



## **NICFA POLITICAL ENDORSEMENT POLICY**

The Faculty Association may choose to endorse individuals who are running in municipal, provincial, or federal government elections.

### **Policy Statement**

Individuals who run for political office may benefit from the Association's endorsement. They should have the backing of the union if the campaign platform reasonably aligns with the Association's core values and serves its best interests.

### **Eligibility**

The Faculty Association will only endorse current or previous members of NICFA who campaign on progressive, person-, community-, and higher education-centric platforms. Their platforms must include provisions, as applicable, which would:

- (a) benefit members, higher education workers and/or the higher education sector;
- (b) advance workers' rights or the labour movement;
- (c) promote values of diversity, justice, inclusion, equity, equality, decolonization;
- (d) acknowledge anthropogenic climate change and environmental degradation; and/or
- (e) encourage initiatives of value to all community members, but especially those who are most disadvantaged.

Any party affiliation of the candidate requesting endorsement must also reasonably meet the preceding criteria.

### **Procedure**

Members will write to the NICFA president requesting endorsement outlining the way the endorsement will be used and forwarding any relevant documents necessary for the endorsement.

In the request, the applicant should provide information outlining their reasons for seeking the endorsement, any relevant history in the Association and/or other labour organization, and a brief summary highlighting key elements of their platform (including campaign materials and website or social media links).

Applicants must have the support (signature on the application letter) of five Association members, two of whom must be outside of the applicant's department.

The request for endorsement shall be reviewed by a subcommittee of at least three Faculty Association Executive members, excluding the President, who will come to a determination in no longer than three weeks.

The committee shall consider the documentation provided, and any other publicly available material in making their decision. The committee will provide their decision and reasons to the President, who will communicate the outcome with the member applicant.

The result of the committee's decision is final and non-appealable, unless there are obvious factual errors for decision.

The Faculty Association reserves the right to withdraw their endorsement at any time by 3/4 of the Council vote. The withdrawal of an endorsement may occur if a candidate's platform during a campaign deviates substantially from the platform stated during the time of endorsement application or if a candidate engages in behaviour that would place the Association in harm or disrepute. Every effort will be made to address concerns leading the Association to withdraw its endorsement before taking this step.

If a withdrawal occurs, the individual will remove the endorsement from their online platforms, as well as their printed campaign materials, where possible. This decision is non-appealable.

Any unendorsed applicants may acknowledge their union membership or history during the campaign. The Association reserves the right to correct any instances where an individual wrongly claims they are endorsed by the Association in line with the Correction and Discipline Policy.

All processes associated with endorsement applications will remain confidential for all parties involved.

Nothing in this policy shall be interpreted to limit Association members from supporting the political parties and/or candidate(s) of their choosing.

First Approved: May 2024	Last Revised	Subject To Review: 2027
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