



Toronto Civic Employees' Union, Local 416

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LOCAL 416

Affiliated with the
Canadian Labour Congress
and the Labour Council of
Toronto & York Region

Message from the Returning Officer

Candidate Code of Conduct 2024 Triennial Elections

The following is the Code of Conduct for all candidates running in the 2024 Triennial Elections.

1. No funds, equipment, materials, supplies or office stationery from the Union or the Employer are to be used by any candidate in their campaigning.
2. No campaigning is to take place on Employer or Union time, all campaigning must occur on unpaid time, such as vacation time or before/after work hours.
3. No Employer or Union emails or computer servers are to be used to distribute election materials or to campaign.
4. No campaign material may:
 - Contain the 416 logo or affiliated artwork, letterheads, etc.
 - Be posted within or on the union hall building
 - Be posted on any property of the City or its agencies, buildings, vehicles, lockers, restrooms, cubicles, portables etc.
 - Contain any slanderous, derogatory or defaming statements about another candidate or any member of Local 416
5. No candidate shall have access to the Local 416 membership mailing list. This list is the confidential property of the union.
6. There is to be no campaigning or campaign events within the Local 416 union hall.

All Candidates are reminded that CUPE and CUPE staff cannot assist you with your campaign in any way.

Please adhere to these guidelines as you conduct your campaign. Contact me at any time if you have questions about the campaign or elections.

In Solidarity,

Bradley Tilley
Local 416 Returning Officer 2024
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