

CONSTITUTIONAL AMENDMENT NO. 2

Amend Article 6, Section 13 of the NALC Constitution

Establishing Ranked-Choice Voting Counting Procedures

WHEREAS, the National Association of Letter Carriers is founded upon democratic principles and the fair representation of its membership, and the method by which votes are counted and winners declared is central to the legitimacy of our union's democratic elections; and

WHEREAS, Article 6, Section 13 of the NALC Constitution currently provides that in elections for all offices, the candidate receiving the largest number of votes shall be declared elected, meaning that in a race with three or more candidates, a candidate may be declared the winner with as little as one-third or less of the total votes cast; and

WHEREAS, electing a national officer without a majority mandate undermines the legitimacy of that officer's leadership and leaves a majority of voting members unrepresented by their preferred candidate; and

WHEREAS ranked-choice vote counting resolves this problem by eliminating the last-place candidate and redistributing those ballots to remaining candidates in successive rounds until one candidate achieves a true majority of fifty percent plus one of the votes cast; and

WHEREAS ranked-choice vote counting is a proven, transparent, and auditable process that has been successfully implemented by numerous labor unions, municipalities, and state governments across the United States; and

WHEREAS the election of National Trustees differs from other national officer elections in that three positions are filled simultaneously, making ranked-choice counting inappropriate for that race, and the existing plurality procedure shall therefore continue to govern the National Trustee election; now, therefore, be it

RESOLVED, that Article 6, Section 13 of the NALC Constitution be amended by striking the following existing language:

EXISTING LANGUAGE — STRICKEN:

~~"In elections for all offices, the candidate (or candidates, where the election is for a group of identical offices) receiving the largest number of votes shall be declared elected."~~

NEW LANGUAGE — ADOPTED IN ITS PLACE:

"In elections for all offices in which only two candidates are nominated, the candidate receiving the largest number of votes shall be declared elected. In elections for any office in which more than two candidates are nominated, ranked-choice voting shall be used to determine the winner as follows: (a) In the first round, only first-choice votes shall be counted. If a candidate receives a majority of first-choice votes cast, that candidate shall be declared elected. (b) If no candidate receives a majority of first-choice votes, the candidate receiving the fewest first-choice votes shall be eliminated. All ballots cast for the eliminated candidate shall be redistributed to the remaining candidates based upon the next-ranked choice indicated on each such ballot. (c) Following redistribution, if a candidate has achieved a majority of votes among the remaining active candidates, that candidate shall be declared elected. (d) If no candidate has yet achieved a majority following redistribution, the elimination and redistribution process shall continue in successive rounds until one candidate achieves a majority and is declared elected. (e) In the event of a tie for the fewest votes between two or more candidates subject to elimination in any round, the National Election Committee shall determine the eliminated candidate by lot using a documented and publicly witnessed random process. (f) All rounds of ballot counting shall be fully documented and publicly reported to the membership. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election including all rounds of counting shall be officially announced by the Secretary-Treasurer in the next edition of The Postal Record. Notwithstanding the foregoing, the election of National Trustees shall not be subject to ranked-choice voting. The three candidates receiving the largest number of votes in the National Trustee election shall be declared elected under the existing plurality procedure, as three positions are filled simultaneously in that election."

RESOLVED, that for the avoidance of doubt, the ranked-choice voting counting provisions of this amendment shall apply only to single-winner national officer elections and shall not apply to the election of National Trustees, in which three positions are filled simultaneously and the three candidates receiving the highest vote totals shall continue to be declared elected under the existing procedures; and be it further

RESOLVED, that every round of vote counting conducted under this amendment shall be fully written down, shared openly with all members, and subject to the same audit and challenge procedures that govern current NALC national elections under Article 6, Section 14, so that every member can trust that the counting was done correctly and fairly; and be it further

RESOLVED, that after the first election conducted under this amendment, the National Election Committee shall prepare and share a full report with the membership explaining how the counting process worked, what challenges if any were encountered, and what improvements if any are recommended for future elections; and be it further

RESOLVED, that all other provisions of Article 6, Section 13 not specifically addressed by this amendment shall remain in full force and effect; and be it further

RESOLVED, that this amendment shall become effective immediately upon adoption and ratification and shall apply to all national officer elections held following nominations at the Convention at which this amendment is adopted.

Submitted by Branch 642 approved at NALC Branch 642 membership meeting
5/14/2026

President _____ Date _____

Secretary _____ Date _____