



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

NOTICE OF MODIFICATION ELECTION

IAFF Local 1590 & Wilmington Fire Department

Probationary Firefighters

Rep. Pet. No. 25-11-1515 (MOD)

POLLING TO BE CONDUCTED ELECTRONICALLY

PURPOSE OF ELECTION

AN ELECTION BY SECRET BALLOT WILL BE CONDUCTED, under the supervision of the Public Employment Relations Board, among all **PROBATIONARY FIREFIGHTERS EMPLOYED BY THE CITY OF WILMINGTON FIRE DEPARTMENT** (“WFD”) to determine whether those employees desire to be represented by the International Association of Firefighters (“IAFF”) Local 1590, for purposes of collective bargaining, as part of the existing bargaining unit of WFD Firefighters, Lieutenants, Captains, Battalion Chiefs, and Internal Affairs Officer, as defined in DOL Case 23.

ELIGIBLE VOTERS

All Probationary Firefighters

employed by the City of Wilmington Fire Department

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

This election will be by SECRET ballot cast electronically through the State of Delaware email system.

- Each eligible voter will receive an email from the Public Employment Relations Board which includes a sample ballot and an electronic voting option.
- The email provides each voter with the option to either choose “YES” (indicating a choice for the group to be represented as part of the existing bargaining unit by IAFF Local 1590) or “NO” for the group to remain unrepresented.
- Voters will cast their votes by replying directly to the email back to PERB typing in either **YES** or **NO**. Instructions will be provided in the email to each voter.

Authorized Observers

IAFF Local 1590 and the City may each designate one observer and one alternate to observe the counting of the ballots on Tuesday, December 30, 2025, at 1:00 PM. The observers should be persons familiar with the eligible voters.

INFORMATION CONCERNING THE ELECTION

THE RESULTS OF THIS ELECTION WILL BE DETERMINED BY THE MAJORITY OF THE VOTES CAST.

The ballots will be counted on **Tuesday, December 30, 2025, at 1:00 PM.** The Police Officers' and Firefighters' 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 office located at:

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

Polling Procedure

All votes must be cast by email on or before noon on Tuesday, December 30, 2025.

If you believe you are an eligible voter and do not receive a ballot by email on or before Wednesday, December 17, please contact PERB immediately at (302) 577-5070 or deperb@delaware.gov.

Sample - OFFICIAL SECRET BALLOT - Sample

Representation Petition No. 25-11-1515 (MOD)

The purpose of this election is to determine whether **PROBATIONARY FIREFIGHTERS** employed by the City of Wilmington Fire Department desire to be represented for purposes of collective bargaining, pursuant to 19 Del. C. §1611, as part of the existing bargaining unit currently represented by IAFF Local 1590. DOL Case 23.

DO YOU WISH TO BE REPRESENTED FOR PURPOSES OF COLLECTIVE BARGAINING BY IAFF LOCAL 1590, AS PART OF THE EXISTING BARGAINING UNIT OF CITY OF WILMINGTON FIRE DEPARTMENT EMPLOYEES?

YES

☐

NO

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All ballots must be received on or before noon on Tuesday, December 30, 2025, to be counted.