



EMPAC

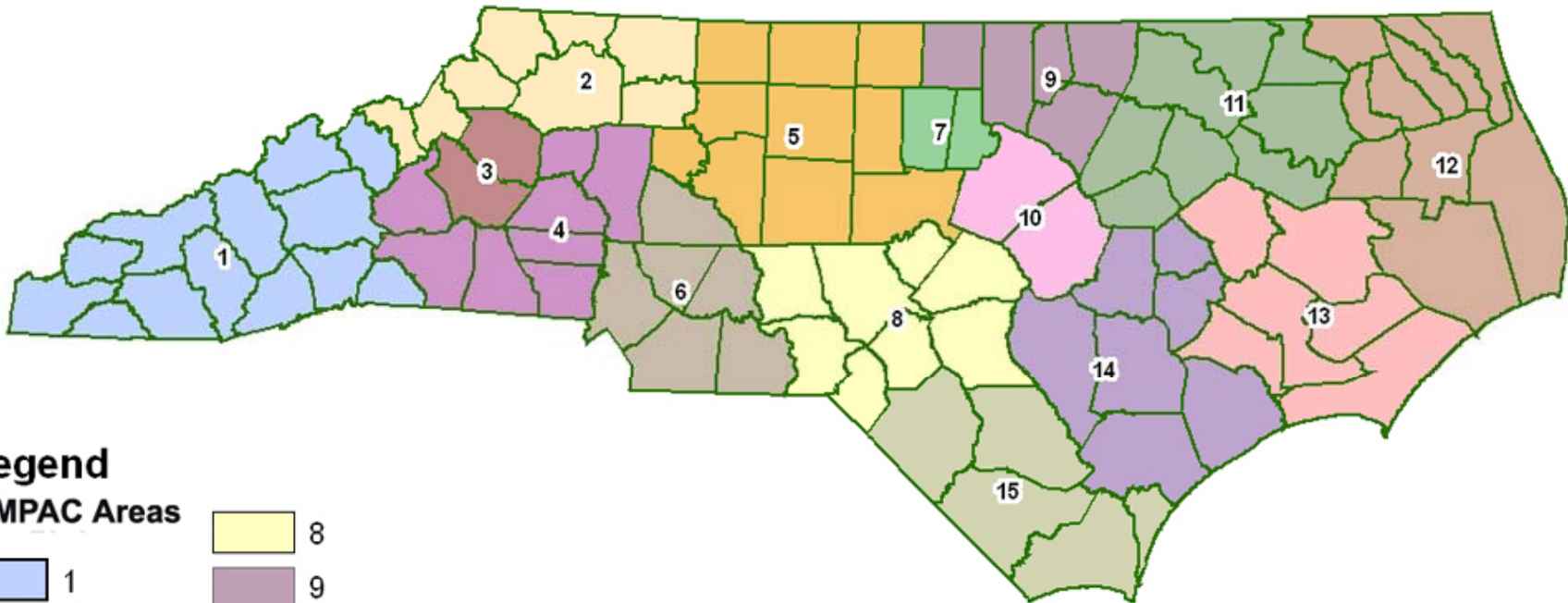
Endorsement Training

State EMPAC Meeting
December 3, 2011

















Employees Political Action Committee

EMPAC Areas (revised Dec. 2006)



Legend

EMPAC Areas

	1		8
	2		9
	3		10
	4		11
	5		12
	6		13
	7		14
			15





EMPAC Areas

Area 1 Districts 1 & 2	Area 2 Districts 3 & 8	Area 3 Districts 5 - 7
Area 4 Districts 4 & 9	Area 5 Districts 16 & 17	Area 6 Districts 10 - 13
Area 7 Districts 19, 25, 27	Area 8 Districts 18, 20, 22	Area 9 Districts 21 & 26
Area 10 Districts 36 - 47	Area 11 Districts 56, 57, 63, 71	Area 12 Districts 68 & 69
Area 13 Districts 64, 65, 67	Area 14 Districts 58 – 61, 66 & 67	Area 15 Districts 23, 24, 62

Each district has four representatives in their Area EMPAC.

- District EMPAC Chair
- District Chair
- Two At-Large Representatives



EMPAC Area Chairs

Area 1 Jim Pressley Chair	Area 2 Kathy Howell Chair	Area 3 Tony Smith Chair
Area 4 Joe Brown Chair	Area 5 Walton Jones Chair	Area 6 Debby Butler Chair
Area 7 Tommy Griffin Chair	Area 8 Cliff Brown Chair	Area 9 Gloria Upperman Chair
Area 10 Mary O'Neill Chair	Area 11 Michael Richardson Chair	Area 12 Tanilla Williams Chair
Area 13 Bill Dawson Chair	Area 14 Bobby Jones Chair	Area 15 Ernie Blackburn Chair



Endorsement A Powerful Tool



Non-Partisan Pledge

In accordance with the endorsement procedures adopted by EMPAC, I _____, as a member of SEANC District _____, pledge that my endorsement recommendations will be made on a non-partisan basis, that I will not or do not hold office in any political party, and that all comments made and actions taken during deliberations will be kept confidential. Furthermore, I pledge that I will not publicly work for nor support any candidate with time, money or other contributions before EMPAC endorsements are finalized or thereafter for any candidate opposing an EMPAC-endorsed candidate.

Signature

Date



All deliberations and votes by Interview Teams and Area EMPAC on endorsements **MUST** be kept confidential until they are announced.



Steps in the Endorsement Process

- Area EMPAC trains all members involved in the endorsement process
- Area EMPAC meets after candidate filing period ends to look at all legislative races assigned to their area
- Area EMPAC establishes Interview Teams
 - Each interview team consists of two to six members and a moderator
 - Same team should interview ALL candidates in a given race



Steps in the Endorsement Process

- Area EMPAC arranges locations and logistics for interviews
- Each candidate in a given race is contacted by moderator or Area Chairperson to schedule interview



Interview Teams

- Should be trained in the endorsement process and sign non-partisan pledge
- Use standard set of questions developed for all interviews in a given race
- Let the candidates do most of the talking
- Do not express personal opinions during interviews



- Interviews should be recorded on audiotape or video
- Should be scheduled for one hour
- Moderator should introduce interview team and explain interview format
- Interview team members should ask prepared questions
- Candidate is given chance for opening and closing statement



Interviews (continued)

- Any SEANC member may observe interview, but may not participate
- Once interview is completed, observers are dismissed and interview team discusses and votes by secret ballot
- Moderator collects ballots and seals ballots, notes, tapes, etc. in an envelope to be given to Area EMPAC Chair



Interviews vs. Forums

- Interviews: Interview team and observers meet individually with each candidate in a given race and ask approved set of questions
- Forums: Interview team and observers meet with all candidates in a given race at the same time and ask approved set of questions to each candidate, alternating between candidates



Employees Political Action Committee

Endorsement Criteria

- Favorable voting record on SEANC issues in the General Assembly
- Introduction or sponsorship of SEANC legislation
- Active lobbying of fellow legislators on SEANC issues
- Seeking SEANC input on legislative issues affecting state employees
- Rating by EMPAC interview team
- Likelihood of being re-elected
- SEANC Participation



Legislative Reports and Legislative Issues Questionnaires

- Political Director and Legislative Affairs Director prepare written legislative reports on incumbent legislators
- Legislative issues questionnaire is mailed to all candidates who file for General Assembly
- Political Director collects questionnaires and legislative reports and forwards to appropriate Area EMPAC Chair



Options for Endorsement

- Area EMPACs should look closely at all legislative races assigned to their area
- Area EMPACs have three choices for each race assigned to their area
 - Endorse
 - No endorsement
 - Take no action
- If an area chooses to “take no action” in a given race, the State EMPAC committee may make an endorsement in that race



Area Endorsement Process

- Once all interviews are completed, Area EMPAC meets in closed session to consider endorsements
- A quorum of Area EMPAC members is required (50% plus 1)
- Area Chair opens envelopes from interview teams one race at a time.
- Interview team ballots for a given race are tallied



Endorsement Recommendations and Decisions

- Area EMPAC reviews interview results and votes on candidate endorsement in each race.
- Area endorsement results are signed by Area EMPAC members who voted on the endorsement(s)
- Area EMPAC Chair forwards endorsement results to State EMPAC Chair
- State EMPAC reviews endorsement results for compliance with EMPAC procedures
- State EMPAC prepares report of endorsed candidates for announcement in proper public forum



Endorsements Announced

- State EMPAC Chair notifies candidates in writing of endorsement decision
- Endorsements are publicly announced through the media
- Districts/Areas may host endorsed candidates at Convention and at local meetings
- State, Area and District EMPACs provide campaign support to endorsed candidates



Campaign Support

- Contributions to endorsed candidates by Area and/or State EMPAC
- Provide people resources for:
 - Candidate mailings
 - Door to door campaigning
 - Phone banks
 - Poll workers on Election Day and Early Voting Sites



EMPAC Area Legislative Races

Area 1 House – 8 Senate – 4	Area 2 House – 5 Senate – 2	Area 3 House – 2 Senate – 1
Area 4 House – 11 Senate – 4	Area 5 House – 21 Senate – 8	Area 6 House – 17 Senate – 8
Area 7 House – 5 Senate – 3	Area 8 House – 11 Senate – 3	Area 9 House – 4 Senate – 1
Area 10 House – 11 Senate – 5	Area 11 House – 5 Senate – 3	Area 12 House – 2 Senate – 1
Area 13 House – 6 Senate – 1	Area 14 House – 6 Senate – 3	Area 15 House – 6 Senate – 3



Questions?



Statewide Endorsements

- State EMPAC Committee may make endorsements of candidates in statewide primary or general election races
- Interviews or forums are scheduled to include all candidates in a given race
- An interview team (three people plus moderator) of State EMPAC members is established for each race
- Teams may be supplemented by Area EMPAC members if necessary



Statewide Endorsements

- Interviews or forums should be open to all SEANC members to observe
- Interview process is same as Area interview process
- Once all interviews are completed, State EMPAC Committee meets in closed session to consider and make endorsements



Wrap Up

- Questions? Comments? Concerns?
- 2012 Elections are coming up.
 - Filing begins in February, 2012
 - Primary election in May.