

**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 Johnston Professional Fire Fighters, IAFF Local 4835 as the exclusive bargaining representative for a bargaining unit of City of Grimes 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 Johnston Professional Fire Fighters, IAFF Local 4835 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 Johnston Professional Fire Fighters, IAFF Local 4835 pay an election fee. This fee must be paid by September 17, 2018.

If Johnston Professional Fire Fighters, IAFF Local 4835 fails to pay the required election fee, PERB will revoke its certification. If PERB revokes the certification of Johnston Professional Fire Fighters, IAFF Local 4835 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

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**BARGAINING UNIT OF EMPLOYEES OF City of Grimes**

INCLUDED: All full-time firefighters.

EXCLUDED: Fire Chief, Deputy Fire Chief, Captains, Lieutenants, Paid-On-Call Officers and Firefighters, Part-Time Officers and Firefighters, Volunteer Firefighters, and all others excluded by Iowa Code section 20.4.