

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
)	BU-1012
State of Iowa (Board of Regents),)	
Public Employer,)	ORDER DIRECTING
)	RETENTION AND
and)	RECERTIFICATION ELECTION
)	
UE Local 896/COGS (Graduate Students),)	
Certified Employee Organization.)	

The Public Employment Relations Board (PERB) has previously determined that the grouping of employees of State of Iowa (Board of Regents) as described and attached at the end of this document constitutes an appropriate bargaining unit for purposes of collective bargaining pursuant to Iowa Code chapter 20.

Pursuant to Iowa Code section 20.15(2) and Chapter 15 of PERB's administrative rules, PERB must conduct a retention and recertification election prior to the expiration of the collective bargaining agreement to determine whether UE Local 896/COGS (Graduate Students) will be retained and recertified as the exclusive collective bargaining representative for the unit of employees described at the end of this document. Having determined that an election is required pursuant to Iowa Code section 20.15(2) and PERB rule 621—15.5(20), and having received payment from UE Local 896/COGS (Graduate Students) pursuant to Iowa Code section 20.6(7) and PERB subrules 15.1(1) and 15.5(5), PERB finds that such retention and recertification election should be conducted.

IT IS THEREFORE ORDERED that a retention and recertification election be conducted under the supervision and direction of the Public Employment Relations Board from 7:00 a.m. on Tuesday, October 13, 2020 to 9:00 a.m. on Tuesday, October 27, 2020. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 16, 2020.

IT IS FURTHER ORDERED that if the previously provided employee list needs to be updated or corrected, State of Iowa (Board of Regents) shall email to iaperb@iowa.gov or


submit through ShareFile the voter list in an Excel spreadsheet by September 23, 2020. The spreadsheet shall include all names of the eligible voters (employees in the unit on September 16) in alphabetical order by last name, their job classifications, their date of birth (MM/DD/YYYY), the last four digits of their social security number, their home addresses, their work and personal email addresses, if known, and their work and personal telephone numbers, if known. This is the same format you previously used. The subject line (if emailed) or title of the Excel spreadsheet (if through ShareFile) shall be BU-1012 State of Iowa (Board of Regents)/UE Local 896/COGS (Graduate Students) Voter Eligibility List-Updated.

State of Iowa (Board of Regents) has a continuing duty to inform UE Local 896/COGS (Graduate Students) if any eligible voter leaves employment prior to the conclusion of the election.

State of Iowa (Board of Regents) shall immediately post and distribute copies of the attached Notice of Election, Voting Schedule, Voting Instructions, and Unit Description in the manner customarily used for the posting and distribution of information to employees. If State of Iowa (Board of Regents) customarily distributes information to employees by additional means, such as by email or hard copy, then State of Iowa (Board of Regents) shall also do the same with the attached Notice of Election, Voting Schedule, Voting Instructions, and Unit Description. The notices should remain posted until State of Iowa (Board of Regents) receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 16th day of September 2020.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  _____

Erik M. Helland, Board Member

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE AND ATTACHED DOCUMENTS IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING. THESE NOTICES SHALL REMAIN POSTED UNTIL THE EMPLOYER RECEIVES NOTIFICATION OF THE TALLY OF BALLOTS AT THE CONCLUSION OF THE ELECTION.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THESE NOTICES AND ATTACHED DOCUMENTS TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

NOTICE OF TELEPHONE AND WEB-BASED RETENTION AND RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has ordered that a retention and recertification election be conducted to determine whether UE Local 896/COGS (Graduate Students) will be retained and recertified as the exclusive collective bargaining representative for the employees of State of Iowa (Board of Regents) in the bargaining unit described at the end of this document. It has been determined that this election will be conducted by telephone and online with the assistance of YesElections, an internationally recognized neutral election service corporation. During the election period, which begins October 13 at 7:00 a.m. and ends October 27 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaperb/>) or call in (toll free at 877-639-7161) to cast a ballot.

The script of the ballot question and ballot options are shown below.

Retention and Recertification Election
for Certain Employees of
State of Iowa (Board of Regents)

<p>DO YOU WANT UE Local 896/COGS (Graduate Students) TO BE RETAINED AND RECERTIFIED AND CONTINUE TO BE YOUR EXCLUSIVE BARGAINING REPRESENTATIVE?</p>
Yes.
No.

VOTING SCHEDULE

PERB will conduct a telephone and web-based retention and recertification election for this voting unit. The schedule for this telephone and web-based election is as follows:

October 13, 2020
7:00 a.m.

Telephone and web-based voting begins.

October 27, 2020
9:00 a.m.

Telephone and web-based voting ends. Voters must cast their ballot by logging on to the website or calling the toll-free number prior to this time in order for the ballot to be counted. YesElections will provide PERB with the results and PERB will e-file the tally on the electronic document management system.

You can vote online (<https://vote.yeselections.com/iaperb/>) or by phone (toll free at 877-639-7161). The voting system is in operation 24 hours a day, 7 days a week during the voting period. Please see the attached voting instructions.

UE Local 896/COGS (Graduate Students) will be retained and recertified if UE Local 896/COGS (Graduate Students) receives a “yes” vote from a majority of eligible voters. An eligible voter’s choice not to vote is the same as casting a “no” vote.

The Public Employment Relations Board does not endorse any choice in the election.

YesElections Help Desk

If you experience any problems with the voting system or need special assistance in voting, call 800-503-8671.

PERB

If you have questions about the election process, email PERB at iaperb@iowa.gov or call PERB at 515-281-4414.

VOTING INSTRUCTIONS

Voting Begins Tuesday, October 13 at 7:00 a.m.

Voting Ends Tuesday, October 27 at 9:00 a.m.

To Vote by Phone:

1. Call 877-639-7161 toll-free.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you on the phone.
4. You will be asked, “Do you want UE Local 896/COGS (Graduate Students) to be retained and recertified and continue to be your exclusive bargaining representative?”
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You **MUST CONFIRM** your choice for your vote to be counted.

To Vote by Internet

1. Go to <https://vote.yeselections.com/iaperb/>.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you.
4. You will be asked, “Do you want UE Local 896/COGS (Graduate Students) to be retained and recertified and continue to be your exclusive bargaining representative? Select either “Yes” or “No” Then submit your selection.
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You **MUST CONFIRM** your choice for your vote to be counted.

If you receive a message saying you have already voted and you have not done so, please contact PERB.

YesElections Help Desk

If you experience any problems with the voting system or need special assistance in voting, call 800-503-8671.

PERB

If you have questions about the election process, e-mail PERB at iaperb@iowa.gov or call PERB at 515-281-4414.

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.