Form NLRB-4910
(4-2015)

United States of America
National Labor Relations Board

NOTICE OF ELECTION

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Subregion 30, on February 23, 2022 at 4:30 p.m. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Subregion 30 by close of business at 4:30 p.m. on March 16, 2022. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by March 2, 2022, or otherwise requires a duplicate mail ballot kit, should communicate immediately with the National Labor Relations Board by either calling the Subregion 30 Office at (414) 297-3861 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Subregion 30 office located at 310 W. Wisconsin Avenue, Suite 450W, Milwaukee, Wisconsin, 53202, on March 17, 2022 at 9:00 a.m. In order to be valid and counted, the returned ballots must be received in the Subregion 30 Office prior to the counting of the ballots.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.

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NOTICE OF ELECTION

VOTING UNITS

VOTING GROUP – UNIT A (PROFESSIONAL UNIT):

EMPLOYEES ELIGIBLE TO VOTE: All full-time and regular part-time Post Transition Coordinators, College Transition Coordinators, Teachers, Admissions Coordinators, School Social Workers, Career Readiness Coordinators, Special Education Leads, Directors of Curriculum and Instruction, Directors of Curriculum and Instruction – STEM, Directors of Curriculum and Instruction – Humanities, Student Support Teachers, Deans of Students & School Culture, Deans of Students, Deans of School Culture, Deans of Students & Family Engagement, Directors of Data & Assessment, and Senior Staff Accountants employed by the Employer and working from the Employer's facilities located at: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; and Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and employees employed only in the specific positions of Senior Staff Accountant and Director of Data & Assessment at the Employer's network office at 1501 S. Layton Blvd., Milwaukee, WI 53215 who were employed by the Employer during the payroll period ending January 31, 2022.

EMPLOYEES NOT ELIGIBLE TO VOTE: All other employees, office clerical employees, guards and supervisors as defined in the Act.

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United States of America
National Labor Relations Board

NOTICE OF ELECTION

Ballot for Voting Group - Unit A

UNITED STATES OF AMERICA
National Labor Relations Board
18-RC-288940

OFFICIAL SECRET BALLOT

For certain employees of

CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, INC.

Do you wish to be included with nonprofessional employees in a unit for the purposes of collective bargaining?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES	NO
☐	☐

Do you wish to be represented for purposes of collective bargaining by

DISTRICT LODGE 10, INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES	NO
☐	☐

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.

Sample

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United States of America
National Labor Relations Board

NOTICE OF ELECTION

VOTING GROUP – UNIT B (NON-PROFESSIONAL UNIT):

EMPLOYEES ELIGIBLE TO VOTE: **All full-time and regular part-time Assistant Deans, Office Managers, Student Support Associates, Operations Associates, Paraprofessionals, Special Education Paraprofessionals, Cafeteria Supports, Drivers, IT Supports, and IT Technicians employed by the Employer and working from the Employer's facilities located at: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; and Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and employees employed only in the specific positions of Driver, IT Support, and IT Technician at the Employer's network office at 1501 S. Layton Blvd., Milwaukee, WI 53215 who were employed by the Employer during the payroll period ending January 31, 2022.**

EMPLOYEES NOT ELIGIBLE TO VOTE: **All other employees, office clerical employees, guards and supervisors as defined in the Act.**

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United States of America
National Labor Relations Board

NOTICE OF ELECTION

Ballot for Voting Group - Unit B

UNITED STATES OF AMERICA
National Labor Relations Board
18-RC-288940

OFFICIAL SECRET BALLOT

For certain employees of

CARMEN HIGH SCHOOL OF SCIENCE AND TECHNOLOGY, INC.

Do you wish to be represented for purposes of collective bargaining by

DISTRICT LODGE 10, INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS, AFL-CIO?

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

YES	NO
☐	☐

Sample

DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.

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NOTICE OF ELECTION

If a majority of the professional employees voting in Unit A vote "Yes" to the first question, indicating their desire to be included in a unit with non-professional employees, they will be so included, and their votes on the second question will be counted together with the votes of the non-professional employees in Unit B to decide the question concerning representation for the overall unit (Unit C) consisting of the employees in Units A and B below:

VOTING GROUP – UNIT C (OVERALL UNIT):

Included: All full-time and regular part-time Post Transition Coordinators, College Transition Coordinators, Teachers, Admissions Coordinators, School Social Workers, Career Readiness Coordinators, Special Education Leads, Directors of Curriculum and Instruction, Directors of Curriculum and Instruction – STEM, Directors of Curriculum and Instruction – Humanities, Student Support Teachers, Deans of Students & School Culture, Deans of Students, Deans of School Culture, Deans of Students & Family Engagement, Assistant Deans, Office Managers, Student Support Associates, Operations Associates, Paraprofessionals, Special Education Paraprofessionals, and Cafeteria Supports who are employed by the Employer at the Employer's five (5) Milwaukee, Wisconsin facilities: Carmen Middle/High School of Science and Technology, Northwest – 5496 North 72nd St Milwaukee, WI 53218; Carmen High School of Science and Technology, South – 1712 South 32nd Street Milwaukee, WI 53215; Carmen Middle School of Science and Technology, South – 2433 S. South 15th Street Milwaukee, WI 53215; Carmen High School of Science and Technology, Southeast – 2500 West Oklahoma Ave Milwaukee, WI 53215; and Stellar Elementary – 2431 South 10th Street Milwaukee, WI 53215; and employees employed only in the specific positions of Driver, IT Support, IT Technician, Senior Staff Accountant and Director of Data & Assessment at the Employer's network office at 1501 S. Layton Blvd., Milwaukee, WI 53215.

Excluded: All other employees, office clerical employees, guards and supervisors as defined by the Act.

If on the other hand, a majority of the professional employees voting in Unit A do not vote "Yes" to the first question, their ballots will be counted separately to decide the question concerning representation in a separate Unit A.

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NOTICE OF ELECTION

RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- **Form, join, or assist a union**
- **Choose representatives to bargain with your employer on your behalf**
- **Act together with other employees for your benefit and protection**
- **Choose not to engage in any of these protected activities**
- **In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).**

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- **Threatening loss of jobs or benefits by an Employer or a Union**
- **Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises**
- **An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity**
- **Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched**
- **Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals**
- **Threatening physical force or violence to employees by a Union or an Employer to influence their votes**

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (414)297-3861 or visit the NLRB website www.nlrb.gov for assistance.

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