

MAINE LABOR RELATIONS BOARD

90 State House Station

Augusta, ME 04333

(207) 287-2015

www.maine.gov/mlrb

NOTICE

NOTICE OF DECERTIFICATION/BARGAINING AGENT ELECTION

A secret ballot election will be held, by mail, to determine whether

TEAMSTERS LOCAL UNION NO. 340

shall continue as the collective bargaining agent for the employees of the Hancock County Sheriff's Office unit described below, whether the

HANCOCK COUNTY SHERIFF'S OFFICE ASSOCIATION

shall become their collective bargaining agent, or whether these employees desire

NO REPRESENTATIVE

for the purposes of collective bargaining.

The description of the bargaining unit in which the election will be conducted is as follows:

INCLUDED: Full Time Patrol Deputies, Sergeants, Lieutenants, Detectives, Sheriff's Administrative Assistant, and Civil Process Secretary.

EXCLUDED: All other positions in the County of Hancock.

The election will be conducted by mail ballot in accordance with Maine Labor Relations Board Rule Chap. 11, § 47 and § 48. Official ballots will be mailed to the home addresses of eligible voters on **November 7, 2025.** Each eligible voter will receive one ballot, one Secret Ballot Envelope and one pre-addressed and postage-paid Mail Envelope. In order to assure that all ballots are counted, voters are urged to read and comply with the instructions printed on the back of the Secret Ballot Envelope. Voters should mark the ballot by placing an "X" or "✓" in the box which designates their choice of either "Teamsters Local Union No. 340", "Hancock County Sheriff's Office Association" or "No Representative." The ballot should contain no other marks or identifying characteristics as they may invalidate the ballot. Voters should mark their ballots in private and then place the marked ballot in the Secret Ballot Envelope. After sealing the ballot in the Secret Ballot Envelope, the Secret Ballot Envelope should be placed in the preaddressed and postage-paid Mail Envelope. The voter must sign the Mail Envelope in the appropriate space. Failure to do so may invalidate the ballot. The Mail Envelope will be used to authenticate voter eligibility but will be discarded prior to the counting of ballots, to insure voter anonymity.

Employees believing themselves eligible to vote in the election who do not receive a ballot in a timely fashion may obtain a duplicate ballot by calling the Maine Labor Relations Board at (207) 287-2015 on or before **November 14, 2025.** The Board office is open from 8:30 a.m. to 4:30 p.m., Monday through Friday.

To be counted in this election, ballots must be received by the Maine Labor Relations Board in the preaddressed and postage-paid Mail Envelope provided with each ballot at the Board offices by **1:30 p.m. on Monday, November 24, 2025.**

The ballots will be tabulated at **1:30 p.m. on Monday, November 24, 2025**, in the Labor Board Hearing Room, 2nd floor of the Elkins Building, 19 Elkins Lane (former AMHI complex), Augusta, Maine, in accordance with Board Rule Chap. 11, § 48(1). The parties are hereby advised of their privilege to designate an election observer pursuant to Chap. 11, § 48(3). The parties' designated observers may observe the tabulation of the ballots.

Petitions to intervene, accompanied by a 10 percent showing of interest, must be received by the Board on or before **October 28, 2025.**

Pursuant to Board Rule Chap. 11, § 14(2) and § 46, a copy of this notice and the sample ballot shall be posted at least ten (10) calendar days prior to the mailing of the ballots on November 7, 2025, at work locations where notices are normally posted for the benefit of employees in the above-described unit. This notice and sample ballot shall not be altered, covered, defaced or removed before the completion of the election.

By: *Neil P. Daly*
Neil P. Daly, Executive Director
Maine Labor Relations Board