



KIM REYNOLDS, GOVERNOR

Department of
Administrative Services

ADAM STEEN, DIRECTOR

September 23, 2024

MEMORANDUM

TO: Stakeholders and Management Liaisons

FR: Nathan Reckman, DAS Deputy Director and General Counsel

RE: Notices of Fall 2024 Retention and Recertification Elections

State agencies are required to distribute and post certain notices filed by the Employment Appeal Board (EAB) for State executive branch bargaining units pertaining to the upcoming retention and recertification elections. Attached are the notices of the retention and recertification elections which must be distributed by your agency to affected employees via email or hardcopy. Traditionally, agencies that have employees who do not regularly access email have posted the notices on bulletin boards and in other locations where they would typically post communications to employees.

The notices prescribe the voting process and election period. Attached to each notice is a description of the bargaining unit by classification. Notably, many of the EAB bargaining unit descriptions attached to the notices are outdated and do not accurately reflect current classifications represented by employee organizations. Information concerning current classifications represented by employee organizations is listed in Appendix A of the AFSCME, IUP, and SPOC collective bargaining agreements, respectively.

Agencies must distribute the notices by email or post the notices relevant to its agency depending upon the classifications existing within the agency. For example, an agency may need to distribute and post the AFSCME Clerical, Professional Fiscal and Staff and the IUP Social Services notices if it has employees in classifications in each bargaining unit within the agency. Agencies are not required to post notices for a bargaining unit if the agency does not employ classifications within that unit.

These notices should be posted until the State receives notification of the tally of the ballots at the conclusion of the election. The election period is set to run from 7:00 a.m. on October 8, 2024, through 9:00 a.m. on October 22, 2024.

As a reminder, if employees have questions concerning this process they must be directed to their union representatives or EAB.

If you have any questions, please contact DAS Labor and Legal Services.

Cc: DAS Human Resources Consultants
DAS Labor and Legal Services