

2026 Campaign Rules

The Labor-Management Reporting Disclosure Act requires that all candidates be treated equally with respect to the opportunity to campaign. Section 401(g) provides that any monies received by POPA, or of any employer, e.g. the USPTO, may not be used directly or indirectly to support the candidacy of any person in a union election of officers. This prohibition extends to equipment, office supplies, records, and personnel of POPA or any employer, whether or not they employ POPA members.

Section 401(e) provides that members may not be subjected to penalty, discipline, or improper interference or reprisal of any kind in the exercise of their right to support the candidate of their choice.

These rules apply to candidates, candidates' supporters, and bargaining unit members, even if the candidate is not aware that the activity(ies) is/are occurring. Candidates should be mindful of the following rules:

1. Union or employer equipment (including copiers, computers, printers, fax machines, telephones, email), office supplies, facilities, cash, or any other financial or in-kind resources may not be used to promote or attack any candidate. This prohibition includes the creation and duplication of campaign literature using the USPTO's and/or POPA's computers, copiers, printers, or paper. This includes USPTO's Sharepoint and MS Teams, or equivalent.
2. The use of any employer or any POPA logo is prohibited in campaign material.
3. Campaign messages may be sent to USPTO email addresses and only to those of union members. Email messages must clearly indicate that the content of the message is union business by using the subject line "Union Campaign Material: Read During Non-Duty Time." As with other campaign materials, these email messages may not use the USPTO logo or otherwise indicate endorsement by the USPTO.
4. Campaign emails cannot be sent or made from union or employer email accounts or computers.
5. Candidates may leave campaign voicemail messages on USPTO telephones (including Teams telephones). Campaign calls to work telephone numbers must be made on non-duty time and should only be made between the hours of 7:00pm and 7:00am. If an employee answers, they must be assumed to be working and they are not to be campaigned to. The person calling should state that they are calling regarding the POPA election, the law does not permit them to speak to the member during work time, and then ask if they may call back to leave a voicemail. All campaign voicemails to USPTO phone numbers must begin by informing the member that it is a campaign message and the member should listen to it while in a non-duty status. Union or employer membership lists

cannot be used to obtain the names of union members or their telephone numbers.

6. All candidates or members that campaign via email must save the email message. All candidates or members that campaign via voicemail to members' work telephones must keep a log of who they contacted via phone or voicemail (whether a union member or not.)
7. Campaign telephone calls, voice messages, or voicemails cannot be made or sent from union or employer telephones or VOIP systems.
8. POPA will honor any reasonable requests by a candidate to distribute campaign literature to members at the candidate's expense. Requests will be honored in the order received and will take at least two working days.
 - a. For USPS mailing, campaign literature must be delivered to the union's office at Jefferson 4D69 in sealed, stamped envelopes that are ready for mailing. Contact the union's Administrative Assistant Brianna Wenger to schedule a delivery time (BWenger@POPA.ORG). Each candidate should check with postal officials to determine proper postage. POPA cannot mail campaign literature presorted. Candidates who wish to mail campaign literature to the entire membership must pay \$330 in advance for the cost of printed address labels. Arrangements have been made for POPA office staff to put address labels on the envelopes containing campaign literature at a rate of \$47 per hour for five (5) hours. 5 hours is the time that we anticipate it will take to place labels on envelopes for the entire membership. Both amounts (\$565 total) must be paid by check in advance, which can be tendered when you deliver the pre-stuffed envelopes to the union office. If you wish POPA to mail campaign literature to fewer than all the members, contact Ms. Wenger at the above number to discuss the label cost and POPA office staff cost at \$47 per hour. In order to expedite the mailing, please let POPA know as far in advance as possible that you anticipate having the union mail literature and the date you expect to deliver envelopes to the union.
 - b. For a mailchimp email campaign, candidates must provide a PDF of candidate literature and it must be delivered to the union's Administrative Assistant Brianna Wenger (BWenger@POPA.ORG) to schedule the date (Monday-Friday) on which the email will be sent. Arrangements have been made for POPA office staff to send mailchimp emails containing PDF campaign literature at a rate of \$47 per hour for one (1) hour and email cost per in the desired area. Both amounts must be tendered before an email is sent.

POPA will send only emails to the entire membership (\$40.92), or membership in the chemical (\$9.21), mechanical (\$12.33), electrical (\$15.81) or design/others areas (\$3.57). Please let POPA know as far in advance as possible that you anticipate having the union email campaign literature.

- c. Candidates may choose to campaign by a USPS and/or email method.
- 9. Campaign literature may be posted on the general bulletin boards in the pantries at the USPTO in accordance with USPTO rules for postings.
- 10. Employees may post campaign literature on their own office doors.
- 11. Campaign literature may not be posted on union bulletin boards, USPTO elevators, or on USPTO walls.
- 12. Candidates and their supporters are not allowed to campaign while on union or employer time.
- 13. If candidates campaign to members, they must be on their own time. They must not be in a pay status with the employer
- 14. Candidates and their supporters may campaign in the pantries, the cafeteria, the parking lot, outside USPTO buildings, and any other non-work areas as long as the candidate or their supporters are in a non-work status.
- 15. In-person campaigning may NOT take place to employees in their offices
- 16. Campaign literature may NOT be slipped under office doors.
- 17. Union or USPTO media such as websites, social media, newsletters, and other communications may not be used to promote or attack any candidate.
- 18. The USPTO weekly is not available for campaigning.
- 19. Candidates and their supporters must pay full market price for all campaign related services unless a similar discount is given to all customers in the normal course of business.