



STATE OF FLORIDA  
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter  
Chair

Jeff Aaron  
Michael Sasso  
Commissioners

December 5, 2025

Dawn Marie Bergeron  
United Faculty of Florida  
115 North Calhoun Street, Suite 6  
Tallahassee, FL 32301

Amy Stanley  
The District Board of Trustees of St. Johns River State College, Florida  
283 College Drive  
Orange Park, FL 32065

RE: United Faculty of Florida v. District Board of Trustees of St. Johns River State College, Florida, PERC Case No. EL-2025-286 (Relates to RC-2025-258)

Dear Madams:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **December 23, 2025, through January 23, 2026**. The ballots will be counted at the Commission's office in Tallahassee on **January 23, 2026, at 2:00 p.m.**

Parties are encouraged to review the Florida Administrative Code rules pertaining to elections online at [www.flrules.org/gateway/ChapterHome.asp?Chapter=60CC-2](http://www.flrules.org/gateway/ChapterHome.asp?Chapter=60CC-2). Specifically, Florida Administrative Code Rule 60CC-2.001(2) provides that the employer shall, at least seven days before the date set for the election, post copies of the Notice of Election in conspicuous locations where employees will be reasonably apprised of the election.

**Enclosed is an electronic copy of the Notice of Election.** The employer's representative must print and post the Notice of Election by **December 16, 2025**. Additionally, the employer's representative may distribute the Notice of Election electronically to employees by work email and/or post it on the employer's website.

Sincerely,

A handwritten signature in black ink, appearing to read "Eddie Johnson", with a long horizontal flourish extending to the right.

Eddie Johnson  
Elections Supervisor

KO

# **NOTICE OF ELECTION**

## **STATE OF FLORIDA**

### **PUBLIC EMPLOYEES RELATIONS COMMISSION**

#### **PURPOSE OF THIS ELECTION**

To determine whether the eligible employees want a representative for the purpose of collective bargaining with their employer. A majority of the valid ballots cast will determine the result.

#### **SECRET BALLOT**

The election will be by secret ballot under the supervision of a Commission agent. Voters will be allowed to vote without interference, restraint or coercion. Electioneering will not be permitted at or near the polling place(s). Violations should be reported immediately to the Commission agent conducting the election. A Commission agent will either hand a ballot to each eligible voter at the polling place or mail a ballot to each eligible voter. **MARK YOUR BALLOT IN SECRET. DO NOT SIGN YOUR BALLOT.** Fold the ballot and personally deposit it in the ballot box under the supervision of the Commission agent. If a mail ballot, send it to the Commission in the envelope you receive with your ballot. A sample ballot appears on this Notice.

#### **ELIGIBILITY**

Eligibility is determined by your job classification. Employees eligible to vote are described under "Voting Unit" on this Notice.

#### **CHALLENGE OF BALLOTS**

The Commission agent, or any authorized observer, may question the eligibility of a voter. The ballots of such voters may be challenged.

#### **AUTHORIZED OBSERVERS**

Each of the interested parties may designate two observers at each polling place. The observers: assist in the identification of voters, challenge the eligibility of voters, and otherwise assist the Commission agent.

#### **YOU HAVE THE RIGHT UNDER THE LAW:**

- To self-organization.
- To form, join, or assist employee organizations.
- To bargain collectively through a chosen representative.
- To act together for the purpose of collective bargaining or other mutual aid or protection.
- To refrain from any or all such activities.

Every effort will be made to protect your right to a free choice. Improper conduct will not be permitted. All parties are expected to cooperate fully with the Commission and the Designated Agent in upholding the basic principles of a fair election. If agents of either the employee organization or the employer interfere with your right to a free election, the election may be set aside by the Commission.

**PUBLIC EMPLOYEES RELATIONS COMMISSION**  
4708 CAPITAL CIRCLE N.W., SUITE 300  
TALLAHASSEE, FLORIDA 32303

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**THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED**

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**VOTING UNIT:**

**INCLUDED:** Full-time faculty (including Department Chair, Assistant Department Chair, Program Director, Instructor, and Professor), Librarians (including Public Service Librarian and Campus Librarian), and Senior Academic Advisor).

**EXCLUDED:** All other employees of St. Johns River State College, to include all managerial, administrative, supervisory, and confidential employees including, but not limited to, Director of Organizational Management Baccalaureate Program, Director of Bachelor of Science in Nursing, and all job titles categorized as follows:

Administrative (including, but not limited to, President, Vice President, Dean, and Director), professional support (including, but not limited to, professional support advisors), career service, other professional services, part-time employees, adjunct faculty, and acting or interim faculty.

**ELIGIBLE VOTERS:** All those employees included in the voting unit as of **November 17, 2025**.

**THE ELECTION WILL BE CONDUCTED AS FOLLOWS:**

1. Ballots will be mailed to all eligible voters on **December 23, 2025**.
2. All ballots must be received in the office of the Public Employees Relations Commission, Suite 300, 4708 Capital Circle Northwest, Tallahassee, Florida 32303, no later than **9:00 a.m.**, on **January 23, 2026**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **December 30, 2025**, or if you want your ballot to be mailed to an address other than your **home address, currently on file with your employer**, email your request to the Elections Division at **Ballotrequests@perc.fl.gov**.

**BALLOTS WILL BE COUNTED AT THE COMMISSION'S OFFICE  
IN TALLAHASSEE ON JANUARY 23, 2026 AT 2:00 P.M.**

STATE OF FLORIDA  
Public Employees Relations Commission  
**Official Secret Ballot**

FOR CERTAIN EMPLOYEES OF  
**DISTRICT BOARD OF TRUSTEES OF ST. JOHNS RIVER STATE COLLEGE, FLORIDA**

INSTRUCTIONS: 1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.  
2. MAKE NO OTHER MARKS ON THIS BALLOT.  
3. DO NOT SIGN THIS BALLOT.

**DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?**

☐

**Yes – United Faculty of Florida**

☐

**No**