



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter
Chair

Jeff Aaron
Michael Sasso
Commissioners

April 16, 2025

Thomas J. Pilacek, Esquire
Thomas J. Pilacek & Associates
1306 Town Plaza Court
Winter Springs, FL 32708

Jeffrey E. Mandel, Esquire
Fisher & Phillips, LLP
200 South Orange Avenue, Suite 1100
Orlando, FL 32801-3392

RE: Teamsters Local Union 385 v. The School Board of Osceola County, Florida, PERC
Case No. EL-2024-163 (Relates to RC-2024-190)

Dear Sirs:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **May 7, 2025, through June 4, 2025**. The ballots will be counted at the Commission's office in Tallahassee on **June 4, 2025, at 10:00 a.m.**

Parties are encouraged to review the Florida Administrative Code rules pertaining to elections online at www.flrules.org/gateway/ChapterHome.asp?Chapter=60CC-2. Specifically, Florida Administrative Code Rule 60CC-2.001(2) provides that the employer shall, at least seven days before the date set for the election, post copies of the Notice of Election in conspicuous locations where employees will be reasonably apprised of the election.

Enclosed is an electronic copy of the Notice of Election. The employer's representative must print and post the Notice of Election by **April 30, 2025**. Additionally, the employer's representative may distribute the Notice of Election electronically to employees by work email and/or post it on the employer's website.

Sincerely,

A handwritten signature in cursive script, reading "Eddie Johnson".

Eddie Johnson
Elections Supervisor

TW

NOTICE OF ELECTION

STATE OF FLORIDA

PUBLIC EMPLOYEES RELATIONS COMMISSION

PURPOSE OF THIS ELECTION

To determine whether the eligible employees want a representative for the purpose of collective bargaining with their employer. A majority of the valid ballots cast will determine the result.

SECRET BALLOT

The election will be by secret ballot under the supervision of a Commission agent. Voters will be allowed to vote without interference, restraint or coercion. Electioneering will not be permitted at or near the polling place(s). Violations should be reported immediately to the Commission agent conducting the election. A Commission agent will either hand a ballot to each eligible voter at the polling place or mail a ballot to each eligible voter. **MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT.** Fold the ballot and personally deposit it in the ballot box under the supervision of the Commission agent. If a mail ballot, send it to the Commission in the envelope you receive with your ballot. A sample ballot appears on this Notice.

ELIGIBILITY

Eligibility is determined by your job classification. Employees eligible to vote are described under "Voting Unit" on this Notice.

CHALLENGE OF BALLOTS

The Commission agent, or any authorized observer, may question the eligibility of a voter. The ballots of such voters may be challenged.

AUTHORIZED OBSERVERS

Each of the interested parties may designate two observers at each polling place. The observers: assist in the identification of voters, challenge the eligibility of voters, and otherwise assist the Commission agent.

YOU HAVE THE RIGHT UNDER THE LAW:

- To self-organization.
- To form, join, or assist employee organizations.
- To bargain collectively through a chosen representative.
- To act together for the purpose of collective bargaining or other mutual aid or protection.
- To refrain from any or all such activities.

Every effort will be made to protect your right to a free choice. Improper conduct will not be permitted. All parties are expected to cooperate fully with the Commission and the Designated Agent in upholding the basic principles of a fair election. If agents of either the employee organization or the employer interfere with your right to a free election, the election may be set aside by the Commission.

PUBLIC EMPLOYEES RELATIONS COMMISSION
4708 CAPITAL CIRCLE N.W., SUITE 300
TALLAHASSEE, FLORIDA 32303

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED

VOTING UNIT:

INCLUDED: All full- and regular part-time employees in the following classifications: Assistant Project Field Representative; Bus Driver; Bus Operator Trainer; Cafeteria Monitor; Carpenter; Concrete Finisher/Driver; Custodian; Delivery Stores Clerk; Fencing and Grounds Section Chief; Fire Alarm Technician; Food Service Assistant; General Maintenance Specialist; General Maintenance Specialist III – Trades; General Maintenance Specialist IV – Certified Trades; HVAC Mechanic; HVAC Specialist; Kitchen Equipment Specialist; Lead Mechanic – Transportation; Maintenance Area Lead; Maintenance Planning Specialist; Maintenance Warehouse Clerk; Mechanic; Painter; Parts Clerk; Pest Control Specialist; Playground Equipment Specialist; Print/Press Operator; Refrigeration Specialist; Roofer; Section Chief; STEM Mobile Lab Operator; Transportation Attendant; Transportation Electronics Technician; Transportation Small Vehicle Operator; and Transportation Trainer.

EXCLUDED: All other employees of the School Board of Osceola County

ELIGIBLE VOTERS: All those employees included in the voting unit as of **December 6, 2024**.

THE ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **May 7, 2025**.
2. All ballots must be received in the office of the Public Employees Relations Commission, Suite 300, 4708 Capital Circle Northwest, Tallahassee, Florida 32303, no later than **10:00 a.m.**, on **June 4, 2025**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **May 14, 2025**, or if you want your ballot to be mailed to an address other than your **home address, currently on file with your employer**, email your request to the Elections Division at **Ballotrequests@perc.fl.gov** or communicate immediately with the Public Employees Relations Commission, Suite 300, 4708 Capital Circle Northwest, Tallahassee, Florida 32303, (850) 488-8641.

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE
IN TALLAHASSEE ON JUNE 4, 2025, AT 10:00 A.M.**

STATE OF FLORIDA

Public Employees Relations Commission

Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA

INSTRUCTIONS: 1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.
2. MAKE NO OTHER MARKS ON THIS BALLOT.
3. DO NOT SIGN THIS BALLOT.

DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?

☐

Yes – Teamsters Local Union 385

☐

No