

**MAINE LABOR RELATIONS BOARD**

**90 State House Station**

**Augusta, ME 04333**

**(207) 287-2015**

[www.maine.gov/mlrb](http://www.maine.gov/mlrb)

**NOTICE**

NOTICE OF DECERTIFICATION/BARGAINING AGENT ELECTION

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

AFSCME COUNCIL 93, LOCAL 481

shall continue as the collective bargaining agent for the employees of the City of Sanford Public Works Department unit described below, whether the

SANFORD PUBLIC WORKS 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: Laborer 1, Highway Custodian, Mechanic Helper, Transfer Station Attendant, Airport Maintenance Worker, Laborer 2, EO1, EO2, EO3, EO4, Mechanic 1 and 2, Tractor Trailer Driver, Transfer Station Foreman, and Working Foreman.

EXCLUDED: All other employees of the City of Sanford.

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 **August 22, 2024**. 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 "AFSCME Council 93, Local 481", "Sanford Public Works 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 pre-addressed 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 **August 30, 2024**. 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 pre-addressed and postage-paid Mail Envelope provided with each ballot at the Board offices by **1:00 p.m. on Thursday, September 12, 2024**.

The ballots will be tabulated at **1:00 p.m. on Thursday, September 12, 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). 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 **August 16, 2024**.

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 August 22, 2024, 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.

August 7, 2024  
Augusta, Maine

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