

NOTICE TO EMPLOYEES

FROM THE

EMPLOYMENT APPEAL BOARD (EAB)

Previously, the Public Employment Relations Board (whose duties were recently transferred to the EAB) certified UE Local 896-COGS as the exclusive bargaining representative for the bargaining unit of State of Iowa Bd of Regents (Univ of Iowa) employees described at the end of this document.

Iowa law requires EAB to conduct retention and recertification elections. In this election EAB will ask the employees in the bargaining unit whether they wish to retain and recertify UE Local 896-COGS as their exclusive bargaining representative for purposes of collective bargaining.

Iowa law also requires that UE Local 896-COGS pay an election fee. This fee must be paid by Friday, September 18, 2026.

If UE Local 896-COGS does not pay the election fee when it becomes due, EAB will revoke its certification. If EAB revokes the certification of UE Local 896-COGS, your collective bargaining agreement may become void and the terms of the agreement may become unenforceable.

IF AN ELECTION IS HELD, the election period will be from 7:00 a.m. on Tuesday, October 13, 2026, to 9:00 a.m. on Tuesday, October 27, 2026. Your employer shall post and distribute a Notice of Election giving additional details on how and when to vote. Your right to a secret ballot and a free choice will be protected.

**THE EMPLOYMENT APPEAL BOARD DOES NOT ENDORSE ANY
CHOICE IN ANY ELECTION CONDUCTED.**

Any questions should be directed to:

Employment Appeal Board
6200 Park Ave, Ste 100
Des Moines IA 50321
515/281-3638
<https://eab.iowa.gov>
eab.elections@eab.iowa.gov

BU-1012

Bargaining Unit Of Employees Of State of Iowa Bd of Regents (Univ 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: 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