

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

State of Iowa (Social Services),  
Public Employer,

and

UE Local 893-IUP,  
Certified Employee Organization.

BU-0819

ORDER DIRECTING  
RETENTION AND  
RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has previously determined that the grouping of employees of State of Iowa (Social Services) 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 PERB's administrative rules, PERB must conduct a retention and recertification election prior to the expiration of the collective bargaining agreement to determine whether UE Local 893-IUP 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 PERB rule 621—15.5(20), and having received payment from the employee organization pursuant to Iowa Code section 20.6(7) and PERB chapter 15, PERB 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 Public Employment Relations Board from 7:00 a.m. on Tuesday, October 11, 2022 to 9:00 a.m. on Tuesday, October 25, 2022. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 14, 2022.

IT IS FURTHER ORDERED that if the previously provided employee list needs to be updated or corrected, Iowa (Social Services) shall upload the list to the secure portal provided by PERB at <https://iowa-superb.iowa.gov> by September 21, 2022. The spreadsheet shall include all names of the eligible voters (employees in the unit on September 14) 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. This is the same format you previously used.

Iowa (Social Services) has a continuing duty to inform UE Local 893-IUP if any eligible voter leaves employment prior to the conclusion of the election.

**Iowa (Social Services) 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 Iowa (Social Services) receives notification of the tally of the ballots at the conclusion of the election.**

DATED at Des Moines, Iowa, this 14th day of September 2022.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: /s/ Erik M. Helland, Board Member

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 Public Employment Relations Board (PERB) ordered a retention and recertification election to determine whether UE Local 893-IUP will be retained and recertified as the exclusive collective bargaining representative for certain employees of Iowa (Social Services). Employees will vote by telephone and online. During the election period, which begins October 11 at 7:00 a.m. and ends October 25 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaperb/>) or call in (toll free at 877-639-7161) to cast a ballot. You may vote 24 hours a day, 7 days a week during the voting period.

\*\*UE Local 893-IUP 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  
Iowa (Social Services)

DO YOU WANT

UE Local 893-IUP

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

Yes.

No.

## **VOTING SCHEDULE AND INSTRUCTIONS**

**Voting Begins Tuesday, October 11 at 7:00 a.m.**

**Voting Ends Tuesday, October 25 at 9:00 a.m.**

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

1. Call 877-639-7161 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 893-IUP 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 UE Local 893-IUP to be retained and recertified and continue to be your exclusive bargaining representative?" Selection 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 PERB.

**The Public Employment Relations 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 800-955-4597.

#### **PERB**

If you have questions about the election process, e-mail PERB at [iaperb@iowa.gov](mailto:iaperb@iowa.gov) or call PERB at 515-281-4414.

**Bargaining Unit Of Employees Of Sate of Iowa (Social Services)\*\***

\*\*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:                      SEE ATTACHED

EXCLUDED:                      SEE ATTACHED

APPENDIX A

PROFESSIONAL SOCIAL SERVICES

(005)

State Merit Classifications

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>			
00810	22	Employment Counselor I			
00812	24	Employment Counselor II			
02570	26	Employment Restoration Coordinator			
02576	21	Voc. Rehabilitation Specialist			
03012	20	Social Worker I			
03013	22	Social Worker II			
03016	24	Social Worker III			
03017	26	Social Worker IV			
03018	28	Social Worker V			
03019	30	Social Worker VI			
03055	21	Youth Counselor I			
03090	18	Income Maintenance Worker I	Technical Salary Matrix		
03091	20	Income Maintenance Worker II	"	"	"
03092	24	Income Maintenance Worker III	"	"	"
03093	26	Income Maintenance Worker IV	"	"	"
03094	28	Income Maintenance Worker V	"	"	"
03095	30	Income Maintenance Worker VI	"	"	"
03150	25	Consultant for Handicapped			
03305	17	Chaplain Intern			
03310	24	Chaplain			
03345	24	Child Support Recovery Officer			
03350	30	State Volunteer Program Director			
03352	23	Volunteer Services Director I			
03353	25	Volunteer Services Director II			
03438	22	Civil Rights Specialist I			
03439	25	Civil Rights Specialist II			
06417	23	Correctional Counselor I			
06418	25	Correctional Counselor II			
06453	25	Parole Board Liaison Officer			
06502	22	Community Corr. Services Worker I			
06503	24	Community Corr. Services Worker II			

PROFESSIONAL SOCIAL SERVICES UNIT

Vocational Rehab. Non-Classified System

<u>Class Code</u>	<u>Pay Grade</u>	<u>Classification</u>
30151	51	Counselor I
30152	52	Counselor II
30153	53	Counselor III
30173	73	Rehab. Aide IV
30251	51	Evaluator I
30252	52	Evaluator II
30253	53	Evaluator III
30254	54	Coord. of Rehabilitation Services

EXCLUDED: All other employees of the State of Iowa.

The Pay Grades as set forth in Appendix "A" are for informational purposes only. The applicable Merit or Regents official pay schedules shall be controlling in the event of any discrepancies.