



Organization of  
American States

# Official Report On Election Results

Electoral Process 2018-2019  
Nominating Committee  
Staff Association

Organization of American States

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## **I. Introduction**

In compliance with Article 43 of the Statutes of the Staff Association, the Nominating Committee hereby presents to the Staff Association Assembly the Official Report of the Results of the Elections for the Staff Committee and the Retirement and Pension Fund Committee for the 2018-2019 period.

For this electoral period, the Nominating Committee (hereinafter referred to as the Committee) was comprised as follows: Paul Spencer (President), Paola Fernandez, Florence Fernandez, Dilian Martinez, Javier Montes, Luz Maria Pena, and Maria Fernanda Solano.

## **II. Initial Actions**

### **1) Establishment of the Nominating Committee**

In accordance with Article 36 of the Statutes, the Nominating Committee was established on May 17<sup>th</sup>. On May 18<sup>th</sup>, the electorate was informed of the names of the members of the Committee assigned to coordinate this electoral process.

### **2) Identification and nomination of the candidates, information gathering and verification of signatures**

On May 18<sup>th</sup>, after its first meeting, the Nominating Committee sent an official notice (Staff News NC 1/18-19) via the email account of the Staff Association, which listed the President and members of the Committee, the requirements that candidates must meet and it included two links, one to the candidate profile format and the other to the nomination petition form. In said notice, the Committee informed that the deadline for presentation of candidates was June 6<sup>th</sup> at 5:30 p.m., Washington, D.C. time. This date was later extended to June 8<sup>th</sup> to give more time for candidates to come forward.

On May 23<sup>rd</sup> the Committee sent an email - Staff News NC 2 - informing of the eligibility criteria for candidates and the code of conduct for the electoral process.

At the closing date for nominations, the Committee had received a total of thirteen (13) nomination petitions: one (1) from candidate for the presidency of the Staff Committee, ten (10) from candidates for membership in the Staff Committee, and two (2) for the Retirement and Pension Fund Committee: one (1) for president and one (1) for alternate.

Following the calendar established by the Statutes, after the corresponding verification and validation of the information received, on June 11<sup>th</sup> the Committee published in Staff News NC 3, the names and profiles of the eligible candidates for the Staff Committee and the Retirement and Pension Fund Committee for the 2018-2019 electoral process. It also

announced the dates for the elections as follows: June 21<sup>th</sup> for staff members away from headquarters and June 22<sup>th</sup> for staff members at headquarters.

### III. Coordination of activities during the Pre-Electoral Process

#### 1) Identification of the Volunteers for the Voting Tables

The Committee identified 32 volunteers to serve at the two designated voting tables in the General Services Building (GSB) and the Administration Building (ADM). There were 16 volunteers for the GSB and 16 for the ADM (2 persons per shift and each shift lasting one hour) assisting with the process of identifying the voters and collecting the ballots in the ballot boxes on Election Day.

Grouped by building, the volunteers were: **From the GSB:** Karoline Oliveira, Rosario Monroy, Agustina Oliveira, Ana Lemos, Soledad Urruela, Luisa Neira, Sofia Kosmas, Andrea Rodriguez, Carmela Burbano, Roberto Valenzuela, Cristobal Dupouy, Claudia Arango, Yolanda Torres, Maria Eugenio Villavicencio, Mariano Vales and Betty Arevalo. **From the ADM and MNB:** Jaime Moreno-Valle, Eduardo Parada, Luisa Quintero, Martha Ramos, Rodrigo Silva, Francisco Montero, Fiorella Medina, Luz Soto, Veronica Alonso, Stella Villagran, Sofia Castro, Alfredo Cupe, Solange Morales, Camila Tort, Rocio Suarez and Margaret Palmer.

#### 2) Identification of Volunteers for the Teller Committee

In accordance with Article 40 of the Statutes of the Staff Association, the Nominating Committee proposed the members of the Teller Committee, which was comprised of six (6) members and two (2) alternates. They were:

**Alex Bravo (President)**

**Ana Maria Lemos**

**Catherine Pognat**

**Katalina Montaña**

**Katherina Diaz**

**Maria Eugenia Villavicencio**

**Rosario Monroy**

**Maria Fernanda Story**

This Committee was responsible for receiving the ballot boxes and tallying the votes at the end of the election.

### 3) Preparations for the Elections

During the preparatory process for the elections the Committee held various logistics coordination meetings, during which the following actions were agreed to:

- Request an updated list of the personnel who make up the electorate for both the OAS Retirement and Pensions Fund as well as the OAS Staff.
- Prepare the voters lists for headquarters (GSB, and ADM/MNB/CASITA), away from headquarters, and absentee voters, for both the Staff Committee and the Retirement and Pension Fund Committee.
- Maintain the two voters' lists system at Headquarters, requiring the electorate to vote only in the physical location where they work and informing them in advance of their voting location. For example, voters working in the GSB would only appear on the voters list at the GSB polling table, and voters working in the other buildings at headquarters in Washington (ADM, MNB and Casita) would appear only on the list located at the ADM polling table. (Staff News NC 4 of June 13th)
- Prepare and print delivery records for the ballot boxes and the voters' lists to be signed by the Committee members, the polling table volunteers, and the Teller Committee.
- Offer an absentee voting system for those staff members who would be out of office on Election Day. The Committee assigned two of its members to facilitate the voting process. The absentee voting service was offered from June 19 to 21 Staff members who were away from headquarters during that period and who would not be present on Election Day (June 22<sup>nd</sup>) were allowed to vote by email from their oas.org account. (Staff News NC 5 of June 14<sup>th</sup> update)
- Instruct staff working at OAS Offices and other institutional entities in the member states to submit their votes by email from their oas.org account only to the President of the Nominating Committee.
- Apply the guidelines document on eligibility and campaign conduct that seeks to regulate aspects of the elections campaign and other areas regarding the eligibility of candidates not addressed in the Statutes. (Staff News NC 2 of May 23<sup>rd</sup>)
- Make available the form for the submission of complaints and have copies of the form available at all polling tables. (Staff New NC 6, of June 15<sup>th</sup>)
- Dispatch an announcement exclusively for offices and associated entities regarding their process for voting on June 19<sup>th</sup>.

#### IV. 2018-2019 Electoral Process

Pursuant to the provisions of Articles 37 to 40 of the Statutes, the following activities related to organization of the elections held on June 21 and 22 were carried out.

- On Wednesday June 20<sup>th</sup>, e-mail reminders were sent to all voters in the offices of the GS/OAS and other affiliated institutions in the member states to inform them of 1) the electoral process for the Staff Committee and its president, and 2) the election of the representatives of the Retirement and Pension Fund Committee. Two ballots were attached to that e-mail, and the President of the Nominating Committee was identified as the only member of the Committee authorized to receive, print, and compile the ballots received on June 21<sup>st</sup>.
- Also on June 21<sup>st</sup>, the Nominating Committee coordinated with the OAS area responsible for setting up the voting stations in the GSB and ADM buildings.
- On June 20 the Committee held a briefing session with the volunteers at the voting tables. They were reminded to arrive a few minutes before their assigned shifts in order to ensure a smooth transition of the voting lists and ballot boxes. A guidelines-document outlining the procedures and expectations in carrying out their functions was also sent to the volunteers via e-mail.
- Various Nominating Committee members met with members of the Teller Committee to discuss their duties and responsibilities in the counting and final tallying of the votes on Election Day.
- On June 22<sup>nd</sup> reminder was sent to all voters at headquarters, convening the elections of the Staff Committee and the Retirement and Pension Fund Committee (NC 8). In addition, voting station volunteers were convened to the voting tables.
- All voting materials, including delivery records, ballot boxes, stationery, and pens were prepared and distributed for both the GSB and ADM buildings.
- As has been the standard practice in the past, and in order to avoid any confusion, the ballots were printed in two colors, one for the Staff Committee and the other for the Retirement and Pension Fund Committee.
- In addition, as has been done for a number of years, staff members were required to present their official OAS ID in order to exercise their right to vote.
- In the evening, once the voting process had ended at headquarters, the Nominating Committee submitted to the Teller Committee, - already installed in a predetermined location – the delivery records, which consisted of **six** voting lists, **four** ballot boxes and **six** envelopes; the latter contained the corresponding ballots for both voting locations (4), the ballots for absentee voting (4) and the ballots for the offices away from headquarters (2).
- After a complete count, the Teller Committee submitted to the President of the Nominating Committee its final tally sheet, which listed the number of votes received by each candidate.
- Subsequently, the Committee communicated to staff the results of the 2018 elections (NC 9)

**1) Volunteers who participated in the 2018-2019 electoral process:**

A total of 47 volunteers actively participated in the election process on June 22<sup>nd</sup>. Of that number **35 (74.46%)** were female and **12 (13.05%)** were male.

Compared to last year, there has been an increase in the number of male staff members volunteering to assist in carrying out the elections. Female staff members continue to volunteer in larger numbers than their male counterparts.

| Division of Groups of volunteers              | Roles   | Volunteer participation |        |        |
|---|---|-------------------------|--------|--------|
|   |   | Total                   | Female | Male   |
| <b>Group 1:</b><br>Nominating Committee       | Coordination of the electoral process, acceptance and validation of candidates, publication of results and production of the report | 7                       | 4      | 3      |
| <b>Group 2:</b> Volunteers at voting stations | Assisting at voting stations  | 32                      | 24     | 8      |
| <b>Group 3:</b> Teller Committee              | Ballot counting, validation of votes, and submission of the results   | 8                       | 7      | 1      |
| <b>Total</b>                                  |   | 47                      | 35     | 12     |
|   |   | 100%                    | 74.46% | 25.53% |

**2) Participation in the elections**

**Staff Committee**

For 2018, the total number of votes cast for the Staff Committee was **266**, of which **226 (84.96%)** was cast at headquarters with **17 (6.39%)** ballots cast in absentia. There were **40 (13.54%)** votes cast by staff members away from headquarters and there were **0** void and **1** blank ballots cast.

**Retirement and Pension Fund Committee**

The total number of votes cast for Representative and Alternate of the Retirement and Pension Fund Committee was **219**, of which **185 (82.89%)** were cast at headquarters with **16 (3.04%)** ballots cast in absentia. There were **34 (14.07%)** votes cast by staff members away from headquarters, and there were **5** void and **19** blank ballots cast.

### 3) Historical data on participation

#### Staff Committee

In 2017 the number of votes cast for the Staff Committee was 325 compared with 266 in 2018. This means a decreased participation of 18.2% compared to 2017, representing 59 less voters.

| Staff Committee               |            |            |            |            |            |            |            |            |            |
|-------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Year                          | 2010       | 2011       | 2012       | 2013       | 2014       | 2015       | 2016       | 2017       | 2018       |
| <b>Total ballots counted</b>  | <b>321</b> | <b>358</b> | <b>363</b> | <b>409</b> | <b>335</b> | <b>308</b> | <b>344</b> | <b>325</b> | <b>266</b> |
| <b>In headquarters</b>        | 261        | 293        | 300        | 330        | 263        | 252        | 262        | 269        | 226        |
| <b>Away from headquarters</b> | 48         | 37         | 38         | 49         | 41         | 33         | 41         | 44         | 40         |
| <b>Absentee</b>               | 12         | 28         | 25         | 30         | 31         | 23         | 41         | 12         | 17         |
| <b>Void</b>                   | 2          | 8          | 0          | 0          | 3          | 1          | 0          | 0          | 0          |
| <b>Blank</b>                  | 3          | 2          | 2          | 2          | 10         | 1          | 1          | 0          | 1          |

For the 2018-2019 elections, the Committee considered it important to include a comparative table to serve as a reference for the number of voters. The table shows the total number of eligible voters employed at the OAS as of May 31<sup>st</sup>, 2018, (Information provided by the Department of Human Resources) and the number of staff members who participated in the electoral process.

#### 2018-2019 Elections – Staff Committee

| OAS employees          | Total number of Employees | Number of staff members who voted | %             |
|------------------------|---------------------------|-----------------------------------|---------------|
| At headquarters        | 323                       | 226                               | 69.96%        |
| Away from headquarters | 46                        | 40                                | 86.95%        |
| <b>Total</b>           | <b>369</b>                | <b>266</b>                        | <b>72.08%</b> |



### Retirement and Pension Fund Committee

With regard to the Retirement and Pension Fund Committee, there was a similar trend. In 2017 the number of votes cast was 263 and in 2018, 219, showing a decreased participation of 16.74%, which represents 44 less voters.

| Retirement and Pension Fund Committee |            |            |            |            |            |            |            |            |            |
|---------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Year                                  | 2010       | 2011       | 2012       | 2013       | 2014       | 2015       | 2016       | 2017       | 2018       |
| <b>Total ballots counted</b>          | <b>264</b> | <b>290</b> | <b>292</b> | <b>324</b> | <b>262</b> | <b>254</b> | <b>289</b> | <b>263</b> | <b>219</b> |
| <b>In headquarters</b>                | 205        | 217        | 230        | 249        | 202        | 194        | 210        | 218        | 185        |
| <b>Away from headquarters</b>         | 47         | 44         | 38         | 48         | 36         | 34         | 47         | 37         | 34         |
| <b>Absentee</b>                       | 12         | 29         | 24         | 27         | 24         | 26         | 32         | 8          | 16         |
| <b>Void</b>                           | 6          | 4          | 3          | 0          | 4          | 1          | 0          | 6          | 6          |
| <b>Blank</b>                          | 10         | 7          | 2          | 25         | 0          | 1          | 1          | 15         | 19         |

The table below shows the total number of eligible voters in the Retirement and Pension Fund as of May 31<sup>st</sup>, 2018, (Information provided by the Office of the Retirement and Pension Fund) and the number of staff members and associates who participated in the electoral process.

### 2018-2019 Elections – Retirement and Pension Fund Committee

| Eligible voters     | Total eligible voters | Number of voters | %             |
|---------------------|-----------------------|------------------|---------------|
| From OAS            | 363                   | 219              | 60.33%        |
| From Other Entities | 65                    | 34               | 52.30%        |
| <b>Total</b>        | <b>428</b>            | <b>253</b>       | <b>59.11%</b> |

## V. Results of the 2018-2019 Electoral Process

### STAFF COMMITTEE

#### For President:

|    |               |           |         |
|----|---------------|-----------|---------|
| 1. | Steven Griner | 212 Votes | Elected |
|----|---------------|-----------|---------|

#### For Members:

|     |                      |           |         |
|-----|----------------------|-----------|---------|
| 1.  | Teresa Bustamante    | 157 Votes | Elected |
| 2.  | Mariana Herrera      | 152 Votes | Elected |
| 3.  | Adam Ayoubia Siegel  | 149 Votes | Elected |
| 4.  | Martin Huenneke      | 147 Votes | Elected |
| 5.  | Luis Villalobos      | 144 Votes | Elected |
| 6.  | Lilly Ching          | 129 Votes | Elected |
| 7.  | Melene Glynn         | 120 Votes | Elected |
| 8.  | Juan Cruz Monticelli | 113 Votes |         |
| 9.  | Monica Revilla       | 93 Votes  |         |
| 10. | Yadira Soto          | 83 Votes  |         |

### RETIREMENT AND PENSION FUND COMMITTEE

#### Representative:

|    |                         |           |         |
|----|-------------------------|-----------|---------|
| 1. | Carla M. Sorani Hluchan | 182 Votes | Elected |
|----|-------------------------|-----------|---------|

#### Alternate:

|    |                      |           |         |
|----|----------------------|-----------|---------|
| 1. | Beatriz Ferro-Santos | 173 Votes | Elected |
|----|----------------------|-----------|---------|

The above data shows that there were two (1) candidates for President of the Staff Committee; ten (10) candidates for Staff Committee members (60% female and 40% male). Of these latter candidates, and based on the final results, one (1) president and seven (7) members were elected.

As for the Retirement and Pension and Pension Fund Committee, there were a total of two candidates, one for Representative (female) and one for Alternate (female).

## **VI. Recommendations**

Having completed the 2018-2019 electoral process, the Nominating Committee subscribes to and reiterates recommendations from previous nominating committees. It is hoped that these recommendations, which are in the attached annex, will help to improve efficiency and ensure the optimal application of procedures. However, this committee would like to highlight the importance of an early start to the work of future nominating committees and makes a special plea for greater volunteerism from male staff members.

### **Other Issues Emerging from the 2018 Elections Process:**

The Nominating Committee brings to the attention of the 2018-2019 Staff Association Committee a formal complaint presented by a staff member via the established Conflict Resolution Mechanism. The complaint questioned the integrity and character of one of the candidates to serve on the Staff Committee. The Committee considered that it was not equipped to address this matter within the rules pertaining to the functions of the Nominating Committee.

## **VII. Annex 1**

### **Recommendations from previous nominating committees:**

To consider all aspects of the regulations related to the organization of elections to include:

- Appointment of the Nominating Committee by the Staff Association within a longer time span so that elections can be organized in a more efficient manner.
- Analysis and implementation during the next election process, of the proposed regulations document for voting away from headquarters in order to ensure a secret ballot.
- Adoption of all guidelines established by the Nominating Committee related to eligibility and code of conduct for election campaigns, which bridges the gaps in the statutes currently in force.
- Requirements for preparing the voting lists, the deadline for preparing said lists, the colors of the ballots, the content of communiques, and the language(s) to be used be clearly defined.
- Continue the policy of having voters present their official OAS ID in order to exercise their right to vote.
- Prepare a manual for the Teller Committee. Said manual should clearly establish the duties and responsibilities of the Committee as well as the procedure for counting the votes, the use of the delivery records, and the definitions of valid, blank, and void votes, among others.
- That the Nominating Committee consists of at least two (2) staff members from each of the buildings where voting takes place.

- Continue implementation of the conflict resolution mechanism, established for the first time in this election.
- Organize events where voters and candidates can interact and the latter can present their proposals to staff.