NOTICE OF MAIL BALLOT 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. Violations should be reported immediately in writing to the Commission.

A Commission agent will mail a ballot to each eligible voter at the address provided by the employer. MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT. Send your ballot to the Commission in the envelope you receive with your ballot. The employee organization, public employer, and their respective agents are prohibited from observing or being present when you mark your mail ballot, sign it, or mail it. 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's agent, or any authorized observer, may question the eligibility of a voter by challenging the ballot of such voter. Ballots may be challenged only at the counting of the ballots.

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-2026-253 (Relates to RE-2026-048)

VOTING UNIT:

INCLUDED: All full-time faculty in the job classifications of Professor, Associate Professor, Assistant Professor, and Instructor.

EXCLUDED: All managerial, administrative, supervisory and confidential employees including, but not limited to, those job titles categorized as follows: executive, administrative, professional/technical, organizational support staff, other professional services, part-time employees, Acting or Interim Faculty, Adjunct Faculty, Assistant Director/Instructor, Athletic Director/ Instructor, Athletic Trainer/Instructor, Co-curricular Specialist/Teaching Assign, Counselor, Developmental Math Coordinator, Fire Science Instructor/Coordinator, Law Enforcement/Corrections Instructor/Coordinator, Librarian, Rangemaster, Welding Instructor/Coordinator, and all other employees of the College not expressly included.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **October 28, 2026**.

THE MAIL BALLOT ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **December 22, 2026**.

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 **January 22, 2027.**

3. If you believe you are an eligible voter and have not received a ballot in the mail by **December 29, 2026**, or if you want your ballot to be mailed to an address different than the one previously provided by your employer, email your request to the Elections Division at **ballotrequests@perc.fl.gov**. **For your request to be fulfilled, you must include your full name, address, name of employer or agency, and the PERC case number listed above on this notice.**

BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE IN TALLAHASSEE ON JANUARY 22, 2027, AT 11:00 A.M.

STATE OF FLORIDA

Public Employees Relations Commission

Official Secret Ballot

FOR CERTAIN EMPLOYEES OF

DISTRICT BOARD OF TRUSTEES OF PASCO-HERNANDO STATE COLLEGE, 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.

SAMPLE

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

☐	☐
Yes – *United Faculty of Florida*	**No**

STATE OF FLORIDA

PUBLIC EMPLOYEES RELATIONS COMMISSION

UNITED FACULTY OF FLORIDA,

Petitioner,

Case No. EL-2026-253
(Relates to RE-2026-048)

v.

DISTRICT BOARD OF TRUSTEES OF PASCO-HERNANDO STATE COLLEGE, FLORIDA,

Respondent.
_____/

ORDER SCHEDULING MAIL BALLOT ELECTION

A party to this case requested a mail ballot election, pursuant to section 447.307(3)(b)2., Florida Statutes. The dates for a mail ballot election are set based on availability. Accordingly, the mail ballot election in the above-referenced case will be held **December 22, 2026, through January 22, 2027**. The ballots will be counted at the Commission's office in Tallahassee on **January 22, 2027, at 11:00 a.m.**

Attached to this order is an electronic copy of the Notice of Election. The employer is directed to print and post the Notice of Election at least four weeks before the start date of the election. Physical copies of the Notice of Election must remain posted until the election is completed, and the employer must take reasonable steps to ensure the copies are not altered, defaced, or covered by other materials. The employer may also post the Notice of Election on its website or distribute copies to employees by email. If the employer did not provide an email address for any employee included in the previously filed eligibility list, the employer shall provide that employee with a physical copy of the Notice of Election.

Any party to the case may challenge this order or the attached Notice of Election no later than two weeks before the start date of the election. Failure to file a timely challenge constitutes a waiver of any objections.

It is so ordered.
CARPENTER, Chair, AARON and SASSO, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on November 17, 2026 .

BY: _____
Clerk

/hj

COPIES FURNISHED:

For Petitioner
William S Riddle
Lindsay Smith-Sparkman
Rebecca Whitlock

For Respondent
Brian W. Koji, Esquire