

# 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

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**THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED**

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**EL-2024-166 (Relates to RC-2024-215)**

**VOTING UNIT:**

**INCLUDED:** All full-time and regular part-time blue-collar employees of the City of Vero Beach, Florida.

**EXCLUDED:** All white-collar administrative and clerical employees, sworn law enforcement officers, casual, temporary, supervisory, and professional employees, and all other employees of the City of Vero Beach, Florida.

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

**DATE OF ELECTION:** **February 6, 2025 (Thursday)**

**TIME OF ELECTION:** 7:00 a.m. – 9:00 a.m.  
and  
11:00 a.m. – 1:00 p.m.  
and  
3:00 p.m. – 5:30 p.m.

**PLACE OF ELECTION:** City of Vero Beach  
Community Center  
(Multi-Purpose Room)  
2266 14<sup>th</sup> Avenue  
Vero Beach, Florida 32960

**BALLOTS WILL BE COUNTED AT THE POLLING SITE ON FEBRUARY 6, 2025, AT 5:30 P.M., IMMEDIATELY AFTER THE CLOSING OF THE POLLS.**

**NOTE:** Voters should bring some form of identification to the polls (i.e., driver license, employer identification, etc.)

STATE OF FLORIDA  
**Public Employees Relations Commission**  
**Official Secret Ballot**

FOR CERTAIN EMPLOYEES OF  
**CITY OF VERO BEACH**

- 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 No. 769  
affiliated with the International  
Brotherhood of Teamsters**

**No**