



STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

Kerey Carpenter
Chair

Jeff Aaron
Michael Sasso
Commissioners

November 17, 2025

Martin French Powell, Esquire
Meyer, Blohm, and Powell P.A.
PO Box 1547
Tallahassee, FL 32302

Craig Frischer Novick, Esquire
The University of Central Florida Board of Trustees (University of Central Florida)
4365 Andromeda Loop N. Ste. 360
Orlando, FL 32816

RE: United Faculty of Florida v. University of Central Florida Board of Trustees, PERC Case No.
EL-2025-262 (Relates to RC-2025-263)

Dear Sirs:

This letter is to confirm that a mail ballot election concerning the above-referenced case will be held **December 11, 2025, through January 15, 2026**. The ballots will be counted at the Commission's office in Tallahassee on **January 15, 2026, at 10:00 a.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. 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 4, 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,

Eddie Johnson
Elections Supervisor

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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 in the following position classifications holding regular, visiting, provisional, research, clinical, affiliate, of practice, teaching, or joint appointments:

9001 – Professor	9085 – Associate Instructional Designer
9002 – Associate Professor	9086 – Senior Instructional Designer
9003 – Assistant Professor	9120 – Associate in _____
9004 – Instructor	9121 – Assistant in _____
9005 – Lecturer	9126 – Program Director
9006 – Graduate Research Professor	9160 – Scholar/Scientist/Engineer
9007 – Distinguished Service Professor	9161 – Associate Scholar/Scientist/Engineer
9009 – Eminent Scholar	9162 – Assistant Scholar/Scientist/Engineer
9014 – Associate Instructor	9166 – Research Associate
9015 – Associate Lecturer	9167 – Senior Research Associate
9024 – Senior Instructor	9178 – Instructional Specialist
9025 – Senior Lecturer	9179 – Associate Instructional Specialist
9053 – University Librarian	9180 – Senior Instructional Specialist
9054 – Associate University Librarian	9433 – Specialist, Music
9055 – Assistant University Librarian	9434 – Psychologist
9084 – Assistant Instructional Designer	9495 – Specialist, Student Counseling

And employees in the above classifications with the following administrative titles:

Associate Chair (C2)
Assistant Chair (C3)
Coordinator (N1)
Program Director (G1)
Associate Program Director (G2)
Assistant Program Director (G3)
Department Head (H1)
Associate Department Head (H2)
Assistant Department Head (H3), and
Counselor/Advisor (B1).

EXCLUDED: President, Vice-President, Provost, Chairpersons, and all other employees on administrative contracts; managerial and confidential employees; and all other employees of the University of Central Florida.

ELIGIBLE VOTERS: All those employees included in the voting unit as of **October 27, 2025**.

THE ELECTION WILL BE CONDUCTED AS FOLLOWS:

1. Ballots will be mailed to all eligible voters on **December 11, 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 15, 2026**.
3. If you believe you are an eligible voter and have not received a ballot in the mail by **December 18, 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 15, 2026, AT 10:00 A.M.**

STATE OF FLORIDA
Public Employees Relations Commission
Official Secret Ballot

FOR CERTAIN EMPLOYEES OF
UNIVERSITY OF CENTRAL FLORIDA BOARD OF TRUSTEES

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