

ATTENTION: ALL ESPs - EDUCATIONAL STAFF PROFESSIONALS

If you are an ESP Employee, the Union of Escambia ESPs is currently your certified bargaining agent whether you are a dues-paying member or not. The Union is divided into 3 sub-groups and each sub-group is currently having a re-certification election.

You will either be MAILED home a Ballot OR will have an opportunity to vote IN-PERSON.

	UNION 850	UNION 897	UNION 923
STEP 1: IDENTIFY WHICH SUB-GROUP YOUR JOB TITLE BELONGS.	<u>"Blue Collar"</u> <ul style="list-style-type: none"> • A/C Mechanics • Audiometric Techs. • Automotive Mechanics/Workers • Carpenters I & II • Construction Mechanics I & II • Custodial Workers (and Leads) • Diesel Truck & Bus Tech. • Driver - Equipment Operator • Electricians I & II • Electronics Technician (and Leads) • Equipment Operator I & II • Facilities Resource Mgr. • Fire Suppression Technicians • Food Service Assists. I & II • Heating/Ventilation Mechanics • Heavy Equipment Operators • HVAC Technicians • Locksmiths • Maintenance Mechanics • Maintenance Workers • Office Machine Technicians • Paint & Body Repairers • Painters (and Leads) • PBX Operator • Pest Control Technicians • Plumbers • School Bus Assistants & Operators • Shop Leaders • Warehouse Technicians 	<u>"White/Pink Collar"</u> <ul style="list-style-type: none"> • Accounting Specialists • Admin. Aides • Admin. Clerks • Admin. Secretaries • Audiometric Technicians • Benefits Specialists • Central PBX Operator • Certification Specialists • Educational Interpreters • Early Childhood Assts. • Ed. Generalists • Job Facilitators • Lead Accounting, Benefits, Employee Mgmt, and Payroll Specialists • Microimaging Techs., • Office Services Asst. • Payroll Specialists • Risk Management Specialists • School Data & Finance Specialists • Security/Safety Specialists; • Senior Executive Secretaries • Special Center IBAs and PCAs • Teacher Assistants (all categories) • Transportation Dispatcher 	<u>"Supervisors/Managers"</u> <ul style="list-style-type: none"> • Accounting Supervisor • Asst. Garage Managers • Construction/Maintenance Supervisors • Food Service Asst. Managers • Food Service Managers I, II, III, and IV
STEP 2: LEARN HOW YOU WILL VOTE	IN-PERSON ELECTION April 23 & 24, 2025 Click here for more information	BALLOTS WILL MAILED TO YOUR HOME BEGINNING April 15, 2025 BALLOT SUBMISSION DEADLINE: ON OR BEFORE MAY 13, 2025 Click here for more information	IN-PERSON ELECTION April 23 & 24, 2025 Click here for more information
How many employees are in this sub-group?	937 employees	883 employees	62 employees

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

EL-2024-106 (Relates to RC-2024-076)

VOTING UNIT:

INCLUDED: All regular full-time and regular part-time employees (minimum of four-hour day), regardless of source of funding, employed within the following classifications of the Escambia County School Board: Air Conditioning and Refrigeration Mechanic; Audiometric Technician; Automotive Equipment Mechanic; Automotive Service Worker; Carpenter II; Construction Mechanic I and II; Courier; Crossing Guard-Custodial Worker; Custodial Supervisor; Custodial Worker; Diesel Truck & Bus Tech I; Diesel Truck & Bus Tech I-SFS; Driver-Equipment Operator; Electrician I and II; Electronics Technician; Equipment Operator I and II-Maintenance; Facilities Resource Manager; Fire Suppression Technician; Food Service Assistant I and II; Heating and Ventilation Mechanic; Heavy Equipment Operator; HVAC Controls Technician; HVAC/R Technician; Lead Custodial Worker I and II; Lead Electronics Technician; Lead Painter; Locksmith; Maintenance Mechanic I-Custodial; Maintenance Mechanic I and II-Maintenance; Maintenance Worker I and II-Grounds; Maintenance Worker I and II-Maintenance; Maintenance Worker I and II-Transportation; Office Machine Technician; Paint and Body Repairer; Painter I and II; PBX Operator; Pest Control Technician; Plumber I and II; School Bus Assistant; School Bus Operator; Shop Leader; Shop Leader-Electronics; Shop Leader-Grounds; Shop Leader-HVAC Operations; Shop Leader-Locksmiths; Shop Leader-Office Machines; Shop Leader-Paint & Body Repair; Shop Leader-Painters; Warehouse Technician I, II, and III; Warehouse Technician II and III-School Food SRVS; and Warehouse Technician III-Transportation.

EXCLUDED: All other School Board employees, including instructional employees, employees with a supervisory conflict of interest, managerial and confidential employees, and all employees included in other bargaining units.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **September 19, 2024**.

**PLACE, DATES AND
TIMES OF ELECTION:**

<u>Site #1</u> J.E. Hall Center (Room 160) 30 East Texar Drive Pensacola, Florida 32503	April 23, 2025 (Wednesday) 7:00 a.m. – 10:00 a.m.
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<u>Site #2</u> Vernon McDaniel Administrative Building (Human Resources Conference Room – 1 ST floor) 75 North Pace Boulevard Pensacola, Florida 32505	April 23, 2025 (Wednesday) 11:00 a.m. – 1:30 p.m.
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<u>Site #3</u> J.E. Hall Center (Room 160) 30 East Texar Drive Pensacola, Florida 32503	April 23, 2025 (Wednesday) 2:30 p.m. – 6:00 p.m.
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<u>Site #4</u> Ernest Ward Middle School (Media Center) 7650 FL-97 Walnut Hill, Florida 32568	April 24, 2025 (Thursday) 7:00 a.m. – 10:00 a.m.
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<u>Site #5</u> J.E. Hall Center (Room 160) 30 East Texar Drive Pensacola, Florida 32503	April 24, 2025 (Thursday) 11:00 a.m. – 1:30 p.m.
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<u>Site #6</u> Jim Bailey Middle School (Media Center) 4110 Bauer Road Pensacola, Florida 32506	April 24, 2025 (Thursday) 2:30 p.m. – 6:00 p.m.
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BALLOTS WILL BE COUNTED AT JIM BAILEY MIDDLE SCHOOL, MEDIA CENTER, 4110 BAUER ROAD, PENSACOLA, FLORIDA 32506 ON APRIL 24, 2025, AT 6:00 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
THE SCHOOL BOARD OF ESCAMBIA 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 – Union of Escambia Education Staff
Professionals, FEA, NEA, AFT, AFL-
CIO**

☐

No

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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.

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- 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 regular full-time and regular part-time employees in the following classifications: Accounting Specialist I, II, and III; Administrative Aide; Administrative Clerk I and II; Administrative School Secretary I, II, and III; Administrative Secretary I, II, and III; Audiometric Technician; Behavior Technician; Benefits Specialist; Central PBX Operator; Certification Specialist; Certified Educational Interpreter I, II, and III; Early Childhood Assistant; Educational Interpreter; Employee Management Specialist; Executive Secretary; Human Resources Aide; Human Resources Generalist; Job Facilitator – Special Needs; Lead Accounting Specialist; Lead Benefits Specialist; Lead Employee Management Specialist; Lead Payroll Specialist; Library Media Clerk; Microimaging Technician; Office Services Assistant; Payroll Specialist; Risk Management Specialist; School Data Specialist I and II; School Finance Specialist; Security/Safety Program Specialist; Senior Executive Secretary; Senior School Finance Specialist; Special Center Instructional/Behavioral Assistant; Special Center Personal Care Assistant; Teacher Assistant – Alternative Education; Teacher Assistant – Bilingual; Teacher Assistant – Computer Lab; Teacher Assistant – Elementary; Teacher Assistant – Secondary; Teacher Assistant – Special; Teacher Assistant; and Transportation Dispatcher.

EXCLUDED: All other School Board employees, including supervisory, managerial, and confidential employees, and all other employees included in other bargaining units.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **October 3, 2024**.

THE ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **April 15, 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 **9:00 a.m.**, on **May 13, 2025**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **April 22, 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 MAY 13, 2025, AT 9:00 A.M.**

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

**FOR CERTAIN EMPLOYEES OF
THE SCHOOL BOARD OF ESCAMBIA COUNTY, FLORIDA**

INSTRUCTIONS:

1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.
2. MAKE NO OTHER MARKS ON THIS BALLOT.
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DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?



**Yes – Union of Escambia Education Staff
Professionals, FEA, NEA, AFT, AFL-
CIO**



No

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4708 CAPITAL CIRCLE N.W., SUITE 300
TALLAHASSEE, FLORIDA 32303

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EL-2024-104 (Relates to RC-2024-075)

VOTING UNIT:

INCLUDED: Accounting Supervisor; Assistant Garage Manager; Construction/Maintenance Supervisor; Food Service Assistant Manager; and Food Service Manager I, II, III, and IV.

EXCLUDED: Director for Transportation, Director for Warehouses, Director for Maintenance, all managerial and confidential employees, all employees eligible for other bargaining units, all employees in the professional and technical pay systems, and all other employees of the School Board of Escambia County, Florida.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **September 19, 2024**.

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TIMES OF ELECTION:**

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