

THE EMPLOYER SHALL PROMPTLY POST THIS TALLY IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING. THIS TALLY SHALL REMAIN POSTED FOR 10 DAYS.

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 TALLY TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
State of Iowa (Board of Regents),  
Public Employer,  
and  
UE Local 896/COGS (Graduate Students),  
Certified Employee Organization.

TALLY OF BALLOTS

Bargaining Unit BU-1012  
Date Issued 10/27/2020  
Election Type Recertification  
Election Method Telephone/Web-based

The undersigned, as agent of the Board, hereby certifies that the results of the tabulation of ballots cast in the election held herein were as follows:

- 1. Total number of eligible voters/  
Number of employees in the bargaining unit 1827
- 2. Majority based on  
number of eligible voters/employees in bargaining unit 914
- 3. Votes cast to retain/recertify  
UE Local 896/COGS (Graduate Students) (Yes) 1330
- 4. Votes cast against retention/recertification (No) 11
- 5. Unresolved Rule 15.2(3)(a) Pre-Election Challenged Ballots 0
- 6. Void Ballots (ballots indicating no preference) 0
- 7. Maximum possible votes cast for retention and recertification  
of UE Local 896/COGS (Graduate Students) [Votes cast for representative  
plus unresolved challenged ballots (Sum of lines 3 and 5)] 1330

8. Check one:

- a. A majority of the employees in the bargaining unit HAVE voted to retain and recertify UE Local 896/COGS (Graduate Students) as their exclusive bargaining representative (line 3 is equal to or greater than line 2).
- b. A majority of the employees in the bargaining unit HAVE NOT voted to retain and recertify UE Local 896/COGS (Graduate Students) as their exclusive bargaining representative (line 3 is not greater or equal to line 2).
- c. Challenges are sufficient in number to affect the results of the election (line 3 is less than line 2, but line 7 is equal to or greater than line 2).

FOR THE BOARD

Susan M. Bolte  
Susan M. Bolte, Administrative Law Judge