

STATE OF IOWA  
BEFORE THE EMPLOYMENT APPEAL BOARD

IN THE MATTER OF:  State of Iowa, Public Employer,  and  AFSCME Iowa Council 61, Certified Employee Organization.	BU-0817  ORDER DIRECTING RETENTION AND RECERTIFICATION ELECTION
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The Employment Appeal Board (EAB) has previously determined that the grouping of employees of State of Iowa 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 EAB's administrative rules, EAB must conduct a retention and recertification election prior to the expiration of the collective bargaining agreement to determine whether AFSCME Iowa Council 61 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 EAB rule 621—15.5(20), and having received payment from the employee organization pursuant to Iowa Code section 20.6(7) and EAB chapter 15, EAB 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 Employment Appeal Board from 7:00 a.m. on Tuesday, October 08, 2024, to 9:00 a.m. on Tuesday, October 22, 2024. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 20, 2024.

On August 15, 2024, EAB filed a Notice of Intent to Conduct Election requiring that the State of Iowa provide an employee list by uploading the list to the secure portal provided by EAB at <https://iowa-superb.iowa.gov> by September 19, 2024. The list was to include all names of the eligible voters (employees in the unit on September 20) 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.

State of Iowa has a continuing duty to inform AFSCME Iowa Council 61 if any eligible voter leaves employment prior to the conclusion of the election.

**State of Iowa 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 State of Iowa receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 20th day of September 2024.

EMPLOYMENT APPEAL BOARD

By: /s/ James Strohman, Board Chair

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 Employment Appeal Board (EAB) ordered a retention and recertification election to determine whether AFSCME Iowa Council 61 will be retained and recertified as the exclusive collective bargaining representative for certain employees of State of Iowa. Employees will vote by telephone and online. During the election period, which begins October 08 at 7:00 a.m. and ends October 22 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaperb/>) or call in (toll free at 855-443-5889 to cast a ballot. You may vote 24 hours a day, 7 days a week during the voting period.

\*\*AFSCME Iowa Council 61 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  
State of Iowa

DO YOU WANT

AFSCME Iowa Council 61

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

Yes.

No.

## **VOTING SCHEDULE AND INSTRUCTIONS**

**Voting Begins Tuesday, October 08 at 7:00 a.m.**

**Voting Ends Tuesday, October 22 at 9:00 a.m.**

### **To Vote by Phone:**

1. Call 855-443-5889 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 AFSCME Iowa Council 61 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 AFSCME Iowa Council 61 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 EAB.

**The Employment Appeal 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 855-680-0459.

#### **EAB**

If you have questions about the election process, e-mail EAB at [eab.elections@eab.iowa.gov](mailto:eab.elections@eab.iowa.gov) or call EAB at 515-281-3638.

**Bargaining Unit Of Employees Of State of Iowa\*\***

\*\*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: To include the job classification of Systems Control Technician in the bargaining unit consisting of all technical employees in the State of Iowa as set forth in Appendix A of the 1989-91 Collective Bargaining Agreement Regents Merit Classifications between the State of Iowa and AFSCME/Iowa Council 61

#### APPENDIX A

##### General Government Classifications

Code No. Pay Grade Classification:

00135	17	Computer Operator 1
00136	21	Computer Operator 2
00150	20	Computer Program Trainee
00205	18	Purchasing Assistant
00290	17	Accounting Technician 1
00292	20	Accounting Technician 2
00294	23	Accounting Technician 3
00354	19	Revenue Agent 1
00355	23	Revenue Agent 2
00356	27	Revenue Agent 3 (013 Pay Plan)
00443	19	Jr. Insurance Co. Examiner
00556	24	Utility Reg. Inspector
00638	17	Law Clerk (013 Pay Plan)
00702	30	Director of Elections
00708	21	Administrative Asst. 1
00709	24	Administrative Asst. 2
00740	15	Statistical Asst. 1
00741	17	Statistical Asst. 2
00803	20	Job Service Interviewer 1
00805	23	Job Service Interviewer 2
00831	20	Retirement Benefit Spec. 1
00832	22	Retirement Benefit Spec. 2
00895	22	Refugee Specialist 1
00896	24	Refugee Specialist 2
01005	18	Education Aide
01010	19	Education Assistant
01035	23	Vocational Instructor
01037	25	Certified Voc. Instructor
01310	17	Library Associate

01330	25	Museum Technician
01333	18	Museum Guide
01338	16	Museum Assistant
01345	26	Exhibits Designer
02002	23	Licensed Prac. Nurse
02085	15	Central Supply Worker 1
02086	16	Central Supply Worker 2
02105	18	Activities Aide
02107	19	Activities Assistant
02117	20	Occupational Therapy Assistant
02125	17	Physical Therapy Aide
02134	16	Speech Therapy Technician
02200	20	Respiratory Therapy Technician
02205	19	Medical Lab. Technician
02209	20	Radiologic Technologist 1
02211	21	Radiologic Technologist 2
02220	14	Dental Assistant
02225	16	Pharmacy Assistant
02575	18	Voc. Rehab. Assistant
02585	22	Braille Transcriber
03005	13	Community Program Aide
03010	19	Social Work Associate
03040	19	Youth Services Worker
03047	21	Youth Services Technician
03171	21	Sign Language Interpreter
03201	19	Resident Treatment Worker
03202	22	Resident Treatment Technician
03251	20	Drug Abuse Counselor 1
03252	23	Drug Abuse Counselor 2
03306	18	Chaplaincy Assistant
03351	22	Volunteer Serv. Specialist
03435	16	Civil Rights Assistant
04005	15	Planning Aide 1
04006	18	Planning Aide 2
04007	21	Planning Aide 3
04008	24	Planning Aide 4
04106	18	Right of Way Aide 2
04107	21	Right of Way Aide 3
04108	24	Right of Way Aide 4
04305	15	Engineering Aide 1
04306	18	Engineering Aide 2
04308	21	Asst. Soils Party Chief
04310	24	Soils Party Chief
04320	23	Construction Tech. 1
04321	25	Construction Tech. 2
04323	28	Senior Engineering Tech.

04325	23	Assistant Survey Party Chief
04335	23	Photogrammetrist 1
04336	26	Photogrammetrist 2 (013 Pay Plan)
04340	15	Materials Technician 1
04341	19	Materials Technician 2
04342	22	Materials Technician 3
04343	21	Materials Fab. Inspector 1
04344	26	Materials Fab. Inspector 2
04345	26	Materials Tech. 4
04355	15	Design Technician 1
04356	18	Design Technician 2
04357	22	Design Technician 3
04358	26	Design Technician 4
04363	25	Architectural Tech. 1
04364	27	Architectural Tech. 2
04380	21	Eng. Office Asst. 1
04381	24	Eng. Office Asst. 2
04400	15	Geological Aide
04401	19	Geological Technician
04605	30	Aeronautical Standards Officer
04715	20	Communications Center Spec. 1
04717	22	Communications Center Spec. 2
04735	22	Communications Tech. 1
04736	25	Communications Tech. 2
04737	27	Communications Tech. 3
04742	28	Electronic Engineer Tech.
04750	20	Traffic Signal Tech. 1
04900	22	Radiological Electronics Tech.
05104	23	Meteorologist
05165	12	Lab. Asst. 1
05166	16	Lab. Asst. 2
05167	17	Lab. Asst. 3
05303	19	Fisheries Technician
05331	20	Wildlife Technician
05465	16	Soil Conservation Aide
05465	16	Soil Conservation Technician 1
05466	18	Soil Conservation Technician 2
05467	21	Soil Conservation Technician 3
06030	20	Fingerprint Technician
06302	26	Drivers Lic. Hearing Officer
06460	23	State Industries Sales Rep.
07340	17	Therapeutic Technician
08000	20	Control Center Operator
08004	23	Energy Management Technician
08133	23	Bridge Inspector 1

08137	27	Bridge Inspector II
08320	91	Scale Mechanic
08505	17	Compositor
08511	15	Phot. Proc. 1
08512	19	Phot. Proc. 2
08516	22	Photographer
08518	22	Graphic Artist
08520	19	Illustrator
08605	86	Beautician
08610	88	Beauty Shop Operator
08640	29	Aircraft Pilot
08645	21	Audio-Visual Aide Tech.
08650	91	Geological Research Driller
04738	21	Camera Operator
04755	21	Engineer 1
04756	24	Engineer 2
04757	27	Engineer 3
04759	30	Senior Engineer
15054	18	Mutuels Rulings Auditor (013 Pay Plan)
30370	19	Evaluator Technician,

#### Regents Merit Classifications

Code No. Pay Grade Classification:

8101	413	Architectural Assistant
3901	404	Assembly Technician I
3902	407	Assembly Technician II
4051	409	Audio Specialist
4062	405	Audiovisual Equipment Tech. II
4081	409	Audiovisual Specialist
7631	405	Barber
7641	405	Beautician
3448	403	Broadcast Master Cont. Operator
3485	409	Broadcast Television Prod. Spec.
3441	409	Broadcast TV-Radio Tech. I
3442	413	Broadcast TV-Radio Tech. II**
3443	415	Broadcast TV-Radio Tech. III***
7201	405	Central Service Technician I
7202	407	Central Service Technician II
3291	405	Clinical Technician I
3292	409	Clinical Technician II
1811	407	Computer Operator I
1812	409	Computer Operator II
5601	412	Construction Inspector
7951	407	Costume Tailor



3051	404	Dental Assistant I
3052	406	Dental Assistant II
3041	404	Dental Dispensary Assistant
3141	405	Dental Technician I
3142	408	Dental Technician II
3501	409	Drafter
3511	412	Drafter-Design & Packager
3302	408	Electroencephalographic Technologist I
3303	410	Electroencephalographic Technologist II
3304	413	Electroencephalographic Technologist III
3271	408	Electron Microscope Technician I
3272	411	Electron Microscope Technician II
3401	412	Electronics Technician I
3402	415	Electronics Technician II
8221	409	Emergency Comm. Center Dispatcher
3541	413	Engineering Technician I
3542	415	Engineering Technician II
4444	409	Epidemiology Quality Assurance Tech.
3326	411	Extracorporeal Technician Heart/Lung
3321	411	Extracorporeal Technician/Kidney
3801	406	Field Laboratory Technician I
3802	408	Field Laboratory Technician II
3803	410	Field Laboratory Technician III
3491	405	Film Library Coordinator
4091	406	Film Library Technician
3991	413	Glassblower
4111	410	Graphics Specialist I
4101	403	Graphics Technician I
4102	407	Graphics Technician II
4103	408	Graphics Technician III
5791	409	Greenhouse Caretaker
3411	405	Health Physics Technician I
3412	410	Health Physics Technician II
3413	415	Health Physics Technician III
3331	408	Health Technician
3408	408	Hemodialysis Technician
3261	405	Histology Technician I
3262	409	Histology Technician II
7921	405	Hospital Sewing Machine Operator
7661	405	Houseparent I
7662	409	Houseparent II
3151	403	Laboratory Assistant I
3152	405	Laboratory Assistant II
3701	405	Laboratory Mechanical Tech. I
3702	409	Laboratory Mechanical Tech. II
3711	410	Laboratory Mechanical Tech.

3251	406	Laboratory Technician I
3252	408	Laboratory Technician II
3253	410	Laboratory Technician III
7211	407	Licensed Practical Nurse
7911	404	Medical Assistant
3601	408	Motion Picture/Video Prod. Spec. I
3602	410	Motion Picture/Video Prod. Spec. II
7221	404	Nursing Assistant I
7222	405	Nursing Assistant II
7261	407	Occupational Therapy Assistant
7231	406	Operating Room Technician
7941	410	Orthotist
7942	412	Orthotist Senior
8231	403	Patient Escort
3381	404	Pharmacy Manufacturing Tech. I
3382	407	Pharmacy Manufacturing Tech. II
3361	405	Pharmacy Technician I
3362	407	Pharmacy Technician II
4201	407	Photo Specialist I
4202	410	Photo Specialist II
4211	403	Photo Technician I
4212	404	Photo Technician II
4213	406	Photo Technician III
7241	403	Physical Therapy Aide
7251	406	Physical Therapy Assistant
5781	409	Plant House Assistant
7271	404	Psychiatric Nursing Assistant I
7272	406	Psychiatric Nursing Assistant II
3372	410	Radiation Therapy Technician
3281	409	Radiographer I
3282	410	Radiographer II
7721	407	Recreation Activities Coordinator
4501	413	Research Technician
4511	415	Research Technician, Senior
4910	410	Respiratory Therapy Tech.
7741	405	School Assistant
3811	404	Seed Analyst I
3812	406	Seed Analyst II
3813	409	Seed Analyst III
3821	404	Seed Processing Technician I
3822	407	Seed Processing Technician II
7751	403	Sewing Machine Operator I
7752	405	Sewing Machine Operator II
7753	407	Sewing Machine Operator III
3446	405	Television Media Technician
3431	406	Television Production Assistant

\*\* Start at Step 3

\*\*\* Start at Step 4

EXCLUDED:

All job classifications excluded in PERB Case Numbers 1071, 1105, 1289, 1559 and 2516, all persons excluded by Section 4 of the Act, and all other employees of the State of Iowa