

**STATE OF FLORIDA  
PUBLIC EMPLOYEES RELATIONS COMMISSION  
4708 Capital Circle N.W., Suite 300  
Tallahassee, Florida 32303  
(850) 488-8641**

Do Not Write in This Box

CASE NUMBER

RA-

DATE FILED

**RECOGNITION-ACKNOWLEDGEMENT PETITION**

☐ Check this box if petition seeks to add classifications to an existing bargaining unit represented by the petitioning union ("opt-in"). Certification No. \_\_\_\_\_.

**INSTRUCTIONS:** This form must be completed by both the petitioning union and the public employer. If more space is needed for any question, attach additional sheets and number the items as they appear in this form. Upon completion, the petitioning union must file the fully executed petition, including all attachments, with the Commission. Parties may utilize the Commission's secure web-based portal, called "ePERC," to file documents electronically and view filings in their case. Information on how to sign up and use ePERC can be found at <http://perc.myflorida.com/co/eperc.aspx>.

1. NAME OF PETITIONING UNION: Highland Beach Professional Firefighters, Local #5504  
 Address: PO Box 272  

<u>Delray Beach</u>	<u>FL</u>	<u>33483</u>
City	State	Zip Code
  
2. UNION'S REPRESENTATIVE: Mark W. Floyd  
 Title: Counsel for Local #5504 Email Address: mfloyd@mierzwalaw.com  
 Phone No. 561-966-1200 Fax No. 561-966-1231  
 Address: Mierzwa & Floyd, P.A., 3900 Woodlake Boulevard, Ste. 212  

<u>Lake Worth</u>	<u>FL</u>	<u>33463</u>
City	State	Zip Code
  
3. PERC REGISTRATION NUMBER: OR-2024-006 Expiration Date: 04-07-2026
  
4. NAME OF PUBLIC EMPLOYER: Town of Highland Beach  
 Address: 3614 S. Ocean Blvd.  

<u>Highland Beach</u>	<u>FL</u>	<u>33487</u>
City	State	Zip Code
  
5. EMPLOYER'S REPRESENTATIVE: Marshall Labadie  
 Title: Town Manager Email Address: mlabadie@highlandbeach.us  
 Phone No. 561-278-4548 Fax No. 561-265-3582  
 Address: 3614 S. Ocean Blvd.  

<u>Highland Beach</u>	<u>FL</u>	<u>33487</u>
City	State	Zip Code

Exhibit A - Resolution No. 2025-021

6. **Description of bargaining unit:** List all classifications proposed for inclusion in, and exclusion from, the new unit claimed to be appropriate for collective bargaining. *\*If this is an **opt-in** petition, list only the classifications sought for inclusion in the existing bargaining unit. (If lengthy, attach separate sheet.)*

**INCLUDED** (list classifications below):

All employees employed in the Town of Highland Beach Fire Department in the following classifications:

1. Firefighter;
2. Driver Engineer; and
3. Captain.

**EXCLUDED** (list classifications below):

All other employees of the Town of Highland Beach.

7. **Total number** of employees sought for inclusion in the unit: 28
8. **Majority Status:** Do at least 50% of the petitioned-for employees support this petition? ☒ YES ☐ NO
- a. Is the public employer satisfied as to the **majority status** of the petitioning union? ☒ YES ☐ NO
- b. Describe the method by which the public employer **verified the majority status** of the petitioning union (e.g., reviewed showing of interest):

The parties agreed to present the showing of interest statement executed by bargaining unit employees for review by Rev. D. Brian Horgan, Ph. D., who is the Chaplain for the Town's Fire Department. Father Horgan has reviewed the showing of interest personally signed and dated by each employee and confirmed the majority status of the petitioning union.

9. Is the public employer satisfied as to the **appropriateness** of the proposed unit for the purpose of collective bargaining? ☒ YES ☐ NO
10. Is there an **existing collective bargaining agreement** covering any employee in the proposed bargaining unit? ☐ YES ☒ NO. **IF YES**, date of expiration: \_\_\_\_\_

**\*\*NOTE: The filing of this petition will be deemed to be a waiver by the petitioning union and public employer of any applicable contract bar, as described in section 447.307(3)(d), Florida Statutes.\*\***

11. Has a **representation election** been conducted among any of the employees in the proposed bargaining unit within the past twelve months? ☐ YES ☒ NO. **IF YES**, date of the last election: \_\_\_\_\_

Exhibit A - Resolution No. 2025-021

12. Is there **another organization(s)**, besides the petitioning union, that claims to represent any of the employees in the proposed unit? ☐ YES ☒ NO
- a. **IF YES**, identify the organization(s) by name: \_\_\_\_\_
- b. **IF YES**, provide a copy of this completed, signed form (excluding job descriptions) to the identified organization(s).
- c. On which **date** was the identified organization(s) provided a copy of this form? \_\_\_\_\_

13. **RECOGNITION-ACKNOWLEDGMENT:**

- a. **Attach documentation** of the **formal recognition process** whereby the public employer recognized the petitioning union as the exclusive collective bargaining representative of the employees proposed for inclusion in the unit (e.g., a formal resolution or official minutes from a meeting reflecting the act of recognition).
14. **NOTICE:** The public employer must provide a copy of this form, containing the following notice, to all employees affected by this petition. The form may be provided in the manner in which the public employer customarily communicates with its employees (e.g., e-mail, personal delivery, U.S. Mail, or posting in a conspicuous place).

\*\*\*\*\*NOTICE TO EMPLOYEES\*\*\*\*\*

**If approved by the Public Employees Relations Commission, this petition will result in the petitioning organization being certified as the exclusive bargaining agent for all employees in the proposed unit described above. No representation election will be conducted. Any person who objects to approval of the petition must file a written notice with the Public Employees Relations Commission, stating the basis for such objection, within twenty days after initial posting of this notice.**

- a. On which **date** did affected employees receive a copy of this form? \_\_\_\_\_
- b. Select the method(s) by which a copy of this form was provided to the affected employees:
- ☐ E-mail ☐ Personal delivery ☐ U.S. Mail ☐ Posted in conspicuous place
- ☐ Other (please explain): \_\_\_\_\_

**By my signature below, I affirm that I have reviewed the information contained in this form and all attachments. The statements contained herein are true to the best of my knowledge and belief. FALSE STATEMENTS CONTAINED IN THIS FORM MAY RESULT IN FINE AND IMPRISONMENT PURSUANT TO CHAPTER 837, FLORIDA STATUTES.**

\_\_\_\_\_  
Signature of Petitioning Union's Representative

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Signature of Public Employer's Representative

\_\_\_\_\_  
Date Signed

**The Commission utilizes e-service as the primary method of delivery for orders, correspondence, and notices. Parties are responsible for ensuring that their email address on file with the Commission is correct and current.**

I HEREBY AUTHORIZE, AND EXPRESS MY DESIRE TO HAVE, THE  
**Highland Beach Professional Firefighters**  
REPRESENT ME FOR PURPOSES OF COLLECTIVE BARGAINING.

	<u>Print Name</u>	<u>Personal Signature</u>	<u>Personally Dated</u>
1.	<u>Daniel Rush</u>	<u>[Signature]</u>	<u>4-7-25</u>
2.	<u>Alexander Fernandez</u>	<u>[Signature]</u>	<u>4/7/25</u>
3.	<u>Kristian Williams</u>	<u>[Signature]</u>	<u>4/7/25</u>
4.	<u>Kyle Parelka</u>	<u>[Signature]</u>	<u>4-7-25</u>
5.	<u>Stephen Burt</u>	<u>[Signature]</u>	<u>04-07-25</u>
6.	<u>Alex Lutz</u>	<u>[Signature]</u>	<u>04-07-25</u>
7.	<u>RICARDO ROBINSON</u>	<u>[Signature]</u>	<u>04-07-25</u>
8.	<u>Michael Benoit</u>	<u>[Signature]</u>	<u>4/8/25</u>
9.	<u>Rodrigo Landes</u>	<u>[Signature]</u>	<u>4/8/25</u>
10.	<u>Kevin Maxwell</u>	<u>[Signature]</u>	<u>4/8/25</u>

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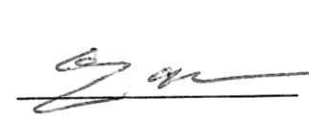
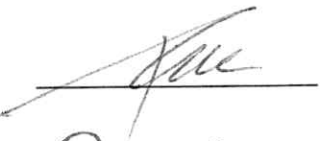

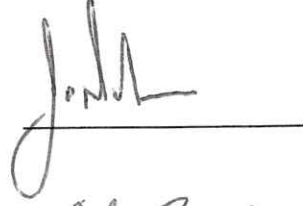
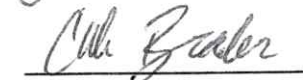
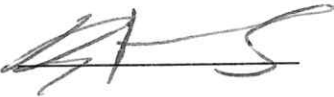




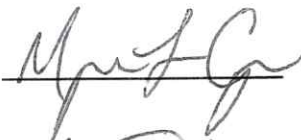
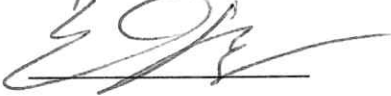
	<u>Print Name</u>	<u>Personal Signature</u>	<u>Personally Dated</u>
1.	<u>ALISHA VIDAZ</u>		<u>4/08/25</u>
2.	<u>Alexander Ayerdis</u>		<u>4/08/25</u>
3.	<u>Kristi Kemper</u>		<u>4/8/25</u>
4.	<u>Cris Zidar</u>		<u>4/9/25</u>
5.	<u>Sean Conner</u>		<u>4/9/25</u>
6.	<u>Tyler McCarry</u>		<u>4/10/25</u>
7.	<u>Raynier Chanfadi</u>		<u>4/9/25</u>
8.	<u>Cameron Abraham</u>		<u>4/9/25</u>
9.	<u>JOSEPH NOLAN</u>		<u>4/9/25</u>
10.	<u>Cale Brader</u>		<u>4/10/25</u>

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REPRESENT ME FOR PURPOSES OF COLLECTIVE BARGAINING.

	<u>Print Name</u>	<u>Personal Signature</u>	<u>Personally Dated</u>
1.	<u>Daniel Stearns</u>	<u></u>	<u>4/10/25</u>
2.	<u>Gary Cheney</u>	<u></u>	<u>4/10/25</u>
3.	<u>Justin Henry</u>	<u></u>	<u>4/10/25</u>
4.	<u>ROBERT KRUSE</u>	<u></u>	<u>04/11/25</u>
5.	<u>JAMES R SEYN</u>	<u></u>	<u>4/12/25</u>
6.	<u>MEGAN L. GYR</u>	<u></u>	<u>15 APR 25</u>
7.	<u>Erik Lenzon</u>	<u></u>	<u>4/15/25</u>
8.	<u>                    </u>	<u>                    </u>	<u>                    </u>
9.	<u>                    </u>	<u>                    </u>	<u>                    </u>
10.	<u>                    </u>	<u>                    </u>	<u>                    </u>