



State of Delaware  
Public Employment Relations Board  
4<sup>th</sup> Floor, Carvel State Office Building  
820 N. French Street  
Wilmington, Delaware 19801

## NOTICE OF MODIFICATION ELECTION

RE: City of Dover and AFSCME Local 2356  
(Rep. Pet. 15-11-1016)

### PURPOSE OF ELECTION

AN ELECTION BY SECRET BALLOT WILL BE CONDUCTED, under the supervision of the Public Employment Relations Board, among City of Dover employees listed as Eligible Voters below, to determine whether those employees desire to be represented for purposes of collective bargaining by AFSCME 2356, as part of the existing bargaining unit of City of Dover Administrative, Professional and Managerial employees.

### ELIGIBLE VOTERS

CITY OF DOVER ADMINISTRATIVE, PROFESSIONAL AND MANAGERIAL EMPLOYEES IN THE FOLLOWING POSITIONS:

**Crime Analyst/Accreditation Manager**  
**Sex Offender Registry Enforcement Agent**

Employees defined as ELIGIBLE VOTERS who did not work during the payroll period because they were ill or on vacation or temporarily laid-off and employees in the military service of the United States are eligible to vote.

### Secret Ballot Election Procedures

The election will be by SECRET ballot. Voters will be allowed to vote without interference, restraint or coercion. Electioneering will not be permitted at or near the polling places. Violations of these rules should be reported immediately to the Public Employment Relations Board, or its agent in charge of the election. 19 Del.C. §1311.

An agent of the PERB will hand a ballot to each eligible voter at the polling site. The voter will then mark his/her ballot in secret and fold it. The voter will then personally deposit the folded ballot in a ballot box which is under the supervision of a PERB agent.

### Authorized Observers

The City and AFSCME may each designate one observer and one alternate to observe the polling process. The observers shall be persons familiar with the employees normally assigned to the voting location. Observers shall (a) act as checkers at the voting place; (b) assist in the identification of voters; (c) challenge voters and ballots; and (d) otherwise assist the PERB agent.

Each party shall also be permitted to appoint one representative to observe the official counting of the ballots.

### Challenge of Voters

The challenge of a voter MUST be made before the voter has deposited his/her ballot in the box.

## INFORMATION CONCERNING THE ELECTION

The results of this election will be determined by the majority of the votes cast. The ballots will be counted immediately following the closing of the polls at the Dover Police Department. The Public Employment Relations Act provides that only one valid representation election may be held in a twelve (12) month period.

Any employee who desires to obtain further information concerning the terms and conditions under which this election is to be held or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules may do so by communicating directly with the Public Employment Relations Board at its offices located at:

**Public Employment Relations Board, 4th Floor, Carvel State Office Building,  
820 N. French Street, Wilmington, DE 19801, (302) 577-5070**

### POLLING TIME & LOCATION

**Date:** **Wednesday, December 30, 2015**

**Time:** **Noon - 1:00 p.m.**

**Location:** **Dover Police Department  
Public Assembly Room  
400 S. Queen Street  
Dover, DE 19901**

### ABSENTEE BALLOTS

Absentee ballots may be requested on or before **Tuesday, December 22, 2015** by eligible voters who are unable to cast a ballot in person, due to circumstances beyond their control. Such ballots must be requested directly from PERB by the eligible voter (please call (302) 577-5070), and will be mailed directly to the voter at his/her home. **Absentee ballots cast by US mail must be received in the PERB office on or before 4:30 p.m. on Tuesday, December 29, 2015, in order to be cast.**

### ***Sample - OFFICIAL SECRET BALLOT - Sample***

The purpose of this election is to determine whether City of Dover employees holding the positions of CRIME ANALYST/ ACCREDITATION MANAGER and SEX OFFENDER REGISTRY ENFORCEMENT AGENT desire to be represented for purposes of collective bargaining by AFSCME Local 2356 as part of the existing bargaining unit of City of Dover Administrative, Professional and Managerial Employees.

**DO YOU WISH TO BE REPRESENTED FOR PURPOSES OF COLLECTIVE BARGAINING BY:**

**AFSCME Local 2356**

**No Representative**

Mark only one X on your ballot, inside one square.

Do not sign your name on this ballot.

Fold your ballot and place it in the ballot box.