THE EMPLOYER SHALL PROMPTLY DISTRIBUTE, ELECTRONICALLY OR BY HARD COPY, THIS ORDER TO THE AFFECTED EMPLOYEES

THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS

STATE OF IOWA
BEFORE THE EMPLOYMENT APPEAL BOARD

IN THE MATTER OF: EMPLOYER, State of Iowa Bd of Regents, and EMPLOYEE ORGANIZATION, SEIU Healthcare Minnesota.	BU-1085

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, the Employment Appeal Board (EAB) conducted a retention and recertification election pursuant to Iowa Code section 20.15(2). The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying SEIU Healthcare Minnesota as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election were filed as provided for in Iowa Code section 20.15(4) and EAB rule 621—15.4(20), and no postelection challenges were filed pursuant to EAB subrule 621—15.2(4). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that SEIU Healthcare Minnesota is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of EMPLOYER: State of Iowa Bd of Regents

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. 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 Opthalmic Photographer I Opthalmic Photographer II Opthalmic Professional I Opthalmic 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.

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 B CLASSICIATIONS 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.

DATED at Des Moines, Iowa, this 9th day of November, 2026.

IOWA EMPLOYMENT APPEAL BOARD

By: /s/ Ashley Koopmans, Board Chair