

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED UNTIL WEDNESDAY, SEPTEMBER 16, 2020.

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 UE Local 896/COGS (Graduate Students) as the exclusive bargaining representative for the bargaining unit of State of Iowa (Board of Regents) employees described at the end of this 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 UE Local 896/COGS (Graduate Students) as your exclusive bargaining representative for purposes of collective bargaining.

Iowa Code section 20.6(7) and PERB subrules 621—15.1(1) and 15.5(5) require that UE Local 896/COGS (Graduate Students) pay an election fee. This fee must be paid by Monday, September 14, 2020.

If UE Local 896/COGS (Graduate Students) fails to pay the required election fee, PERB will revoke its certification. If PERB revokes the certification of UE Local 896/COGS (Graduate Students) 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 mid-September, a Notice of Election giving details on how and when to vote. The election period will be from 7:00 a.m. on Tuesday, October 13, 2020 to 9:00 a.m. on Tuesday, October 27, 2020. 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
<https://iowaperb.iowa.gov>
iaperb@iowa.gov

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED UNTIL WEDNESDAY, SEPTEMBER 16, 2020.

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.

[BU-1012]

BARGAINING UNIT OF EMPLOYEES OF State of Iowa (Board of Regents)

****The unit description below is subject to the mutual agreement between the parties concerning who is eligible to vote in the upcoming recertification election.**

INCLUDED: All currently enrolled graduate and professional students with a 25% or more appointment (i.e. teaching at least one course and/or providing service for at least 10 hours a week) employed as: Teaching Assistants (FT19), Research Assistants (FR19), and Law Research Assistants (FL19) who provide services to the University in exchange for salary compensation.

EXCLUDED: 1. Research Assistants (FR19 or FL19) whose appointments are (a) primarily a means of financial aid which do not require the individuals to provide services to the University, or (b) which are primarily intended as learning experiences which contribute to the students' progress toward their graduate or professional program of study or (c) for which the students receive academic credit. 2. Graduate students appointed on federal training grants or federal fellowships. 3. Graduate students appointed as Fellows (FT52), if they are not providing services as Teaching Assistants (FT19) or Research Assistants (FR19 or FL19) except as provided in paragraph 1 above. 4. Other graduate students holding any University appointments not specified in "Inclusions" above. 5. Employees included in any other bargaining unit. 6. Confidential or supervisory employees and all others excluded by the Act.