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RULES FOR CONDUCTING THE SEPTEMBER 1, 2021 INTERNATIONAL OFFICER CANDIDATES FORUM

I. GENERAL FORMAT

1. A Candidates Forum will take place on September 1, 2021, 6:30 pm (EDT) at the National Press Club (529 14th Street, NW, 13th Floor, Washington, D.C. 20045).¹ Participants in the forum will be the two candidates nominated at the 30th International Convention of the International Brotherhood of Teamsters for the office of General President. The forum will last for as long as necessary to allow for: a) candidate opening and closing statements; and b) at least twelve sets of questions (that is, each candidate will have the opportunity to make the first response to six questions; the other candidate will have time to comment or respond to the initial answer; and the candidate first questioned will have time for rebuttal).

2. A candidate nominated for General President who belongs to a slate that includes a candidate nominated for the office of General Secretary-Treasurer may designate the candidate nominated for the office of General Secretary-Treasurer to appear as the candidate's representative at the forum. *2021 Election Rules*, Article VII, Section 6(b). Any such designation must be provided to OES by August 11, 2021. If no designation is made by that date, the right to designate is waived.

3. The Election Supervisor will select an individual to serve as moderator for the Candidates Forum, and two additional journalists to serve as co-panelists. The moderator to be selected will be a journalist or columnist familiar with issues of labor, politics and economics who is a member of the National Press Club. The names of the moderator and panelists will be provided to the candidates in advance of the candidate forum.

4. The Candidates Forum will be conducted substantially as a National Press Club "Newsmakers" event open to any person who would otherwise be allowed to attend a "Newsmakers" event (National Press Club members and credentialed journalists). Members of the audience may pose questions through the moderator, in writing. The moderator shall exercise discretion in framing or posing any question from an audience member.

¹ Additional Candidate Forums may be scheduled, with the assistance of the Office of the Election Supervisor ("OES"). *Rules*, Article VII, Section 6(a). Those Forums will be conducted under Rules substantially similar to these, with any modifications agreed to among OES and the candidates.

5. Each Candidate may request tickets from the Office of the Election Supervisor (OES) to invite up to 50 guests to attend the Candidates Forum. Candidates may designate IBT members, IBT employees, retirees, family members or friends as invited guests. Candidates may not designate any employer as an invited guest unless that employer is also an immediate family member. Only individuals fully vaccinated against the COVID-19 virus may be invited to attend the Candidates Forum in person, and each Candidate is responsible for ascertaining and certifying to OES and the National Press Club in advance of the event the vaccination status each of their invited guests. Each Candidate shall provide a list of the names of the invitees, with vaccination status, to OES, by August 25, 2021. OES reserves the right to exclude any person from the audience for any reason including, but not limited to, space constraints of the venue. Other guests may be invited to the Candidates Forum at the discretion of the Election Supervisor.

6. The Candidates Forum will be conducted in accordance public health regulations and guidance pertaining to COVID-19. Attendees may be subject to body temperature screening as a condition for entry to the National Press Club event, or other procedures applicable to all National Press Club visitors. Restrictions on public gatherings applicable as of the date of the event may require changes in room layout, wearing personal protective masks, limiting the number of persons in the audience, or other changes. Candidates will be advised of any changes in advance of the event. Changes may be made up to the starting time of the event.

7. The moderator will be responsible for maintaining the general order and conduct of the forum. A countdown display will show the candidates the amount of time for each response, and each candidate will be expected to adhere to the time limits. The moderator will enforce the designated time limits for speaking in each segment, but may exercise discretion concerning strict time limits to allow a candidate to complete an answer or to allow for a follow-up question.

8. After the moderator introduces the forum, each candidate will have an opportunity to give an opening statement not longer than two minutes. The order of speaking will be determined by lot before the start of the forum: the first candidate chosen in the lottery will have the option to make the first or second opening statement. Each candidate will have an opportunity to deliver a two minute closing statement, to be given in the same order as the opening.

9. After opening statements, the candidates will respond to questions. The moderator will ask the first question, and will call on the panel members in sequence to pose a question. Questions will be posed to each candidate alternately, with the first question posed to the candidate that delivered the second opening statement. The candidate to whom the question is directed will have up to 90 seconds to respond; the other candidate will have up to 45 seconds to comment or respond; the candidate first questioned will have up to 30 seconds for rebuttal. The moderator may allow follow-up questioning to any candidate in connection with an initial response or comment, but any response to a follow-up is limited to 45 seconds.

10. Two additional rounds of questions (one directed to each candidate) will be posed by IBT members in the invited audience. Questions must be in writing and submitted to OES no later than 5:00 pm (EDT) on August 25, 2021. IBT member questions will be pre-screened by

the Election Supervisor and the moderator to determine: a) that the submission actually poses a question; b) that the question does not address a subject previously addressed in the forum; and c) that the question is short, direct, and to the point. The moderator may exercise discretion to invite additional questions from IBT members in the invited audience.

11. Individuals viewing the Candidates Forum live via the internet will have the ability to submit questions by email, text or similar service. Submitted questions will be screened by the Election Supervisor and the moderator to determine: a) that the submission actually poses a question; b) that the question does not address a subject previously addressed in the forum; and c) that the question is short, direct, and to the point. The moderator may exercise discretion to select and ask questions submitted from the internet audience.

II. AUDIENCE CONDUCT

1. Candidates are responsible for ensuring that their invited guests, including IBT members, act appropriately and do not interfere with or disrupt the conduct of the forum. Disruptive conduct includes, without limitation: chanting; heckling or gesturing with hands or other body parts towards a candidate, panelist, or audience member; shouting or interruption while a candidate, panelist or audience member is speaking; standing; leaving the auditorium during the forum; or other conduct that disrupts the purpose of the forum under Article VII, Section 6 of the Rules.

2. No signs, placards, banners, hats, vests, or similar campaign paraphernalia will be allowed in the forum. A member of the audience may wear not more than two campaign buttons or stickers, none larger than 2.5 inches in diameter.

3. No noisemakers, and no bullhorns, microphones, megaphones or other sound amplification devices shall be allowed in the forum apart from the equipment used under the Election Supervisor's direction to record the forum and render it audible to audience members. Audience members may not photograph or record the Candidates Forum, or use photographic or recording devices in the venue during the Candidates Forum.

4. If the Candidates Forum is disrupted, the Election Supervisor will sanction the audience member(s) causing the disruption as well as the candidate or slate responsible for inviting the member(s). Remedies for disruption that the Election Supervisor will consider include, without limitation: a) candidate disqualification; b) requiring the responsible candidate and slate to pay the full cost of the Candidates Forum, and the full cost of holding and distributing another, equivalent forum; c) monetary fines; d) underwriting the cost of campaign literature for the opposing candidate or slate; and e) removing the audience member(s) causing disruption. Each candidate is responsible for ensuring that its invited guests know the rules of audience conduct and the consequences of disruption.

III. DISSEMINATION

1. Notice of the availability of the record of the Candidates Forum will be disseminated to the IBT membership by publication of notices in the August and September 2021

issues of *Teamster* magazine, by posting of notices on local union bulletin boards, and by notice published in the October 2021 candidate literature mailing. The notices will inform the members of the availability of the Candidates Forum for viewing over the internet, how individuals may request free copies of a recording, and other sources of availability.

2. OES intends to make the Candidates Forum available for viewing, live, over the internet at the IBT's website (<https://teamster.org>) and the IBT's Facebook page (<https://facebook.com/teamsters>). Notice of how to access the live presentation will be disseminated through the IBT's Facebook page and in the notice postings on local union bulletin boards. The candidates and slates may publicize access to the live presentation as they see fit.

3. After the Candidates Forum, a video recording of the event will be made available through the Election Supervisor's website, www.ibtvote.org, for anyone to view. A transcript of the Candidates Forum will also be posted and will be available for free downloading. A link to the video recording will be created on the home page of the website of the IBT. The link will be active from when the video is first made available by OES until at least the start date of the general election ballot count.

4. When viewing the Candidates Forum on-line, viewers are encouraged to read the "Terms of Use" and any privacy policy of a site where the Candidates Forum is posted. The OES website, for example, collects nonidentifying information to help OES monitor and analyze usage patterns and web traffic; no personal identifying information is collected from visitors unless it is voluntarily supplied by filling out a form (for example, filing a protest on-line). OES understands that the Teamsters website follows the same policies, and that such personal information is also not collected simply by visiting the IBT's Facebook page. The Candidates Forum recording may be available at other sites. **Viewers are responsible for understanding the terms of use, and privacy policies, of sites visited to view the Candidates Forum or obtain a transcript of the forum.**

5. Any subordinate body of the IBT may show the Candidates Forum, at a meeting (the live stream or, after the event, the internet-available recording) provided that the Candidates Forum is shown in full.

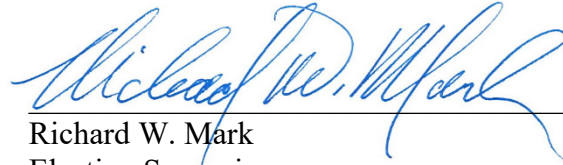
IV. AMENDMENTS

The Election Supervisor may amend or supplement these *Candidates Forum Rules* in order to accommodate technical, or schedule exigencies, to provide for the effective distribution to the IBT membership of information about the Candidates Forum or the recording of the Candidates Forum, or to make any other arrangements consistent with the requirements of Article VII, Section 6 of the *Rules*. The Election Supervisor may consider additional, reasonable methods for

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distribution of the recording of the Candidates Forum up to the date that ballots are mailed to the membership.

Dated: July 27, 2021
Washington, D.C.



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