



Washoe County Employees Association

639 Isbell Road, Suite 350 Reno, Nevada 89509

ENDORSEMENT POLICY STATEMENT

The Washoe County Employees Association (WCEA) is committed to maintaining integrity, transparency, and independence in all endorsement decisions.

While WCEA may consider endorsement requests from candidates for elected office, including those who currently maintain a professional or bargaining relationship with the Association, all such requests will be evaluated through a structured and impartial process.

To ensure ethical standards are upheld:

- Endorsement considerations will remain **strictly separate** from any collective bargaining activities, labor negotiations, or contractual relationships.
- No endorsement will be granted based on, or in exchange for, any promise, implication, or expectation related to labor agreements, working conditions, or employment matters.
- Candidates will be evaluated based on their **qualifications, record, responsiveness to labor issues, and commitment to the interests of WCEA members.**
- The Association will ensure that all members and leadership are free from **undue influence, pressure, or coercion** in the endorsement process.

WCEA reserves the right to decline or support any candidate based solely on the merits of the endorsement process and the best interests of its membership.

This policy is intended to preserve the Association's independence and to reinforce public trust in both its labor representation and political engagement.