

STATE OF IOWA
BEFORE THE EMPLOYMENT APPEAL BOARD

IN THE MATTER OF:

State of Iowa Bd of Regents (Univ of Iowa),
Public Employer,

and

UE Local 896-COGS,
Certified Employee Organization.

BU-1012

ORDER DIRECTING
RETENTION AND
RECERTIFICATION ELECTION

The Public Employment Relations Board (whose duties were recently transferred to the EAB) has previously determined that the grouping of employees of State of Iowa Bd of Regents (Univ 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 UE Local 896-COGS 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 Chapter 15 of EAB's administrative rules, 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 13, 2026, to 9:00 a.m. on Tuesday, October 27, 2026. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 22, 2026.

On August 14, 2026, EAB filed a Notice of Intent to Conduct Election requiring that the State of Iowa Bd of Regents (Univ of Iowa) provide an employee list by uploading the list to the secure portal provided by EAB at <https://iowa-superb.iowa.gov> by October 30, 2026. The list was to include all names of the eligible voters (employees in the unit on September 22) 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 Bd of Regents (Univ of Iowa) has a continuing duty to inform UE Local 896-COGS if any eligible voter leaves employment prior to the conclusion of the election.

State of Iowa Bd of Regents (Univ 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 Bd of

Regents (Univ of Iowa) receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 22nd day of September 2026.

EMPLOYMENT APPEAL BOARD

By: /s/ Ashley Koopmans, 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 UE Local 896-COGS will be retained and recertified as the exclusive collective bargaining representative for certain employees of State of Iowa Bd of Regents (Univ of Iowa). Employees will vote by telephone and online. During the election period, which begins October 13 at 7:00 a.m. and ends October 27 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaeab/>) or call in (toll free at 877-245-9347) to cast a ballot. You may vote 24 hours a day, 7 days a week during the voting period.

**UE Local 896-COGS 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 Bd of Regents (Univ of Iowa)

DO YOU WANT
UE Local 896-COGS
TO BE RETAINED AND RECERTIFIED AND CONTINUE TO BE YOUR EXCLUSIVE BARGAINING REPRESENTATIVE?
Yes.
No.

VOTING SCHEDULE AND INSTRUCTIONS

Voting Begins Tuesday, October 13 at 7:00 a.m.

Voting Ends Tuesday, October 27 at 9:00 a.m.

To Vote by Phone:

1. Call 877-245-9347 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 UE Local 896-COGS 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/iaeab/>.
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 UE Local 896-COGS 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 855-514-7864.

EAB

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

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