



United States of America  
National Labor Relations Board



**CORRECTED NOTICE OF ELECTION**  
**INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL**

**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 by personnel of the National Labor Relations Board, Region 07, at 4:00 p.m., EST on Friday, March 5, 2021. 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 Tuesday, March 16, 2021, or otherwise requires a duplicate mail ballot kit, he or she should communicate immediately with the National Labor Relations Board by either calling Board Agent Michael Madden at (616) 930-9173, Election Specialist Callie Clyburn at (313) 335-8049, Region 07 Office at (313)226-3200 or our national toll-free line at 1-844-762-NLRB (1-844-762-6572), in order to arrange for another mail ballot kit to be sent. Voters should return their mail ballots so that they will be received at the Region 07 office by close of business (4:45 p.m.) EST on Friday, April 2, 2021.

**COUNT OF BALLOTS:** The mail ballots will be commingled and counted at 1:00 p.m. on Friday, April 9, 2021. In order to be valid and counted, the returned ballots must be received in the **Region 07 Office** prior to the counting of the ballots. The method for the count will require virtual participation and will be determined by the Regional Director prior to the count.



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**EMERGENT HEALTH PARTNERS**  
**BATTLE CREEK, COLDWATER, MENDON, STURGIS, CASSOPOLIS, WHITE PIGEON,**  
**RICHLAND & SHERWOOD, MICHIGAN**

**CASE 07-RD-270911**

**VOTING UNIT**

**EMPLOYEES ELIGIBLE TO VOTE:**

**Those eligible to vote are:** All full-time and regular part-time Emergency Medical Technicians (EMTs) and Paramedics (EMT-Ps) employed by the Employer at its 330 Hamblin Avenue, Battle Creek; 24 Wright Street, Coldwater; 118 N. Burr Oak Street, Mendon; 68834 Broadus Street, Sturgis; 16975 US 12, White Pigeon; 12086 M89, Richland; Cassopolis and Sherwood (also known as Matteson Township substation), Michigan facilities, who were employed by the Employer during the biweekly payroll period ending Sunday, February 7, 2021.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**

**Those not eligible to vote are:** Dispatchers, instructors, wheelchair drivers, administrative professionals, human resource employees, community relations employees, communications liaisons, scheduling specialists, administrative assistants, office clerical employees, professional employees, and guards and supervisors as defined in the Act.

**OTHERS PERMITTED TO VOTE:** At this time, no decision has been made regarding whether the following individuals are included in, or excluded from, the bargaining unit: **Samantha Kevlitch, Heather Gilley, Stephanie Shuman, Kathy Armstrong, and Danielle Denny.** The parties have agreed that these individuals may vote in the election, but their ballots shall be challenged since their eligibility has not been resolved. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.



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**UNITED STATES OF AMERICA**  
**National Labor Relations Board**



07-RD-270911

**OFFICIAL SECRET BALLOT**

For certain employees of

**EMERGENT HEALTH PARTNERS**

**BATTLE CREEK, COLDWATER, MENDON, STURGIS, CASSOPOLIS, WHITE  
PIGEON, RICHLAND & SHERWOOD, MICHIGAN**

Do you wish to be represented for purposes of collective bargaining by  
**INTERNATIONAL ASSOCIATION OF EMTS AND PARAMEDICS (IAEP), NATIONAL  
ASSOCIATION OF GOVERNMENT EMPLOYEES (NAGE), SEIU LOCAL 5000 ?**

**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.**

**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.



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**CORRECTED NOTICE OF ELECTION**  
**INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL**

**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 (616)456-2679 or visit the NLRB website [www.nlr.gov](http://www.nlr.gov) for assistance.

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National Labor Relations Board

**Instructions to Eligible Employees Voting  
By United States Mail**



**INSTRUCTIONS**

1. MARK YOUR BALLOT IN SECRET BY PLACING AN X IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at: (313) 335-8049 – CALLIE CLYBURN, ELECTION SPECIALIST  
(616) 930-9173 -- MICHAEL MADDEN, BOARD AGENT  
(313) 226-3200 – REGION SEVEN OFFICE  
(844) 762-6572 – TOLL FREE LINE

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**TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE**

**BY 4:45 P.M., (EST) FRIDAY, APRIL 2, 2021**

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# RIGHTS OF EMPLOYEES

## **Under the National Labor Relations Act, employees have the right:**

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of their own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, 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 non representational 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. Where 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 the 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
- 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. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.



**NATIONAL LABOR RELATIONS BOARD**  
*an agency of the*  
**UNITED STATES GOVERNMENT**