

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED THROUGH SEPTEMBER 19, 2018.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS NOTICE TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

**NOTICE TO EMPLOYEES
FROM THE
PUBLIC EMPLOYMENT RELATIONS BOARD**

Pursuant to the Public Employment Relations Act, Iowa Code chapter 20, the Public Employment Relations Board (PERB) certified Ballard Education Association as the exclusive bargaining representative for a bargaining unit of Ballard Community School District employees consisting of the unit description in the attached document.

Iowa Code section 20.15(2) requires PERB to conduct a retention and recertification election. In this election PERB will ask the employees in the bargaining unit whether you wish to retain and recertify Ballard Education Association as your exclusive bargaining representative for purposes of collective bargaining.

Iowa Code section 20.6(7) and PERB rules 621-5.1 and 5.6 require that Ballard Education Association pay an election fee. This fee must be paid by September 17, 2018.

If Ballard Education Association fails to pay the required election fee, PERB will revoke its certification. If PERB revokes the certification of Ballard Education Association your collective bargaining agreement may become void and the terms of the agreement may become unenforceable.

IF AN ELECTION IS HELD, your employer shall post and distribute, in late September, a Notice of Election giving details on how and when to vote. The election will be October 15-29, 2018. The election will be conducted by the Public Employment Relations Board and your right to a secret ballot and a free choice will be protected.

**THE PUBLIC EMPLOYMENT RELATIONS BOARD DOES NOT ENDORSE ANY
CHOICE IN ANY ELECTION CONDUCTED.**

Any questions should be directed to:

Public Employment Relations Board
510 East 12th Street • Suite 1B
Des Moines IA 50319-0203
515/281-4414

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED THROUGH SEPTEMBER 19, 2018.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS NOTICE TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

BARGAINING UNIT OF EMPLOYEES OF Ballard Community School District

INCLUDED: Regular full-time certificated teachers and regular part-time certificated teachers, including guidance counselors, librarians, and nurses.

EXCLUDED: Superintendent, assistant superintendent, principals, associate principals, assistant principals, teacher aides, teacher associates, library interns, substitute teachers and all non-certificated (non-professional) employees and all others excluded by Section 4 of the Act.