD MEMBERS

Installation of the new Executive Board members by the Elections Committee Chairperson will be conducted at a meeting of the Executive Board of FFAW-Unifor or as early as possible following the election.

Nomination Form: 2026 FFAW-Unifor Executive Board Vacancies

To be completed by nominators

(Must be members in good standing):

We nominate: _____

to the position of: _____

Nominator # 1:

Print Name

Signature

Phone #

Member # (Required)

Nominator # 2:

Print Name

Signature

Phone #

Member # (Required)

Member # can be found on your membership card

To be completed by person nominated

(Must be member in good standing)

I, _____, accept nomination as stated above.

Print Name

Name

Email

Phone #

Member # (Required)

Signature

Completed nomination forms must be accompanied by a signed and sworn affidavit from the nominee.

Nomination forms must be submitted via email (elections@ffaw.ca) or in person at 368 Hamilton Avenue during business hours. Nomination forms cannot be accepted by mail.

A member in good standing means a person who, at the time of nomination, holds a current membership card.

Deadline for receiving nominations is Friday, August 7, 2026 at 4:00pm

AFFIDAVIT OF NOMINEE FOR 2026
FFAW-UNIFOR EXECUTIVE BOARD VACANCIES

I, _____, of _____, in the Province of Newfoundland and Labrador, member in good standing of the Fish Food and Allied Workers-Unifor Union (FFAW), MAKE OATH AND SAY:

1. THAT I am seeking to be nominee for the position of _____ in the election for which is occurring in 2026 to fill a vacancy on the Executive Board.
2. THAT I have:
 - A. not been at any time within the past three years a member, officer, or director of an association or organization that has sought or seeks to represent through collective bargaining people who are represented by FFAW-Unifor for that purpose; or
 - B. renounced my membership in such an association or organization at least 12 months prior to the date of my nomination acceptance and am attaching hereto as Appendix "A" written proof of such renunciation of membership.
3. THAT I understand that knowingly making a false statement in a sworn affidavit constitutes perjury pursuant to section 131(1) of the *Criminal Code of Canada*.

SWORN BEFORE ME at)

_____)

in the Province of)

Newfoundland and)

Labrador this ____day of)

_____, 2026)

)

_____)

A Commissioner for Oaths in

and for the Province of Newfoundland

and Labrador

Member Signature

Member Name (Print)