



September 30, 2026

MEMORANDUM

TO: Stakeholders and Management Liaisons

FR: Nathan Reckman, DAS Deputy Director and General Counsel

RE: Fall 2026 Retention and Certification Elections – Notices to Election

State agencies are required to distribute and post certain notices filed by the Employment Appeal Board (EAB) for State executive branch bargaining units pertaining to the upcoming retention and recertification elections. Attached are the Notices of Elections which must be distributed by your agency to affected employees via email or hardcopy. Traditionally, agencies that have employees who do not regularly access email have posted the notices on bulletin boards and in other locations where they would typically post communications to employees. These notices are also posted on the DAS website at <https://das.iowa.gov/state-employees/collective-bargaining>

Attached to each notice is a description of the bargaining unit by classification. Notably, many of the EAB bargaining unit descriptions attached to the notices are outdated and do not accurately reflect current classifications represented by employee organizations. Information concerning current classifications represented by employee organizations is listed in Appendix A of the AFSCME, IUP, and SPOC collective bargaining agreements, respectively.

Agencies must distribute the notices by email or post the notices relevant to its agency depending upon the classifications existing within the agency. For example, an agency may need to distribute and post the AFSCME Clerical, Professional Fiscal and Staff and the IUP Social Services notices if it has employees in classifications in each bargaining unit within the agency.

The notices must be posted until the EAB notifies the State of the tally of ballots at the conclusion of the election. The election period is set to run from 7:00 a.m. on October 13, 2026, through 9:00 a.m. on October 27, 2026.

As a reminder, if employees have questions concerning this process they must be directed to their union representatives or EAB.

If you have any questions, please contact DAS Labor and Legal Services.

Cc: DAS Human Resources Consultants
DAS Labor and Legal Services