



Telephone: (302) 577-5070
Facsimile: (302) 577-3297
<http://perb.delaware.gov>

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

NOTICE OF MODIFICATION ELECTION

RE: Seaford School District
(Rep. Pet. No. 19-10-1211)

PURPOSE OF ELECTION

AN ELECTION BY SECRET BALLOT WILL BE CONDUCTED, under the supervision of the Public Employment Relations Board, among **BUS AIDES** employed by the Seaford School District to determine whether those employees desire to be represented for purposes of collective bargaining by Seaford Support Staff Association, DSEA/NEA, as part of the existing bargaining unit of Seaford School District Instructional Support Staff.

ELIGIBLE VOTERS

Bus Aides employed by Seaford School District

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. 14 Del.C. §4011.

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

Seaford Support Staff Association, DSEA/NEA, and Seaford School District may each designate one observer and one alternate for each voting location. 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 Seaford School District. 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: Monday, November 25, 2019

Time:	9:00 a.m. – 10:00 a.m.
Location:	Seaford School District Annex Conference Room 390 N. Market Street Extended Seaford, DE 19973

ABSENTEE BALLOTS

Absentee ballots may be requested on or before **Friday, November 15, 2019** 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 Friday, November 22, 2019, in order to be cast.**

Sample - OFFICIAL SECRET BALLOT - Sample

Representation Petition No. 19-10-1211

The purpose of this election is to determine whether Bus Aides employed by the Seaford School District desire to be represented for purposes of collective bargaining, pursuant to 14 Del.C. §4011, as part of the existing bargaining unit of the District's Instructional Support Staff by Seaford Support Staff Assn., DSEA/NEA.

DO YOU WISH TO BE REPRESENTED FOR PURPOSES OF COLLECTIVE BARGAINING BY SEAFORD SUPPORT STAFF ASSOCIATION, DSEA/NEA, AS PART OF THE BARGAINING UNIT OF INSTRUCTIONAL SUPPORT STAFF:

YES

NO

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.