

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

Iowa State Bd of Regents,
Public Employer,

and

SEIU Healthcare Minnesota,
Certified Employee Organization.

BU-1085

ORDER DIRECTING
RETENTION AND
RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has previously determined that the grouping of employees of Iowa State Bd 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 SEIU Healthcare Minnesota will be retained and recertified as the exclusive collective bargaining representative. 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 the employee organization pursuant to Iowa Code section 20.6(7) and PERB chapter 15, 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 11, 2022 to 9:00 a.m. on Tuesday, October 25, 2022. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 14, 2022.

IT IS FURTHER ORDERED that if the previously provided employee list needs to be updated or corrected, Iowa State Bd of Regents shall upload the list to the secure portal provided by PERB at <https://iowa-superb.iowa.gov> by September 21, 2022. The spreadsheet shall include all names of the eligible voters (employees in the unit on September 14) 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.

Iowa State Bd of Regents has a continuing duty to inform SEIU Healthcare Minnesota if any eligible voter leaves employment prior to the conclusion of the election.

Iowa State Bd of Regents shall promptly distribute, electronically or by hard copy, and post, in the manner and locations customarily used for posting of information to employees, copies of the attached Notice of Election, Voting Schedule and Instructions, and Unit Description to the affected employees. The notices should remain posted until Iowa State Bd of Regents receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 14th day of September 2022.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: /s/ Erik M. Helland, Board Member

THE EMPLOYER SHALL PROMPTLY DISTRIBUTE, ELECTRONICALLY OR BY HARD COPY, THE NOTICE TO THE AFFECTED EMPLOYEES. THE EMPLOYER SHALL ALSO PROMPTLY POST THE NOTICE IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES.

THIS SHALL REMAIN POSTED UNTIL THE EMPLOYER RECEIVED NOTIFICATION OF THE TALLY OF BALLOTS AT THE CONCLUSION OF THE ELECTION.

NOTICE OF TELEPHONE AND WEB-BASED RETENTION AND RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) ordered a retention and recertification election to determine whether SEIU Healthcare Minnesota will be retained and recertified as the exclusive collective bargaining representative for certain employees of Iowa State Bd of Regents. Employees will vote by telephone and online. During the election period, which begins October 11 at 7:00 a.m. and ends October 25 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. You may vote 24 hours a day, 7 days a week during the voting period.

**SEIU Healthcare Minnesota will be retained and recertified if it 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 script of the ballot question and ballot options are shown below.

Retention and Recertification Election
for Certain Employees of
Iowa State Bd of Regents

DO YOU WANT

SEIU Healthcare Minnesota

TO BE RETAINED AND RECERTIFIED AND CONTINUE TO BE
YOUR EXCLUSIVE BARGAINING REPRESENTATIVE?

Yes.

No.

VOTING SCHEDULE AND INSTRUCTIONS

Voting Begins Tuesday, October 11 at 7:00 a.m.

Voting Ends Tuesday, October 25 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 SEIU Healthcare Minnesota 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 SEIU Healthcare Minnesota to be retained and recertified and continue to be your exclusive bargaining representative?" Selection 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.

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 800-955-4597.

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 Iowa State Bd 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 professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.
- EXCLUDED:** All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

Appendix A

CLASSIFICATIONS INCLUDED

Activities Therapist
Advanced Practice Nurse (Patient Care)
Advanced Registered Nurse Practitioner (Patient Care)
Andrology Technician
Audiologist
Audiologist II
Blood Donor Center Nurse I
Blood Donor Center Nurse II
Cardiovascular Perfusionist
Clinical Laboratory Scientist I
Clinical Laboratory Scientist II
Clinical Laboratory Specialist – Pathology
Clinical Laboratory Technologist I
Clinical Pharmacist (Patient Care)
Clinical Psychologist
Clinical Specialist, PT
Counselor – Substance Abuse
Cytogenetics Lab Specialist I
Cytogenetics Lab Specialist II
Cytotechnologist
Dental Hygienist
Dietician I
Dietician II
Dosimetrist I
Dosimetrist II
Echographic Diagnostic Assistant
Education Consultants
Educator
Electroneurodiagnostic Technician
Embryologist
Hospital Mortician
Imaging Technologist
Neonatal Nurse Practitioner
Nuclear Medicine Technologist
Occupational Therapist
Ocularist I
Ocularist II
Ophthalmic Photographer I

Ophthalmic Photographer II
Ophthalmic Professional I
Ophthalmic Professional II
Optician
Optometrist I
Optometrist II
Physical Therapy
Physician's Assistant
Psychometrist
Radiation Therapist
Rehabilitation Assistant
Respiratory Therapist
Senior Activities Therapist
Senior Imaging Technologist
Senior Nuclear Medicine Technologist
Senior Occupational Therapist
Senior Physical Therapist
Senior Psychometrist
Senior Radiation Therapist
Senior Respiratory Therapist
Social Work Specialist I
Social Work Specialist II (Patient Care)
Social Worker I
Social Worker II
Social Worker III
Sonographer
Speech Pathologist I
Speech Pathologist II
Staff Nurse I
Staff Nurse II
Staff Pharmacist I
Staff Pharmacist II
Utilization Review Assistant

Appendix B

CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy
Advanced Practice Nurse (Supervisory)
Assistant Nurse Manager
Assistant, Staff Development
Blood Donor Nurse III
Chief Diagnostic Radiologic Technologist
Chief EFG Technologist
Chief Nuclear Pharmacist
Clinical Section Manager, Pathology
Clinical Coordinator Radiology
Clinical Lab Technologist III
Clinical Lead Lab Scientist – Pathology
Clinical Lead Lab Scientist (EV) – Pathology
Clinical Pharmacist (Supervisory)
Clinical Pharmacy Specialist
Clinical Supervisor Physical Therapy
Hospitalist
Lab Coordinator
Nurse Clinician – Specialty (Supervisory)
Nursing Supervisor
Patient Representative
Pharmacy Practice Specialist
Pharmacy Supervisor
Pharmacy Technician Supervisor
Respiratory Therapy Supervisor
Senior Audiologist
Senior Speech Pathologist
Social Work Specialist II (Supervisory)
Staff Nurse Anesthetist II