

BRENNAN CENTER FOR JUSTICE  
TWENTY YEARS

*at New York University School of Law*



# HOW TO BECOME AN ELECTION OFFICIAL

**PROTECTING THE RIGHT TO VOTE**



***Pennsylvania***  
*Election Worker Toolkit*

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## I. Introduction

Thank you for your interest in becoming a poll worker in Pennsylvania. By coming this far, it's clear that you cherish the principle of "one person, one vote"—a bedrock of our democracy. At the Brennan Center for Justice at New York University School of Law (BC) and the Lawyers' Committee for Civil Rights Under Law (LCCR), we also cherish that principle and therefore work every day to preserve and protect the right to vote for every eligible citizen. Poll workers are an essential part of the voting process. Informed and engaged poll workers contribute to that process, benefit their communities, and help ensure the right to vote is not unduly impeded. Indeed, a lack of qualified poll workers (different from poll watchers) has been a serious impediment to voter access. When states face difficulties attracting and hiring qualified poll workers, polling places are often understaffed or mismanaged, resulting in long lines, the spreading of misinformation, and even incidents of bias and intimidation. Additionally, poll workers are often the only election officials with whom voters interact, and so they play an important role in how voters experience and think about the voting process.

To address these issues, we have teamed up with the Association of Pro Bono Counsel (APBCo) to create state-specific guides to encourage qualified candidates to become poll workers—poll workers who know the relevant laws and processes, how to assist and troubleshoot effectively, and how to help voters have a positive experience on Election Day.

This toolkit for Pennsylvania provides an overview of the process for becoming a poll worker. We hope it is useful to you as both a technical and practical guide, including pointers that we have gleaned from experience. It is NOT a substitute for training materials provided by the state, county or local government. Instead, it is meant to equip qualified people like you with the information you need to become a poll worker and enjoy the important job of serving your fellow voters well. We hope that this guide encourages you to join the movement and make a difference!

## II. Overview of Pennsylvania Election System

There are 67 counties in the Commonwealth of Pennsylvania, each varying in population and geography, and each having judges of elections and other election workers that are integral to each Election Day.<sup>1</sup> Across the board, each county requires three elected and some additional appointed positions for each election district. With over 9,000 election districts across the state, there are plenty of roles that need to be filled!<sup>2</sup> Some of the election positions are for four-year terms.<sup>3</sup> Although elections for these position occurred in 2017 and the next elections will occur in 2021, vacancies frequently occur. There are tens of thousands of positions and additional vacancies may be needed to be filled by appointment. For instance, as we detail below, each county requires that an election officer serve in the election district where the election officer resides. So, when an election officer moves out of their election district, vacancies are created. These are prime opportunities for you to fill a spot by appointment!

Note, that in practice, Pennsylvania uses election officer and poll worker interchangeably to refer to those who staff and manage polling places prior to and on Election Day.<sup>4</sup> Under Pennsylvania law, election officer "includes the judge of elections and the majority and minority inspectors elected or appointed by a county board of elections and the clerk or machine inspector appointed by a county board of elections."<sup>5</sup> However, these positions do not constitute an exhaustive list, as poll workers who fill other vacancies also fall under the category of "election officers".

Election officers or poll workers have a significant impact on the voting experience for Pennsylvanians. Ultimately, poll workers are in charge of monitoring the polling place and the election process. A well-staffed polling place will run smoothly and efficiently, allowing for the maximum number of voters to cast their votes in a convenient fashion. However, a shortage of well-trained poll workers is not uncommon, especially in Pennsylvania.

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*As there were warnings of possible issues with the voting machines in Pennsylvania prior to the 2016 presidential election, David Thornburgh, head of the Committee of Seventy in Philadelphia, was concerned about old software, but proclaimed that this was "the time for our election officers whether they are elected or appointed to stand up and tell us to give us confidence that all will be well on Election Day."*

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New Report Warns Of Possible PA Voting Machine Issues, CBSPhilly (Oct. 3, 2016).

This problem correlates with issues that frequently occur in Pennsylvania’s polling places on Election Day, including:<sup>6</sup>

- Poll workers demanding a voter’s photo ID when an ID is not actually required (see **Section IX** for more information);
- “Curbside” recruitment of election officers with minimal time for training recruits in the event an election board member does not report for work;
- Severe lack of foreign language assistance to voters;
- Poll workers not knowing how to operate the machines, which frequently break down, due to poor training;
- Poll workers waiting for hours for the election board to respond to their calls for help;
- Poll workers having to assist voters registered at the wrong location; and
- Partisan observers and other unidentified persons entering the voting booth to “help” voters. (For acceptable forms of voter assistance in the polling booth, see **Section IX**.)

The importance of a poll worker’s role cannot be overstated. Few jobs could be considered more critical to the health of democracy. Accordingly, well-trained qualified election officers are severely needed. This Pennsylvania Election Officer Toolkit will present you with an easy guide on how to become a Pennsylvania election officer:

- Section III will give you an example of the roles and duties of election officers on Election Day. In addition, it details the necessary qualifications needed to become an election officer under Pennsylvania election law.
- Section IV will describe the process for petitioning and applying to be an election officer.
- Section V will outline the process after you file the application to become an election officer.
- Section VI will provide numerous available resources for election officer training.
- Section VII will detail county-specific information and resources.
- Section VIII will list election protection organizations in Pennsylvania.
- Section IX will detail some hands-on issues that an election officer should be particularly prepared to handle, with tips on how to respond.
- Section X will provide some final pieces of advice to be a successful election officer.

### **III. Description of Roles**

#### **a. Categories of Election Officers/ Responsibilities and Duties**

The different roles of election officers and their duties vary among polling locations. For a general overview of the categories of election officers, please review the chart below.<sup>7</sup> For more information about a specific county, contact your local county representative at <http://www.votespa.com/en-us/voting-and-elections/be-prepared/Pages/County-Contact-Information.aspx>.

#### **Judge of Election**

The Judge of Election has the ultimate responsibility for the conduct of a polling place and the personnel working there. He or she must take an oath to admit only those voters who are properly registered and entitled to vote, to prevent fraud, deceit or abuse, and to make sure that all votes at the end of the day are accurately tabulated. The Judge of Election is also responsible for opening and closing the polls, and for all the paperwork required on Election Day. Judges of Election are elected officials.

#### **Majority Inspector and Minority Inspector**

The two Inspectors for each division’s polling place check voters’ registration documents and prepare certificates to authorize voters to cast their ballots. They ensure that the voting process is legal and administered fairly by verifying the signatures of voters as they sign the poll book (the big book on the table with the names of voters). The Inspectors are also responsible for checking to be sure the voting machine numbers are accurate at the end of the day. They help

prepare each division's polling place for its opening, instruct voters in the use of the voting machines, enforce voting regulations and sign all printed copies of the election results printed by the voting machines. More broadly, the Inspectors receive assignments from the Judge of Elections and assist as necessary to ensure the election process is conducted smoothly and in accordance with the law. Similar to Judges of Election, Majority and Minority Inspectors are elected officials.

### **Clerk**

The Clerk records the order in which voters vote in a book separate from the poll book, and accurately records the number of votes. He or she is appointed by the Minority Inspector in each election district.

### **Machine Inspector**

The Machine Inspector prepares the voting machines so that voters may cast their ballots. He or she is appointed by the County Board of Elections and must take an oath to be in attendance throughout Election Day. In the event that a Judge of Election is unable to fill a Machine Inspector vacancy, the Office of the City Commissioners fills the vacancy.<sup>8</sup>

## **b. Qualifications**

**You must be a qualified registered voter and reside in the election district in which they are elected or appointed.<sup>9</sup> You must be:**

- ✓ A citizen of the United States;
- ✓ 18 years of age or older;<sup>10</sup>
- ✓ A Pennsylvania resident for at least 90 days leading up to the election; and
- ✓ A resident of the district you wish to vote in for at least 30 days leading up to the election.<sup>11</sup>

Note that students who are at least 17 years of age may qualify to be a clerk or machine inspector if they are a U.S. citizen and resident of the county they are appointed to serve in, enrolled in high school with exemplary grades, and have obtained approval to participate from their parent or guardian and the principal of their school.<sup>12</sup>

**If applicable, you must have resigned from any city, county, state or federal appointed or salaried positions for at least 2 months before your election or appointment.<sup>13</sup>**

- ✓ Including: municipal boards, commissions or trust in any city and the court system; but
- ✓ Excluding: district justices, public notaries and people serving in the state militia.

### **Disqualification:**

- ✓ You are a candidate for any office to be voted for at a primary or general election at which he or she is serving (except for as a member of an election board).

### **Committeeperson:**

If you are a committeeperson, you may run for election for a position on the election board. However, if elected, a committeeperson may not engage in any partisan political activities on Election Day, even if those activities are typically performed by committeepersons (e.g. driving voters to the polls or distributing campaign literature).

## **c. Party Affiliation**

In Pennsylvania, election boards "are intended to be bipartisan."<sup>14</sup> Ideally, the Judge of Election and Majority Inspector are from one

political party, while the Minority Inspector and Clerk are from another political party.<sup>15</sup> This leaves the Machine Inspector to tilt the political balance of the election board in favor of one party (3-2).<sup>16</sup>

#### d. Terms of Office

##### Judge of Election, Majority Inspector and Minority Inspector

The Judge of Election, Majority Inspector and Minority Inspector each serve four-year terms.<sup>17</sup> Vacancies, however, frequently occur. If any vacancies occur more than 5 days prior to an election, the vacancies are filled by appointment by the county’s Court of Common Pleas.<sup>18</sup> Any appointee will serve the unexpired term of the official whose place they were appointed to fill.<sup>19</sup> If any vacancies occur less than 5 days prior to an election, the vacancies are filled by appointment by the county Board of Elections and these appointees will only serve on the Election Day.<sup>20</sup>

##### Clerk and Machine Inspector

The Clerk and Machine Inspector are appointed before each primary, general or special election.<sup>21</sup> If you are interested in serving as a Clerk or Machine Inspector, contact a representative at your county’s Board of Elections to find out how to be considered—you can find more information on how to contact your county’s Board of Elections in **Section VI**. For instance, in Philadelphia County applicants complete and electronically submit a short form with their contact information. That form is available at: <https://www.philadelphiavotes.com/en/election-board-officials/apply-for-machine-inspector>.

#### e. Compensation

Compensation for an election officer in each county varies depending on position. For example, in Philadelphia County, election officers receive the following compensation:<sup>22</sup>

- ✓ Judges of Election earn \$100 per Election Day. Judges of Election are also entitled to an additional \$20 for transmitting election returns and the ballot box.
- ✓ Majority and Minority Inspectors earn \$95 per Election Day.
- ✓ Clerks and Machine inspectors earn \$95 per Election Day.

These amounts are in addition to the small compensation for attending training.<sup>23</sup>

### IV. Application Process

#### a. Where Can One Access the Petition to Become a Judge of Election, Majority Inspector or Minority Inspector?

In Pennsylvania, a prospective candidate for Judge of Election, Majority Inspector or Minority Inspector will either file a nomination petition or a nomination paper.

**Nomination Petitions** are completed only by prospective candidates of major political parties (e.g. Democratic or Republican Parties). Candidates can pick up nomination petitions from their county Board of Elections or in some places, like Philadelphia, can receive them from a local ward leader or committeeperson.<sup>24</sup> A candidate files a nomination petition in order for his or her name to be printed on the official primary ballot as a Judge of Election, Majority Inspector or Minority Inspector candidate.<sup>25</sup>

**Nomination Papers** are completed by prospective candidates of minor political parties (e.g. Green and Libertarian Parties) and independent candidates. Candidates can pick up nomination papers from their county Board of Elections. In Philadelphia, nomination papers can be picked up at the Philadelphia County Board of Elections or candidates can receive them from a local ward leader or committeeperson for Philadelphia County candidates.<sup>26</sup> A candidate files a nomination paper in order for his or her name to be printed on the official general election ballot as a Judge of Election, Majority Inspector or Minority Inspector candidate.<sup>27</sup>

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**SUBMIT YOUR  
NOMINATION!**  
★ ★ ★ ★ ★ ★ ★ ★ ★ ★

**b. Description of the Process**

Follow the requirements in the chart, below, to complete the requirements for your nomination petition or nomination paper, as applicable.<sup>28</sup>

	<b>Nomination Petitions</b>	<b>Nomination Papers</b>
<b>Required Identification Information</b>	<ul style="list-style-type: none"> <li>• Name of Candidate</li> <li>• Address, Occupation</li> <li>• Political Party</li> <li>• Date of Election</li> <li>• Election Board Position Sought</li> <li>• Election District</li> </ul>	<ul style="list-style-type: none"> <li>• Name of Candidate</li> <li>• Address, Occupation</li> <li>• Political Body</li> <li>• Date of Election</li> <li>• Election Board Position Sought</li> <li>• Election District</li> </ul>
<b>Who Can Sign?</b>	Registered voters in the same political party whose nomination the candidate seeks (obtain a list of registered voters and their address and party affiliation by contacting your County Board of Elections)	Any registered voter, irrespective of political party affiliation
<b>Residence of Signers</b>	The same election district as the Election Board	The same election district as the Election Board
<b>Date of Signatures</b>	Signatures dated before February 14 <sup>th</sup> or after March 7 <sup>th</sup> will be struck as invalid	Signatures dated before March 8 <sup>th</sup> or after August 1 <sup>st</sup> will be struck as invalid
<b>Number of Signatures</b>	Judge of Election – At least 10 Majority and Minority Inspector – At least 5	At least two percent of the largest vote cast for any candidate elected from the same geographical area for any office (except judge)
<b>Required Information from Signers</b>	<ul style="list-style-type: none"> <li>• Signature</li> <li>• Address</li> <li>• Date of Signing</li> </ul>	<ul style="list-style-type: none"> <li>• Signature</li> <li>• Address</li> <li>• Date of Signing</li> </ul>
<b>Required Information from Circulator (Affidavit)</b>	<ul style="list-style-type: none"> <li>• Name, Address</li> <li>• Qualified voter of the election district</li> <li>• Registered with the political party whose nomination the candidate seeks</li> <li>• Affirm that signers knew contents of document</li> <li>• Affirm that signers’ addresses are correct</li> <li>• Affirm that signers live in the election district</li> <li>• Affirm that signatures occurred on the date stated</li> <li>• Affirm that signers are qualified voters of the election district and registered with the same political party as party whose nomination the candidate is seeking</li> </ul>	<ul style="list-style-type: none"> <li>• Name, Address</li> <li>• Qualified voter of the election district</li> <li>• Affirm that signers knew contents of document</li> <li>• Affirm that signers’ addresses are correct</li> <li>• Affirm that signers live in the election district</li> <li>• Affirm that signatures occurred on the date stated</li> <li>• Affirm that signers are qualified voters of the election district</li> </ul>
<b>Notarization</b>	Circulator must sign an affidavit under oath before a notary public. Each nomination paper must be separately notarized. The circulator can be the candidate or someone else acting on the candidate’s behalf.	Circulator must sign an affidavit under oath before a notary public. Each nomination paper must be separately notarized. The circulator can be the candidate or someone else acting on the candidate’s behalf.

After obtaining all of the necessary signatures, bind them together and number the sheets consecutively at the bottom of each page. Then, complete the candidate affidavit, which is provided as a pre-printed form and can be obtained from your county Board of Elections.

### **Statement of Financial Interests**

Candidates for elected positions must also complete a form called the Statement of Financial Interests, which sets forth your occupation, sources of income and creditors. This form is required state-wide. You can learn more about the document at <https://www.ethics.pa.gov/How-To/Pages/How-To-File-a-Statement-of-Financial-Interests.aspx>.

#### **c. Where to File**

Nomination petitions and nomination papers must be filed with your County Board of Elections. For example, Philadelphia County residents must file at the Philadelphia County Board of Elections at City Hall Room 142.<sup>29</sup> The Statement of Financial Interest can be either filed with the Clerk or Secretary in the candidate's municipality or filed online at <http://www.ethics.pa.gov/Pages/Online-Filing.aspx>. The candidate must also append the Statement of Interest to his or her nomination petition or nomination paper when it is filed with the County Board of Elections.<sup>30</sup> There are no filing fees associated with these forms.<sup>31</sup>

#### **d. Deadlines for Filing**

Nomination petitions must be received no later than 5:00 pm on the tenth Tuesday prior to the Primary.<sup>32</sup> Nomination papers must be received no later than August 1<sup>st</sup> or the first Monday in August if August 1<sup>st</sup> falls on a Saturday or Sunday.<sup>33</sup> The Statement of Financial Interest must be filed on or before the last day for filing a petition to appear on the ballot for election.<sup>34</sup>

#### **e. Vacancies**

As stated above, in the event that a vacancy occurs in the position of Judge of Election, Majority Inspector or Minority Inspector more than 5 days prior to an election, the vacancies are filled by appointment by the county's Court of Common Pleas.<sup>35</sup> A prospective candidate may submit a petition to the Court of Common Pleas to fill a vacancy. Any appointee will serve the unexpired term of the official whose place they were appointed to fill.<sup>36</sup> If any vacancies occur less than 5 days prior to an election, the vacancies are filled by appointment by the county Board of Elections and these appointees will only serve on the Election Day.<sup>37</sup>

The vacancy process concerning all other election officer positions for Allegheny, Berks, Bucks, Chester, Delaware, Lancaster, Montgomery and York County is detailed below in **Section VII**. For all other counties, please contact your county representative, who can be found at <http://www.votespa.com/en-us/voting-and-elections/be-prepared/Pages/County-Contact-Information.aspx> regarding the vacancy procedure.

**FIRST JUDICIAL DISTRICT OF PENNSYLVANIA  
IN THE COURT OF COMMON PLEAS OF PHILADELPHIA COUNTY**

IN RE: \_\_\_\_\_ : ELECTION MATTER  
Election Board of the \_\_\_\_\_ : Date of Election: \_\_\_\_\_  
\_\_\_\_\_ : TERM, 20 \_\_\_\_\_  
WARD, \_\_\_\_\_ DIVISION : NO. \_\_\_\_\_

**Petition for the Court Appointment of**

Judge of Election     Majority Inspector     Minority Inspector

We the Undersigned Petitioners and Voters of the above Ward and Division do represent that:

1. (check one) NO ONE WAS ELECTED OR APPOINTED for the above referenced position. OR
2. \_\_\_\_\_ who lives at \_\_\_\_\_, Philadelphia, PA was elected or appointed for the above referenced position but a VACANCY exists because of his/her  
 Death     Resignation     Disqualification     Removal
3. Unless other relevant proof is attached (as Exhibit "A"), proof of the vacancy of the above referenced position has been verified by consulting the most recent list of "Elected and Court Appointed Election Board Officials" posted online and made available by the City Commissioner's Office.
4. \_\_\_\_\_, who was born on \_\_\_\_\_, and lives at \_\_\_\_\_ Philadelphia, PA, is a qualified registered voter in the above referenced Ward and Division, DOES NOT now work, nor has within the past two months worked, for the County, State, or Federal Government, or for any Philadelphia Board, Commission, or Trust, is of good character, has agreed to serve and is competent to serve in the above position, and is a member of the:  
 Democratic Party     Republican Party     Other Party:

WHEREFORE, the Undersigned Petitioners and qualified electors respectfully request that the above named person be appointed to fill the vacancy in the Election Board of the above referenced WARD and DIVISION.

**We, the undersigned Petitioners and qualified electors of the above Ward and Division, whose names and addresses are set forth below, verify by our signatures that the statements made in this Petition are true and correct. We understand that false statements herein are made subject to the penalties of 18 Pa. C.S. § 4904, relating to unsworn statements to authorities.**

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_  
Address: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_  
Address: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Print Name: \_\_\_\_\_  
Address: \_\_\_\_\_ Date: \_\_\_\_\_

**Figure 1: Philadelphia Judge of Election, Majority Inspector and Minority Inspector Petition for Court Appointment**

## V. After Applying

After a prospective candidate files a nomination petition or nomination paper, any candidate or registered voter in the election district may (regardless of party affiliation) submit an objection to another candidate's nomination petition or nomination paper. All objections must be filed:

- no later than 7 days after the filing deadline for the nomination petition or nomination paper (as applicable);
- in the county Board of Elections where those documents were originally filed; and
- in the court with jurisdiction over the matter.<sup>38</sup>

A court will conduct a hearing on the objection within 10 days after the deadline for filing nomination petitions and nomination papers and rulings will be made within 15 days after the respective deadline. Both candidates and objectors will be notified of the hearing and can appear before the court when the hearing is conducted.<sup>39</sup>

## VI. Training Resources

All newly elected Judges of Election, Majority Inspectors, Minority Inspectors, Clerks, and Machine Inspectors must be trained. The training programs and dates vary by county. In Philadelphia County, election officers are trained by the Philadelphia County Board of Elections on the use of machines and on their duties.<sup>40</sup> All election officers are paid \$30 for attending training if the election officer also works on Election Day.<sup>41</sup> For details concerning training in Allegheny, Berks, Bucks, Chester, Delaware, Lancaster, Montgomery and York County, please see pages 14 to 17.

For additional resources, please see the links below:

- Committee of Seventy's How to Run for Election Officer Campaign Guide: <https://www.seventy.org/uploads/files/70626968721490418-how-to-run-for-election-board-c70-11-13-16.pdf>
- VotePA's Resource Center: <https://www.votespa.com/Resources/Pages/Resource-Center.aspx>
- VotePA's Voter Guide About Voting in Pennsylvania: <https://www.votespa.com/Voting-in-PA/Pages/default.aspx>
- Office of the Philadelphia City Commissioners' Becoming an Election Board Official Website: <https://www.philadelphiavotes.com/en/election-board-officials>

## VII. Other Counties in Pennsylvania

There are 67 counties in the Commonwealth of Pennsylvania, and each county's number of election officer positions, application process and training procedures vary. Please see below for resources for Allegheny, Berks, Bucks, Chester, Delaware, Lancaster, Montgomery and York County. If you would like to learn more information about your county, locate your local county representative at: <http://www.votespa.com/en-us/voting-and-elections/be-prepared/Pages/County-Contact-Information.aspx>.

**Allegheny County<sup>42</sup>**

<b>Positions</b>	Allegheny County Election Officers earn between \$115 and \$140 on Election Day.
<b>Application</b>	The Judge of Elections and Inspector of Elections candidates must file their petitions in Pittsburgh. For more information on the process of running for Judge or Inspector of Elections in Allegheny County, visit <a href="http://www.alleghenycounty.us/elections/candidates.aspx">http://www.alleghenycounty.us/elections/candidates.aspx</a> .  By completing an online form at <a href="https://www.alleghenycounty.us/elections/poll-worker-form.aspx">https://www.alleghenycounty.us/elections/poll-worker-form.aspx</a> , a local county representative will contact you to discuss position availability and details.
<b>Training</b>	Training is mandatory for new election officers and is offered before each election. Election officers should expect to spend at least two hours in an in-depth, hands-on training session. Election officers receive additional compensation for attending a training class. New Election officers receive paid training.
<b>Vacancies</b>	If there is no vacancy, the county will retain your information for future elections.

**Berks County<sup>43</sup>**

<b>Positions</b>	Berks County Election Officers earn from \$110 - \$120 on Election Day.
<b>Application</b>	The county's Election Services Department asks that individuals interested in serving as poll workers complete an online application available at: <a href="https://expressforms.pa.gov/apps/pa/DOS-VotesPA/County">https://expressforms.pa.gov/apps/pa/DOS-VotesPA/County</a> .
<b>Training</b>	Training is mandatory for new Election officers and a refresher course for returning poll workers is offered before each election. Election officers should expect to spend at least two hours in an in-depth and hands-on training session. Election officers receive additional compensation for attending a training class.
<b>Vacancies</b>	The election officer application includes a line providing that "[i]f here are no vacancies now, [we may] contact you in the future." The county will contact you in the event there is a vacancy.

**Bucks County<sup>44</sup>**

<b>Positions</b>	Bucks County Election Officers are compensated, but the county does not list their compensation rate.
<b>Application</b>	Bucks County asks that individuals interested in serving as poll workers complete a short application available at: <a href="http://www.buckscounty.org/docs/default-source/boe/2016generalelectionapplicationelectionofficial.pdf?sfvrsn=0">http://www.buckscounty.org/docs/default-source/boe/2016generalelectionapplicationelectionofficial.pdf?sfvrsn=0</a> . The application may be submitted online.
<b>Training</b>	Classes are held throughout the county for election officers. Contact the Bucks County Board of Elections at (215) 348-6154 or <a href="mailto:elections@buckscounty.org">elections@buckscounty.org</a> for more information regarding training.
<b>Vacancies</b>	Please contact the Bucks County Board of Elections concerning the vacancy procedure at (215) 348-6154 or <a href="mailto:elections@buckscounty.org">elections@buckscounty.org</a> .

**Chester County<sup>45</sup>**

<b>Positions</b>	Every polling place should be staffed by a minimum of five poll workers. A team of poll workers at a precinct consists of a Judge of Election, two Inspectors and usually two Clerks (sometimes larger precincts need more clerks to help staff the location). For additional information, please call (610) 344-6410.  Election officers earn \$114 for a full day and \$10 for attending a training class.
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<b>Application</b>	Chester County asks that individuals interested in serving as poll workers complete a short application available online at <a href="http://chesco.org/FormCenter/Voter-Services-35/Poll-Worker-Volunteer-Form-146">http://chesco.org/FormCenter/Voter-Services-35/Poll-Worker-Volunteer-Form-146</a> . The application may be submitted online. Once completed, someone from the Chester County Voter Services will contact you.
<b>Training</b>	Typically training starts about six weeks before each election. Classes deal with many different aspects of the process at varying times throughout each week (even nights and weekends).
<b>Vacancies</b>	Please contact the Chester County Voter Services concerning the vacancy procedure at (610) 344-6410.

<b>Delaware County<sup>46</sup></b>	
<b>Positions</b>	Election workers earn between \$90 and \$100. Workers also receive \$5 for attending a training class and Judges of Election can receive an additional \$10 for picking up and for returning supplies.
<b>Application</b>	Judge of Election and Inspector position petitions may be obtained at the Bureau of Elections, Ground Floor, Government Center Building, Media, Pennsylvania <a href="https://www.delcopa.gov/electionsbureau/index.html">https://www.delcopa.gov/electionsbureau/index.html</a>  For an online copy of the nomination petition and information about that petition, see <a href="https://www.delcopa.gov/electionsbureau/pdfs/2019/NominationPetition.pdf">https://www.delcopa.gov/electionsbureau/pdfs/2019/NominationPetition.pdf</a> .
<b>Training</b>	Please contact Ms. Lauren Hagan, Chief Clerk, at (610) 891-4673 or <a href="mailto:haganl@co.delaware.pa.us">haganl@co.delaware.pa.us</a> concerning the election officer training requirements in Delaware County.
<b>Vacancies</b>	In order to fill a vacancy, send the Bureau of Elections a letter or email listing your name, registered address, and phone number. Please contact Ms. Lauren Hagan, Chief Clerk, at (610) 891-4673 or <a href="mailto:DelcoElection@co.delaware.pa.us">DelcoElection@co.delaware.pa.us</a> concerning the vacancy procedure.

<b>Lancaster County<sup>47</sup></b>	
<b>Positions</b>	Judges of Elections earn \$160 for a full day of work and \$20 for delivery of returns on Election Night, inspectors earn \$110, and Clerks and Machine Inspectors earn \$100. All election workers earn an additional \$10 for attending a training class.
<b>Application</b>	Applications are available here: <a href="https://www.co.lancaster.pa.us/302/Poll-Workers">https://www.co.lancaster.pa.us/302/Poll-Workers</a> , or call Mr. Randall O. Wenger for information concerning how to get on the ballot at (717) 299-8293.
<b>Training</b>	The training manual can be accessed here: <a href="http://www.co.lancaster.pa.us/DocumentCenter/View/5252">http://www.co.lancaster.pa.us/DocumentCenter/View/5252</a> .  The training schedule can be accessed here: <a href="http://www.co.lancaster.pa.us/800/Training-Schedule">http://www.co.lancaster.pa.us/800/Training-Schedule</a> .  Training sessions are located at: Lancaster County Public Safety Training Center 101 Champ Blvd Manheim, PA 17545

<b>Vacancies</b>	<p><u>Judge of Election, Majority Inspector, Minority Inspector</u> – If a vacancy occurs during the term of office, an eligible individual may petition the court for appointment to fill the unexpired term. The Board of Elections will fill substitute appointments for existing vacancies five days prior to an election.</p> <p><u>Majority/Minority Clerk</u> – In event of a vacancy, the Majority Inspector appoints the Majority Clerk and the Minority Inspector appoints the Minority Clerk.</p> <p><u>Machine Operator</u> – The Machine Operator is appointed by the Judge of Election and any vacancies can be filled by the Judge of Election.</p>
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<b>Montgomery County<sup>48</sup></b>	
<b>Positions</b>	<p>Judges of Election are paid \$140 and all other poll workers are paid \$110 for a full day of work.</p> <p>The minority clerk is appointed by the minority inspector and machine operators are appointed by the committee from the political party of which the Judge of Election is a member. The number of voting machines determines the number of Machine Operators allowed. As a general rule, one Machine Operator per two machines may be appointed.</p>
<b>Application</b>	<p>Nomination papers/petitions and statements of financial interest are available at the Montgomery Election Board office in late January, located at One Montgomery Plaza, Suite 602, 425 Swede St., Norristown, PA 19401.</p> <p>If you are interested in becoming a candidate for Judge of Election, Majority Inspector or Minority Inspector, learn more about getting on the ballot, nomination petitions and nomination papers by visiting <a href="http://www.montcopa.org/762/Running-for-Office">http://www.montcopa.org/762/Running-for-Office</a>. You can also contact the Election Board office (610-278-3275).</p>
<b>Training</b>	<p>The poll worker training for the 2020 election cycle can be accessed online at: <a href="https://www.montcopa.org/759/Pollworkers">https://www.montcopa.org/759/Pollworkers</a>.</p>
<b>Vacancies</b>	<p>Judges of Election and Inspectors must submit a petition in the event of a vacancy. The petition and instructions can be accessed here: <a href="http://montcopa.org/DocumentCenter/View/16556">http://montcopa.org/DocumentCenter/View/16556</a>.</p> <p>Please contact the Election Board office (610) 278-3275 concerning the vacancy procedure for all other positions.</p>

<b>York County<sup>49</sup></b>	
<b>Positions</b>	<p>Judges of Election are paid \$125 for their work on election day. Inspectors, Clerks, and Machine Operators are paid \$100. All positions are also paid \$15 for attending training.</p>
<b>Application</b>	<p>York County asks that individuals interested in serving as poll workers complete a short interest form available online at : <a href="https://expressforms.pa.gov/apps/pa/DOS-VotesPA/County">https://expressforms.pa.gov/apps/pa/DOS-VotesPA/County</a></p>
<b>Training</b>	<p>Poll workers must attend training and will be compensated \$15 for attending. The training is 90 minutes for poll workers and 180 minutes for judges and inspectors.</p>
<b>Vacancies</b>	<p>Please contact the York County Office of Elections/Voter Registration at (717) 771-9604 concerning the vacancy procedure.</p>

## VIII. Election Protection Organizations/Groups in Pennsylvania

### American Civil Liberties Union of Pennsylvania

Website: <https://www.aclupa.org/>  
Address: PO Box 60173  
Philadelphia, PA 19102  
Phone: (215) 592-1513  
Email: [info@aclupa.org](mailto:info@aclupa.org)

### Asian & Pacific Islander American Vote

Website: <http://www.apiavote.org/pa>  
Address: 1612 K St. NW, Suite 510, Washington, DC 20006  
Phone: (202) 223-9170  
Email: [info@apiavote.org](mailto:info@apiavote.org)

### Common Cause Pennsylvania

Website: <http://www.commoncause.org/states/pennsylvania/>  
Address: 800 N. Third St., Suite 40, Harrisburg, PA 17102  
Phone: (717) 232-9951  
Email: [pa@CommonCause.org](mailto:pa@CommonCause.org)

### Election Protection

Website: <https://www.866ourvote.org/>  
Phone: 866-OUR-VOTE (866-687-8683)  
Email: [info@866ourvote.org](mailto:info@866ourvote.org)

### Lawyers' Committee for Civil Rights Under Law – Voting Rights Project

Website: <https://lawyerscommittee.org/project/voting-rights-project/>  
Phone: 202-662-8600  
Toll Free: 888-299-5227  
Fax: 202-783-0857

### League of Women Voters of Pennsylvania

Address: 226 Forster Street  
Harrisburg, PA 17102  
Website: <https://www.palww.org/>  
Phone: 717-234-1576  
Email: [info@palww.org](mailto:info@palww.org)

**The Public Interest Law Center - Keystone Votes: The Coalition for Modern Elections**

Address: United Way Building, 2nd Floor  
1709 Benjamin Franklin Parkway  
Philadelphia PA 19103  
Website: <https://www.pubintlaw.org/cases-and-projects/keystonevotes/>  
Phone: 215-627-7100

**Pennsylvania Voice**

Website: <http://www.statevoices.org/>  
Email: [ecasey@pavoice.org](mailto:ecasey@pavoice.org)  
Phone: 202-888-0600

## IX. High-Priority State-Specific Issues

### a. ID Requirements for First Time Voters

Only first-time voters must show acceptable ID, photo or non-photo. If you don't have ID, you can vote a provisional ballot. Provisional ballots are discussed in more detail below. Voters who are not first-time voters do not need to provide any form of ID.

The following types of photo ID are acceptable:<sup>50</sup>

- Pennsylvania driver's license or PennDOT ID card
- ID issued by any Commonwealth agency
- ID issued by the U.S. Government
- U.S. passport
- U.S. Armed Forces ID
- Student ID with a photo
- Employee ID with a photo

The following types of Non-photo ID are acceptable:<sup>51</sup>

- Confirmation issued by the County Voter Registration Office
- Non-photo ID issued by the Commonwealth
- Non-photo ID issued by the U.S. Government
- Firearm permit
- Current utility bill
- Current bank statement
- Current paycheck
- Government check

You are not registered to vote until you receive your voter registration card. Once received, you can use it as identification at your polling place.

**Mercer County, Pennsylvania**  
**Certificate of Voter Registration**

Last Name, First Name  
Address  
City, State Zip  
Municipality: COOLSPRING  
Ward:  
Precinct: COOLSPRING

Voter ID:  
DOB:  
Political Party  
Enrollment Date:

Signature or Mark of Elector  
Valid 10 days after: 9/7/2010 or upon receipt by the voter

**Polling Place:**  
COOLSPRING TOWNSHIP BUILDING  
852 N PERRY HWY  
MERCER, PA 16137

THIS CARD IS IDENTIFICATION OF YOUR RIGHT TO VOTE AT YOUR NEW ELECTION DISTRICT, DIVISION OR PRECINCT. Under the law you must present a form of identification to the election officials on Election Day the first time you vote in a new election district, division or precinct. This card is an acceptable form of identification.

Jeffery S. [Signature]  
Registrar or Clerk

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**Figure 2: Sample voter registration card from Mercer County<sup>52</sup>**

**b. Voters Who Have Moved**

If a voter has moved within Pennsylvania less than 30 days before Election Day, they must vote at the polling place of their prior Pennsylvania residence after filling out an affirmation declaring their new address and county of residence. If a voter has moved within Pennsylvania more than 30 days and they failed to update their address with election officials, they must vote at the polling place of their old residence and abide by “fail-safe voting” procedures. These procedures entail: 1) the voter informing election officials that they have moved and updating their address; 2) election officials allowing the voter to vote at their old polling place until the voter receives a new voter registration card to the voter in the mail; and 3) once the voter receives their new voter registration card, the voter no longer being able to vote in at their old polling place in subsequent elections.<sup>53</sup> A voter who has moved out of their voting district could have their eligibility challenged based on residency—discussed in more detail below. If a challenge is made and the voter cannot provide a witness confirmation, the voter has a right to cast a provisional ballot.



**THE BOTTOM LINE IS:**

Don't deny a voter the opportunity to vote just because his/her address is not what shows on the e-Pollbook. The election officer should ask the voter where and when they moved to properly address the situation.



**c. Voters Who Are Not on the Rolls and Provisional Ballots**

If a voter's name is not listed in the poll book, check the following other sources to verify their voting eligibility, including:

- Review the supplemental voter list;
- Call the county voter registration office to check the master list;
- Determine if the voter is at the correct polling location.

Voters have the right to cast a provisional ballot if:<sup>54</sup>

- their name does not appear on the voter roster and Election Officials cannot determine their registration status;
- they are a first-time voter and do not provide an approved form of identification (see above for a complete list of acceptable forms of identification);
- they requested an absentee ballot that they did not receive or did not cast;
- their right to vote has been challenged and they do not produce a witness to affirm their identity and residency;
- for a primary election, they believe they are registered for a particular political party, but the roster shows them registered as a member of a different political party.

Voters must vote by provisional ballot if:<sup>55</sup>

- they are voting as the result of a federal or state court order; or
- a federal or state court order extends the time for closing the polls beyond that established by state law and they vote during the extended period of time.

However, a provisional ballot should be a last resort. Within seven days after the election, the County Board of Elections will examine the voter's provisional ballot to determine if it is valid. After this seven-day period, a voter can find out if their provisional ballot was counted, partially counted or not counted. If their provisional ballot was not counted, they can find out why by calling 1-877-VOTESPA or visiting <https://www.pavoterservices.pa.gov/Pages/ProvisionalBallotSearch.aspx>. Voters must provide their provisional ballot identification number, which is included on their provisional ballot identification receipt, in order to find out the status of their ballot.<sup>56</sup>

Further instructions on how to fill out a provisional ballot can be found at <https://www.votespa.com/Voting-in-PA/Pages/Voting-by-Provisional-Ballot.aspx>.

### **Challenges to Voter Eligibility**

In addition to elections officials, certified poll watchers and any voter who is in the polling place to vote may challenge a voter's eligibility to vote based on their identity or residence. Any challenge must be made in good faith.<sup>57</sup>

A voter may only be challenged on the grounds that they are not the person they claim to be (identity) or that the voter has moved out of the voting district (residency).<sup>58</sup> If a voter's eligibility is challenged, they can have a witness sign an affidavit as confirmation of their identity and/or residence and then vote by regular ballot. If the voter cannot find someone to vouch for them, they must be given a provisional ballot.<sup>59</sup>

#### **d. Right to Voting Assistance**

Voters are entitled to assistance if they are unable to read the information on the machine or the ballot (for instance, if they cannot read or write in English or are physically disabled), or if they cannot operate the machine without help.<sup>60</sup> Voters over 65 and voters with a disability may also receive help voting. The first time a voter has someone help them vote, they must complete and sign a Declaration of Need of Assistance form, which will remain in their registration record.<sup>61</sup>

Voters may choose the person they would like to assist them—for instance, a relative. However, the helper **may not** be a judge of elections, the voter's employer or an agent of the voter's employer, or the voter's union representative or agent of the voter's union.<sup>62</sup>

The Judge of Election must document the assistance provided, including:

- The voter's name;
- A statement of the facts entitling the voter to assistance; and
- The name of the individual who provided assistance.<sup>63</sup>

#### **e. Every Voter Standing in Line by 8:00 PM Must Be Permitted to Vote**

On Election Day, each polling place will be open from 7:00 a.m. to 8:00 p.m. Eastern time. Voters who are on waiting in line at 8:00 p.m. must be permitted to vote.<sup>64</sup>

**f. Polling Place Accessibility**

Under the federal Voting Accessibility for the Elderly and Handicapped Act of 1984, polling places for all federal elections must be physically accessible to people with disabilities.<sup>65</sup> For state or local elections, if a polling place is not accessible by elderly voters at least 65 years old or individuals with physical handicaps, such individuals have the right to an alternative ballot. Similar to an absentee ballot, an alternative ballot is a paper ballot that can be delivered to the County Board of Elections in person, by an authorized representative, or through the U.S. mail.<sup>66</sup> Alternatively, handicapped or elderly individuals may make the advanced request to be assigned an accessible polling place.<sup>67</sup>

In all elections, election officers should take special care to accommodate voters with disabilities. For example, officers should remove or modify any physical obstacles that might prevent voters from entering the polling place and display signs containing voting instructions printed in large type at each polling place.<sup>68</sup>

**g. Voter Mistakes on Ballots**

Any voter who spoils their ballot may return it and secure another. Write the word “spoiled” across the face of the ballot and place it in the envelope marked “spoiled ballots.”<sup>69</sup>

**h. Voting Machine Breakdowns**

If any electronic voting machine breaks down during the election, it must be repaired or another machine must be substituted as soon as possible. If such repair or substitution cannot be made, emergency paper ballots may be used for registering votes.<sup>70</sup>

**i. Voter Intimidation and Campaigning at the Polling Place**

No one may electioneer or attempt to influence voters within 10 feet of the entrance of the voting room.<sup>71</sup> If you witness illegal electioneering at your polling place, request that the Judge of Elections instruct the offending individuals to move away from the room holding the voting machines.<sup>72</sup>

A Pennsylvanian voter has the right to vote in private and free from interference or intimidation.<sup>73</sup> Some examples of voter intimidation are:<sup>74</sup>

- Aggressive behavior inside or outside the polling place.
- Blocking the entrance to the polling place.
- Challenges to voters based on the voter’s lack of eligibility to register to vote.
- Direct confrontation or questioning of voters, or asking voters for documentation when none is required.
- Disrupting voting lines inside or outside of the polling place.
- Disseminating false or misleading election information.
- Election workers treating voters differently in any way based on race or other protected characteristics.
- Ostentatious showing of weapons.

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**TAKE ALL  
 REPORTS OF  
 VOTER  
 INTIMIDATION  
 SERIOUSLY!**  
 ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

- Photographing or videotaping voters to intimidate them.
- Poll watchers confronting, hovering or directly speaking to voters.
- Posting signs inside the polling place of penalties for “voter fraud” voting or support for a candidate.
- Routine and frivolous challenges to voters by election workers and private citizens that are made without a stated good faith basis.
- Using raised voices, insulting offensive or threatening language, or making taunting chants inside the polling place.
- Vandalism of polling places.
- Verbal or physical confrontation of voters by persons dressed in official-looking uniforms.
- Violence or using the threat of violence to interfere with a person’s right to vote.

Voters who witness or experience voter intimidation can report it to:<sup>75</sup>

- Your election officers;
- The Election Protection Hotline: 1-866-OUR-VOTE or 1-888-VE-Y-VOTA (en Español); or
- The U.S. Department of Justice Voting Rights Hotline: 1-800-253-3931.<sup>76</sup>

**The Judge of Election must ensure that no voter intimidation happens in or around the polling place:<sup>77</sup>**

- Take all reports of voter intimidation seriously!
- If you see or hear that somebody is acting disruptive or failing to abide by the applicable conduct standards in or around the polling place, immediately approach that individual and warn him/her that he/she will be eject from the polling place if the problem persist.
- If the individual refuses to leave, contact law enforcement. However, this should be the last resort because of the potential to intimidate other voters.<sup>78</sup>

In addition, police officers remain at least 100 feet from the entrance of any polling place except: (a) if the police officer is voting personally, (b) the polling place is located in a building that houses a police station, or (c) police officers are summoned to preserve the peace.<sup>79</sup>

Election officers are not allowed to engage in partisan activity while performing their duties and may not wear any apparel indicating support for a candidate or political group.<sup>80</sup>

#### **j. Voters with Prior Felony Convictions**

In Pennsylvania, people with felony convictions on their record can vote as long as they are not actually serving time for a felony conviction when they vote on Election Day. The only time a person convicted of a felony cannot vote is when they are serving their sentence behind bars.<sup>81</sup>

People who are on probation, parole, or house arrest can vote. Additionally, individuals may vote from prison if (1) they are awaiting trial or (2) serving time for a misdemeanor conviction. To vote from prison, a voter needs to complete an absentee ballot request form/application and submit it by the appropriate deadlines. An incarcerated voter’s residence is considered to be the address where they were last registered before confinement or the address they established as their residence prior to incarceration.<sup>82</sup>

## **k. Student Voters**

An out-of-state student attending a Pennsylvania college or university may register either (1) at their current on-or off-campus address; or (2) register at their prior address. Student voters must still be registered 30 days before the election.<sup>83</sup>

### **I. Recent or Potential Changes in Election Law**

#### **Delayed Primary Date**

Pennsylvania delayed its primary date from April 28 to June 2, 2020 in response to the coronavirus outbreak.<sup>84</sup>

#### **Elimination of Straight-Party Voting**

Voters can no longer vote using a straight-party shortcut button. Voters must select candidates one at a time in order to vote for each race.<sup>85</sup>

#### **Elimination of Stickers to Vote for Write-in Candidates**

Voters may no longer use stickers or paste-on labels to vote for write-in candidates. Write-in names must now be written or stamped.<sup>86</sup>

#### **New Voter Registration Deadline**

Act 77 changed the deadline to register to vote to 15 days before Election Day, rather than 30 days. The deadlines to appeal denials of voter registration applications have also changed due to the new law.<sup>87</sup>

#### **New Vote-by-Mail Policy**

A new Pennsylvania law, Act 77, allows voters to apply online for a mail-in ballot. Voters do not need to give a reason or excuse to vote by mail. It is an option for anyone who wishes to vote by mail instead of going to their polling place on Election Day. Voters can also ask to be placed on a permanent mail-in voter list. This will ensure that they receive mail-in ballots for all elections taking place that year, as well as for special elections held through the third Monday in February of the next year.<sup>88</sup>

The county must receive voted ballots by 8 p.m. on Election Day in order for them to count. Voters can either mail them or drop them off in-person at their county board of elections office. They will no longer be sent to polling places.<sup>89</sup>

#### **New Absentee Voting Policies**

Act 77 changed the deadline to submit a civilian absentee ballot to 8 p.m. on Election Day. Voters must submit them to their county board of elections office, not to their polling place. The process for obtaining an emergency absentee ballot has also been simplified, and more than one voter may now designate the same person to deliver their ballot. Additionally, a voter who has a permanent disability may ask to be placed on a permanent absentee voter list, which will allow them to receive an absentee ballot application by the first Monday in February each year. The voter must complete and return the

application, and the county will then automatically send them ballots in the mail for all elections taking place that year.<sup>90</sup>

### **New Voting Machines**

All counties in Pennsylvania were required to move to new voting systems by December 31, 2019. These new systems must produce a paper record of votes cast in order to meet 21st-century standards of security, auditability, and accessibility. More information about the certified voting systems and electronic poll books is available here: <https://www.votespa.com/About-Elections/Pages/New-Voting-Systems.aspx>.<sup>91</sup>

### **Voter Roll Purge Lawsuit**

In February 2020, the Public Interest Legal Foundation, a conservative think tank, sued Allegheny County for allegedly failing to properly maintain voter rolls in violation of Section 5 of the National Voter Registration Act. Voting rights groups, the League of Women Voters of Pennsylvania, the League of Women Voters of Pittsburgh, and A. Philip Randolph Institute have sought to intervene on the side of Allegheny County in the suit. These nonpartisan civic engagement groups have an interest in defending the suit because last minute changes to voter lists disenfranchise eligible voters. The litigation is ongoing.<sup>92</sup>

### **Prison Gerrymandering Lawsuit**

In February 2020, a group of Pennsylvania voters and voting rights organizations filed a lawsuit challenging the state's legislative maps for unlawful prison gerrymandering. The maps count people who are incarcerated as residents of their correctional facilities for the purposes of voter registration and voting. The plaintiffs seek declaratory and injunctive relief—namely, that the court declare these maps unconstitutional and prevent the state from approving maps in the future that count incarcerated individuals as residents of correctional facilities, rather than as residents at their prior home addresses. The litigation is ongoing.<sup>93</sup>

### **COVID-19 Concerns**

The spread of COVID-19 means that information and election practices are changing rapidly. You should contact your local election administrator to verify all information in this guide before relying on information contained herein. On March 27, 2020, Governor Tom Wolf signed Senate Bill 422, which rescheduled the 2020 Primary Election for June 2.<sup>94</sup> This new law also extends the deadline to apply for a mail-in ballot through Tuesday, May 26, 2020.<sup>95</sup> This new law also allows counties “to temporarily consolidate polling places without court approval and eases other rules regarding location and staffing of polling places” in anticipation having fewer election officers or poll workers this year.<sup>96</sup> Again, we recommend confirming all information about election administration practices with your local elections office.



## X. Final Words

Becoming an election officer is a very rewarding experience. It is a great opportunity to get more involved and help the community and provides a meaningful way to participate in our country's democratic process. Help protect the voting rights of your fellow citizens by serving as an election officer.

For additional resources, please see the links below:

- PA Department of State's Guidance on Rules in Effect at the Polling Place on Election Day: <http://www.dos.pa.gov/VotingElections/OtherServicesEvents/Documents/DOS%20GUIDANCE%20ON%20RULES%20IN%20EFFECT%20AT%20THE%20POLLING%20PLACE%20ON%20ELECTION%20DAY%2010-16.pdf>.
- Committee of Seventy's How to Run for Election officer Campaign Guide: <https://www.seventy.org/uploads/files/70626968721490418-how-to-run-for-election-board-c70-11-13-16.pdf>.
- VotePA's Resource Center: <http://www.votespa.com/en-us/Pages/Resource-Center.aspx>.
- Office of the Philadelphia City Commissioners' Becoming an Election Board Official Website: <https://www.philadelphiavotes.com/en/election-board-officials/working-on-the-election-board>.

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**A qualified candidate like you is much needed!**

**Join the movement and help make a difference.**

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<sup>1</sup> PA. DEP'T OF STATE, THE ADMINISTRATION OF VOTER REGISTRATION IN PENNSYLVANIA: 2018 REPORT TO THE GENERAL ASSEMBLY 1 (June 2019), <https://www.dos.pa.gov/VotingElections/OtherServicesEvents/VotingElectionStatistics/Documents/Annual%20Reports%20on%20Voter%20Registration/2018%20ANNUAL%20REPORT.pdf>.

<sup>2</sup> *E.g.*, 2019 Municipal Primary, PA. DEPARTMENT OF ST. (Nov. 5, 2019), <https://www.electionreturns.pa.gov/Home/SummaryResults?ElectionID=72&ElectionType=P>.

<sup>3</sup> *See Become a Poll Worker*, VOTES PA, <https://www.votespa.com/Resources/Pages/Be-a-Poll-Worker.aspx> (last visited Apr. 5, 2020).

<sup>4</sup> *See id.*

<sup>5</sup> 25 PA. CONS. STAT. § 102(g.1) (2020).

<sup>6</sup> *See* Kellie Gormly, *Contrary to State Law, Some Pennsylvania Poll Workers Insisting on Photo ID*, WASH. POST (Nov. 8, 2016, 3:35 PM), <https://www.washingtonpost.com/politics/2016/live-updates/general-election/real-time-updates-on-the-2016-election-voting-and-race-results/contrary-to-state-law-some-pennsylvania-poll-workers-insisting-on-photo-id/>; Emily Rolen, *Philly Voters Reporting Broken Voting Machines, Long Lines at Polls*, PHILLY VOICE (Nov. 6, 2018), <https://www.phillyvoice.com/election-voters-polling-broken-voting-booths-long-lines-midterms/>; *see also* LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW, PENNSYLVANIA 2018 TOP ISSUES TO FIELD (2018), <https://866ourvote.org/wp-content/uploads/2018/08/2018-04-25-Pennsylvania-Top-Issues.docx> (last visited Oct 22, 2019) [hereinafter PENNSYLVANIA 2018: TOP ISSUES TO FIELD]; U.S. ELECTION ASSISTANCE COMMISSION, ADVANCEMENT PROJECT-PLIGHT OF THE POLL WORKER: EFFORTS TO IMPROVE TRAINING AND SUPPORT FOR POLL WORKERS IN OHIO, PENNSYLVANIA, MARYLAND, FLORIDA, AND MICHIGAN 3–4 (2017), [http://web.mit.edu/supportthevoter/www/files/2013/08/Advancement\\_Project-Plight-of-the-Poll-Worker.pdf](http://web.mit.edu/supportthevoter/www/files/2013/08/Advancement_Project-Plight-of-the-Poll-Worker.pdf).

<sup>7</sup> COMMITTEE OF SEVENTY, HOW TO RUN FOR ELECTION OFFICER: A CAMPAIGN GUIDE FOR PENNSYLVANIA CANDIDATES FOR JUDGE OF ELECTION, MAJORITY INSPECTOR AND MINORITY INSPECTOR, <https://www.seventy.org/uploads/files/70626968721490418-how-to-run-for-election-board-c70-11-13-16.pdf> (last visited Apr. 5, 2020) [hereinafter HOW TO RUN FOR ELECTION OFFICER].

<sup>8</sup> *Apply for Machine Inspector*, OFF. OF THE PHILA. CITY COMMISSIONERS, <https://www.philadelphiavotes.com/en/election-board-officials/apply-for-machine-inspector> (last visited Apr. 5, 2020).

<sup>9</sup> *Become a Poll Worker*, VOTES PA, <https://www.votespa.com/resources/pages/be-a-poll-worker.aspx> (last visited Apr. 5, 2020).

<sup>10</sup> HOW TO RUN FOR ELECTION OFFICER, *supra* note 7, at 4.

<sup>11</sup> 25 PA. CONS. STAT. § 2811(2–3) (2020).

<sup>12</sup> *Id.* § 2672(b).

<sup>13</sup> *Id.* § 2672(a).

<sup>14</sup> HOW TO RUN FOR ELECTION OFFICER, *supra* note 7, at 4.

<sup>15</sup> *Id.*

<sup>16</sup> *Id.*

<sup>17</sup> 25 PA. CONS. STAT. § 2671 (2020).

<sup>18</sup> *Id.* § 2675.

<sup>19</sup> *Id.*

<sup>20</sup> *Id.* § 2675(c).

<sup>21</sup> *Id.* § 2674.

<sup>22</sup> HOW TO RUN FOR ELECTION OFFICER, *supra* note 7, at 5.

<sup>23</sup> *Id.*

<sup>24</sup> *Id.* at 8.

<sup>25</sup> 25 PA. CONS. STAT. § 2867 (2020).

<sup>26</sup> HOW TO RUN FOR ELECTION OFFICER, *supra* note 7, at 8.

<sup>27</sup> 25 PA. CONS. STAT. § 2911 (2020).

<sup>28</sup> HOW TO RUN FOR ELECTION OFFICER, *supra* note 7, at 10–11.

<sup>29</sup> *Nomination Petitions and Filings Fee*, OFF. OF THE PHILA. CITY COMMISSIONERS, <https://www.philadelphiavotes.com/en/candidates-a-campaigns/nominating-petitions> (last visited Nov. 1, 2019).

<sup>30</sup> PA. DEP'T OF STATE, GENERAL INFORMATION ABOUT RUNNING FOR PUBLIC OFFICE 4, <https://www.dos.pa.gov/VotingElections/CandidatesCommittees/RunningforOffice/Documents/GENERAL%20INFORMATION%20ABOUT%20RUNNING%20FOR%20PUBLIC%20OFFICE%20Rev%201.12.18.pdf>.

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- <sup>32</sup> 25 PA. CONS. STAT. § 2873(d).
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- <sup>34</sup> *Statement of Financial Interests*, COMMONWEALTH OF PA. ST. ETHICS COMMISSION, [https://www.ethics.pa.gov/Documents/Forms%20Library/Statements%20Of%20Financial%20Interest/SEC-1%20Statement%20Of%20Financial%20Interests%20Rev%2001\\_17.pdf](https://www.ethics.pa.gov/Documents/Forms%20Library/Statements%20Of%20Financial%20Interest/SEC-1%20Statement%20Of%20Financial%20Interests%20Rev%2001_17.pdf) (last visited Apr. 5, 2020).
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- <sup>36</sup> *Id.*
- <sup>37</sup> *Id.*
- <sup>38</sup> *Id.* § 2937.
- <sup>39</sup> *Id.*
- <sup>40</sup> OFF. OF THE PHILA. CITY COMMISSIONERS, GUIDE FOR ELECTION BOARD OFFICIALS IN PHILADELPHIA COUNTY 9, [https://files7.philadelphiavotes.com/election-workers/Election\\_Board\\_Training\\_Guide\\_2019.pdf#\\_ga=2.22760121.308527818.1573052240-933500185.1572381105](https://files7.philadelphiavotes.com/election-workers/Election_Board_Training_Guide_2019.pdf#_ga=2.22760121.308527818.1573052240-933500185.1572381105) (last visited Apr. 5, 2020).
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- <sup>43</sup> *Pollworkers Needed*, COUNTY OF BERKS, PA, <http://www.co.berks.pa.us/Dept/Elections/Pages/Pollworkers%20Needed.aspx> (last visited Apr. 5, 2020); *Conduct Inside the Polling Place*, COUNTY OF BERKS, PA, <http://www.co.berks.pa.us/Dept/Elections/Pages/ConductInsidethePollingPlace.aspx> (last visited Apr. 5, 2020).
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- <sup>56</sup> *Id.*
- <sup>57</sup> *Legal Protections Against Voter Intimidation or Deceptive Practices in Pennsylvania*, ADVANCEMENT PROJECT, [https://b.3cdn.net/advancement/87447cc3911e5f2426\\_7am6bngee.pdf](https://b.3cdn.net/advancement/87447cc3911e5f2426_7am6bngee.pdf) (last visited Apr. 5, 2020).
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<sup>59</sup> *Id.*

<sup>60</sup> 25 PA. CONS. STAT. § 3058.

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<sup>70</sup> *Id.* § 3031.2(b).

<sup>71</sup> *Id.* § 3060(c–d); PENNSYLVANIA 2018: TOP ISSUES TO FIELD, *supra* note 4.

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<sup>75</sup> *Know Your Rights: What to do When Faced with Voter Intimidation*, ACLU, <https://www.aclu.org/know-your-rights/what-do-when-faced-voter-intimidation> (last visited Apr. 5, 2020).

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