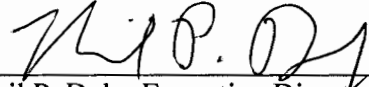


STATE OF MAINE
Maine Labor Relations Board

On July 15, 2019, the Maine Labor Relations Board received a duly executed Petition for Decertification/Bargaining Agent Election (MLRB Form 2A) filed pursuant to 26 M.R.S.A. § 967(2) by Ed Marzano, a representative of Teamsters Local Union No. 340 (Teamsters). Inasmuch as the requirements set forth in Chapter 11 of the Board Rules were met, a Decertification/Bargaining Agent Election by mail ballot was scheduled to be conducted among employees in the collective bargaining unit described below, between Thursday, August 22, 2019, and Tuesday, September 10, 2019. In accordance with Board Rule Chap. 11, § 14(2) and § 46, sample ballots and notices of the election were prepared and distributed on August 1, 2019, for both informational and posting purposes to Mr. Marzano for the Teamsters, to Matthew Hoyt for IAFF Local 4095 (IAFF), and to Gorham Town Manager Ephrem Paraschak. On August 22, 2019, ballots were mailed to all members of the unit included in the list of eligible voters prepared by the employer.

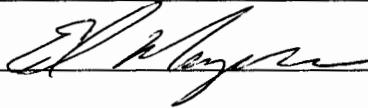
Dated at Augusta, Maine, September 10, 2019

ATTEST:


Neil P. Daly, Executive Director
Maine Labor Relations Board

ELECTION OBSERVERS

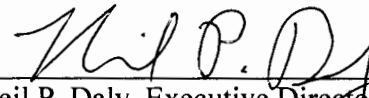
The following election observers were designated pursuant to Board Rule Chap. 11, § 48(3):

For the IAFF: _____
For the Teamsters:  _____
For the Employer: _____

ELECTION REPORT

Members of the unit eligible to vote	<u>8</u>
Ballots cast	<u>7</u>
Ballots cast indicating a desire that IAFF LOCAL 4095 represent the Gorham Fire Department employees in the positions of Firefighter/EMT and Firefighter/Paramedic as their exclusive collective bargaining agent	<u>0</u>
Ballots cast indicating a desire that TEAMSTERS LOCAL UNION NO. 340 represent the above-named employees as their exclusive collective bargaining agent	<u>7</u>
Ballots cast indicating a desire for NO REPRESENTATIVE	<u>0</u>
Ballots challenged and set aside pursuant to Board Rule Chap. 11, § 50	<u>0</u>
Ballots considered void pursuant to Board Rule Chap. 11, § 51	<u>0</u>

ATTEST:

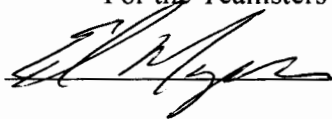

Neil P. Daly, Executive Director
Maine Labor Relations Board

WITNESS:

For the IAFF

For the Teamsters

For the Employer

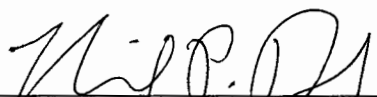


CERTIFICATION

I, Neil P. Daly, Executive Director of the Maine Labor Relations Board, certify that as a consequence of the foregoing Decertification/Bargaining Agent Mail Ballot Election conducted between August 22, 2019, and September 10, 2019, among the above-mentioned unit of employees, (~~IAFF LOCAL 4095 was duly elected as the exclusive collective bargaining agent~~), (TEAMSTERS LOCAL UNION NO. 340 was duly elected as the exclusive collective bargaining agent), (~~NO REPRESENTATIVE was elected~~), (~~no majority was obtained and a runoff election is required~~).

Dated at Augusta, Maine, September 10, 2019

ATTEST:


Neil P. Daly, Executive Director
Maine Labor Relations Board