



STATE OF FLORIDA  
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter  
Chair

Jeff Aaron  
Michael Sasso  
Commissioners

October 23, 2025

Erin F. Medeiros, Esquire  
Mierzwa & Floyd, P.A.  
3900 Woodlake Boulevard, Suite 212  
Lake Worth, FL 33463

Caroline Saiz, Esquire  
Weiss Serota Helfman Cole & Bierman, PL  
2255 Glades Road, Suite 200-E  
Boca Raton, FL 33431

RE: Service Employees International Union (SEIU) Florida Public Services Union (FPSU), Change to Win (CTW) v. City of Riviera Beach, PERC Case No. EL-2025-224 (Relates to RC-2024-160, RC-2025-210)

Dear Madams:

This letter is to confirm that the election concerning the above-referenced case will be held on **December 16, 2025**. The polls will be open at the time(s) and place(s) shown on the attached Notice of Election. The tally of ballots will be held at the **City of Riviera Beach City Hall, Conference Room – 2<sup>nd</sup> Floor, 600 West Blue Heron Boulevard, Riviera Beach, Florida 33404 on December 16, 2025, at 5:00 p.m.**

The pre-election conference is scheduled for **2:00 p.m., on December 9, 2025, via Zoom (a link will be sent separately)**. At this meeting, we will discuss the election eligibility list, observers, voting procedures, and any other matters of concern relating to the election. I encourage you to invite your election observers to attend this meeting. In any event, they should be at the polling site(s) thirty minutes prior to the opening of the polls. You can download a copy of the instructions for election observers from PERC's website at <https://perc.myflorida.com/elections/InstructionsforElectionObservers.pdf>.

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.

Letter to Medeiros and Saiz

October 23, 2025

Page 2 of 2

**Enclosed is an electronic copy of the Notice of Election.** The employer's representative must print and post the Notice of Election by **December 9, 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. Tables, chairs, and a separate area that allows privacy for voting will be needed at the polling site(s).

Sincerely,

A handwritten signature in black ink, appearing to read "Eddie Johnson", followed by a long horizontal flourish.

Eddie Johnson  
Elections Supervisor

DF

# **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

---

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

---

**VOTING UNIT:**

**INCLUDED:** All employees employed by the City of Riviera Beach, Florida, except those excluded below.

**EXCLUDED:** Firefighters; all police department employees (except clerical and custodial employees); professional employees; and confidential and managerial employees as defined in the Act who are employed by the City of Riviera Beach, Florida, including: Administrative Assistant to the City Manager, Administrative Secretary/Finance, Director/Treasurer, Assistant Finance Director, Building Official, Chief Treatment Plant Operator, Children's Librarian, City Clerk, City Engineer, City Manager, Court Clerk, Director of Finance and Treasurer, Executive Secretary-Finance Director, Foreman II, Librarian, Library Director, Meter Service Foreman, Parks and Recreation Director, Payroll Technician, Personnel Director, Personnel Technician, Planner, Public Works Director, Purchasing Director, Recreation Supervisor, Refuse Supervisor, Safety Engineer, Senior Planner/GIS Specialist, Sewer System Superintendent, Streets & Property Maintenance Supervisor, Supervisor of Parks, Treatment Plant Foreman, Utilities Billing and Collection Supervisor, Utilities Director, Utilities System Foreman, Vehicle Maintenance Foreman, Vehicle Maintenance Supervisor, Water Systems Superintendent.

**ELIGIBLE VOTERS:** All those employees included in the voting unit as of **September 18, 2025.**

**DATE OF ELECTION:** **December 16, 2025 (Tuesday)**

**TIME OF ELECTION:** 7:00 a.m. – 9:00 a.m.  
and  
11:00 a.m. – 1:00 p.m.  
and  
3:00 p.m. – 5:00 p.m.

**PLACE OF ELECTION:** City of Riviera Beach City Hall  
Conference Room – 2<sup>nd</sup> Floor  
600 West Blue Heron Boulevard  
Riviera Beach, Florida 33404

**BALLOTS WILL BE COUNTED AT THE POLLING SITE ON DECEMBER 16, 2025, AT 5:00 P.M.,  
IMMEDIATELY AFTER THE CLOSING OF THE POLLS.**

**NOTE:** Voters should bring some form of identification to the polls (i.e., driver license, employer identification, etc.)

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

<b>FOR CERTAIN EMPLOYEES OF CITY OF RIVIERA BEACH</b>	
<div style="display: flex; justify-content: space-between;"><div style="width: 30%;"><b>INSTRUCTIONS:</b></div><div style="width: 70%;"><ol style="list-style-type: none"><li>1. MARK AN "X" IN THE SQUARE OF YOUR CHOICE.</li><li>2. MAKE NO OTHER MARKS ON THIS BALLOT.</li><li>3. DO NOT SIGN THIS BALLOT.</li></ol></div></div>	
<b><u>DO YOU WANT TO BE REPRESENTED BY A COLLECTIVE BARGAINING AGENT?</u></b>	
<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto;"></div> <p><b>Yes – Service Employees International Union (SEIU) Florida Public Services Union (FPSU), Change to Win (CTW)</b></p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto;"></div> <p><b>No</b></p>