

UNION RECERTIFICATION ELECTION INFO SHEET - FALL 2026

University Neutrality. The University fully respects employees' right to decide the question of union representation and remains neutral regarding recertification. Supervisors and leaders are asked to maintain that neutrality in their actions, responses, and conversations.

The Process

- **August 14, 2026** - EAB files the Notice of Intent to conduct an election.
- **September 22, 2026** - EAB files the Notice to Conduct an Election. Please promptly post and distribute EAB election notices when received, using the same locations and methods normally used for employee notices.
- **October 13-27, 2026** - Voting period. The Fall election is conducted online or by telephone.
- **November 6, 2026** - Deadline for post-election challenges.

Supervisor Guidance

PLEASE DO

- Promptly post and circulate EAB election notices in the same manner you ordinarily communicate employee notices.
- Promptly email ui-recertification@uiowa.edu when a represented employee actually ends employment between September 18 and October 27, 2026. Please also promptly enter appointment/status changes through normal University processes.
- Allow employees to vote during breaks when comparable personal use of work computers or phones is generally allowed.
- Allow minimal work-time voting when comparable minimal personal use of work computers or phones is generally allowed.

PLEASE AVOID

- Discussing the election with employees or sharing your opinion about the election.
- Interfering with employees' right to discuss the election or exercise their right to vote.
- Penalizing or disciplining an employee for exercising the right to vote.
- Asking an employee whether they voted or how they voted.
- Answering employee questions about the election or election process. Please refer those questions to EAB.

If an Employee Asks About the Election

Suggested response: "Please contact the Iowa Employment Appeal Board. EAB can be reached at 515-281-3638, or you can visit EAB's Public Collective Bargaining Frequently Asked Questions webpage."

EAB Fall 2026 Recertification and Retention Election webpage: <https://eab.iowa.gov/public-collective-bargaining/fall-2026-recertification-and-retention-election>

Operational Concerns and Supervisor Questions

If campaigning, voting, or related election activity may interfere or disrupt with work operations, please contact Employee & Labor Relations before taking action.

University Employee & Labor Relations

319-467-4142

elr-help@uiowa.edu

University Recertification

ui-recertification@uiowa.edu

UI Health Care Employee & Labor Relations

319-335-9702

UIHC-ELR@uiowa.edu

Iowa Employment Appeal Board (employee election questions)

515-281-3638

eab.iowa.gov

Key sources: Iowa Employment Appeal Board, Fall 2026 Recertification and Retention Election Timeline; EAB Public Collective Bargaining FAQs; University of Iowa Employee & Labor Relations.