

MAINE LABOR RELATIONS BOARD  
90 State House Station  
Augusta, ME 04333  
(207) 287-2015  
[www.maine.gov/mlrb](http://www.maine.gov/mlrb)

## NOTICE OF BARGAINING AGENT ADD-ON ELECTION

### PURPOSE AND EFFECT OF ELECTION

On June 17, 2024, Kennebunk, Arundel, and Kennebunkport Educators' Association/MEA (Union) filed a Petition for Unit Determination and Bargaining Agent Election with the Maine Labor Relations Board (Board) to add the positions of Athletic Trainer and Board-Certified Behavioral Analyst to an existing unit of certain RSU 21 (School District) employees. In relation to this petition, the Board will conduct a mail ballot election to determine whether the employees who currently encumber the positions of Athletic Trainer and Board-Certified Behavioral Analyst, by a majority of valid ballots cast, desire to join the following bargaining unit currently represented by the Union:

INCLUDED: Teachers, Counselors, Librarians, Nurses, Instructional Strategists and Integrators, Social Workers, Speech/language Pathologists, Occupational Therapists, Physical Therapists, and School Psychologists

EXCLUDED: All other employees of RSU No. 21.

If a majority of valid ballots indicate a desire to be represented by the Union, the positions of Athletic Trainer and Board-Certified Behavioral Analyst will be added to the bargaining unit described above. If a majority of ballots indicate a desire for no representative, the positions will not be added to the existing bargaining unit.

### VOTING PROCESS

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 18, 2024**. Each eligible voter will receive one ballot, one Secret Ballot Envelope and one pre-addressed and postage-paid Mail Envelope. In order to ensure 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 "Kennebec, Arundel, Kennebunkport Educators' 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 ensure 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 25, 2024**. The Board office is open from 8:30 a.m. to 4:30 p.m., Monday through Friday.

### DEADLINE FOR BALLOT RETURN

The ballots will be tabulated at **1:00 p.m. on Monday, December 9, 2024**, in the Labor Board Hearing Room, 2<sup>nd</sup> floor of the Elkins Building, 19 Elkins Lane (former AMHI complex), Augusta, Maine, in accordance with Board Rule Chap. 11, § 48(1). 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 the time of ballot tabulation noted above. 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.

Pursuant to Board Rule Chap. 11, § 14(2) and § 46, a copy of this notice and the sample ballot shall be emailed at least ten (10) calendar days prior to the mailing of the ballots to eligible voters. This notice and sample ballot shall not be altered, covered, defaced or removed before the completion of the election.

October 30, 2024  
Augusta, Maine

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