

STATE OF IOWA
BEFORE THE EMPLOYMENT APPEAL BOARD

IN THE MATTER OF:

State of Iowa,
Public Employer,

and

AFSCME Iowa Council 61,
Certified Employee Organization.

BU-0331

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 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 AFSCME Iowa Council 61 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 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 has a continuing duty to inform AFSCME Iowa Council 61 if any eligible voter leaves employment prior to the conclusion of the election.

State 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 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 AFSCME Iowa Council 61 will be retained and recertified as the exclusive collective bargaining representative for certain employees of State 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.

**AFSCME Iowa Council 61 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

DO YOU WANT

AFSCME Iowa Council 61

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 AFSCME Iowa Council 61 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 AFSCME Iowa Council 61 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**

****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 professional employees of the State of Iowa engaged in fiscal and staff services, as set forth under "Inclusions" in Appendix E. (Attached)

APPENDIX E

Long Term Care Ombudsman
Health Professional Investigator (02230)
Nursing Standards Representative (02040)
Taxpayer Specialist I
Public Defender III
(00166) Systems Programmer
(00167) Sr. Systems Programmer
(00360) Technical Tax Spec. 1
(00361) Technical Tax Spec. 2
(00362) Technical Tax Spec. 3
(00447) Insurance Co. Examiner Spec.
(00532) Utility Spec.
(00643) Attorney 1
(00644) Attorney 2
(00645) Attorney 3
(00685) Treasury Investment Officer 1
(00686) Treasury Investment Officer 2
(00693) Exec. Asst. 1
(00694) Exec. Asst. 2
(00721) Budget Anal. 1
(00722) Budget Anal. 2
(00723) Budget Anal. 3
(00733) Management Anal. 1
(00734) Management Anal. 2
(00736) Management Anal. 3
(00737) Management Anal. 4
(00754) Information Spec. 3
(00835) Retire. Trust Fund Spec.
(00872) Manpower Research Econ. 3
(00924) Lottery Network Coord.
(00925) Lottery Commun. Coord.
(00930) Customer Service Repr.
(03313) Affirm Action Compl. Officer 1
(03314) Affirm Action Compl. Officer 2
(04023) Program Planner 3

(04112) Right of Way Agent 3
(04385) Main Oprs. Asst.
(14584) Asst. Auditor 1
(14585) Asst. Auditor 2
(14741) Exec. Asst.
(14913) Administrative Asst. 3
(14914) Administrative Asst. 4
(15305) Unclaimed Property Examiner
(15461) Military Record Archivist
(15462) Inspector General
(20574) Arts Programmer 3
(20639) Justice Systems Anal.
(20596) Planning/Research Supv.
(31211) Coord. of Planning
(31305) Resource Mgr.
Chief Deputy Industrial Commissioner
Labor Safety and Health Consultant
Administrative Aide (30369),

State Merit Classification:

Computer Programmer II
Computer Programmer III
Computer Programmer IV
Systems Analyst I
Systems Analyst II
Systems Analyst III
Data Processing Specialist
Purchasing Agent I
Purchasing Agent II
Purchasing Agent III
Accountant I
Accountant II
Field Auditor I
Field Auditor II
Revenue Auditor I
Revenue Auditor II
Revenue Examiner I
Revenue Examiner II
Property Appraiser I
Property Appraiser II
Property Appraiser III
Revenue Administrator I
Inheritance Tax Examiner
Bank Examiner I
Bank Examiner II

Bank Examiner III
Bank Examination Analyst
Credit Union Examiner I
Credit Union Examiner II
Credit Union Examiner III
Credit Union Examination Analyst
Small Loan Examiner I
Small Loan Examiner II
Insurance Company Examiner I
Insurance Company Examiner II
Insurance & Claims Investigator
Insurance Program Specialist
Insurance Complaint Analyst
Insurance Policy Analyst
Insurance Rate Analyst I
Insurance Rate Analyst II
Actuary
Securities Examiner
Securities Dealer Examiner
Public Utilities Rate Analyst I
Public Utilities Rate Analyst II
Utilities Regulation Economist
Transportation Economics Analyst
Asst Transportation Regulation Admin.
Utilities Financial Examiner I
Utilities Financial Examiner II
Utility Auditor I
Utility Auditor II
Utility Rate Investigator
Emergency Services Officer I
Emergency Services Officer II
Law Clerk
Deputy Industrial Commissioner
Hearing/Compliance Officer I
Hearing/Compliance Officer II
Attorney I
Attorney II
Attorney III
Transportation Program Analyst
Concessions Assistant
Information Specialist I
Information Specialist II
Information Specialist IV
Employment Security Specialist II
Employment Security Specialist III
Employment Security Specialist IV

State Counseling Specialist
Employment Liability Auditor I
Employment Liability Auditor II
Employment Liability Auditor III
Employment Liability Collection Officer
Scholarship & Loan Supervisor
Higher Education Facilities Specialist
Annals Editor
Historical Editor
Historical Preservation Specialist
Historical Specialist
Pharmacy Consultant
Pharmacy Investigator
Equal Employment Opportunity Tech
Equal Employment Opportunity Coord
Adjutant, Soldier's Home
Health Planner I
Health Planner II
Resource & Program Planner I
Resource & Program Planner II
Environmental Research Planner
Outdoor Recreation Planner I
Outdoor Recreation Planner II
Right of Way Agent I
Right of Way Agent II
Right of Way Agent III
Right of Way Appraiser I
Right of Way Appraiser II
Right of Way Appraiser III
Land Acquisition Appraiser
Property Management Supervisor
Utilities Agent
Health Facilities Surveyor
Health Facilities Consultant
Agricultural Marketing Specialist
Grain Market Reporter
Resource Conservationist
County Conservation Administrator
Assistant County Conservation Administrator
Criminal Analyst
Drug Investigator
Medical Services Administrator
Statistical Research Analyst I
Statistical Research Analyst II
Manpower Research Economist I
Manpower Research Economist II,

IEBN Merit Classification:

Supervisor of Public Information
Assistant Public Instruction
Cinematographer
Producer Director I
Producer Director II
Art Supervisor
Film Supervisor
Unit Supervisor
Production Assistant
Graphic Artist
Cameraman
Department Assistant
General Services Supervisor
Operations Assistant

State Non-Classified System

Supvr of Dairy Trade Prac
Development Commission Admin
Development Commission Admin
Development Commission Asst.
Development Commission Asst
Development Commission Asst.
Research Spec. - Police
Research Spec - Corrections
Fiscal Assistant
Fiscal Supervisor
Associate State Planner
Sr. State Planner
Asst State Planner
Planning Specialist
Community Planner
Grant Compliance Officer
Criminal Justice Analyst
Program Monitor/App Coord
Police Specialist
Corrections Specialist
Police/Prevention Spec
Asst. Planning Officer
Community Prog. Spec.
Community Prog Spec.
Housing Specialist
Sec. Dep. Citizens Aide

Dep. Citizens Aide-Indians
Dep Citizens Aide-Corr
Highway Safety Area Admin
CETA Inventory Officer

Public Instruction Non-Classified System

Accountant

Voc. Rehab Non-Classified System

Prof. Assoc. Accountant II
Contract Sales Representative

EXCLUDED:

All persons holding classifications as set forth under "Exclusions" in Appendix E: (Attached) all professional employees of the University of Iowa, Iowa State University and University of Northern Iowa; managerial, supervisory, confidential and all other employees of the State of Iowa, and all other persons excluded by Sections 4 of the Act

EXCLUSIONS

(00468) Sr. Insurance Rate/Policy Anal.
(14563) State Climatologist
(15052) Racing Steward
(15053) Mutuel Auditor
(15055) Racing Veterinarian
(30217) Administrative Asst.

State Merit Classification

Central Pre-Audit Supervisor
Assistant State Accountant
State Accountant
Assistant Supt of Banking
State Director of Employment Relations
Employment Relations Specialist
State Fair Fiscal/Mgt Coordinator
Budget Analyst I
Budget Analyst II
Budget Analyst III
Budget Analyst IV

Asst State Budget Director
State Budget Director
Local Budget Director
Management Analyst I
Management Analyst II
Management Analyst III
Management Analyst IV
Personnel Analyst I
Personnel Analyst II
Personnel Analyst III
Personnel Analyst IV
Personnel Analyst V
Dep Director, Merit Employment
Employee Services Admin.
Personnel Officer I
Personnel Officer II
Personnel Officer III
Personnel Officer IV
Personnel Officer V
Asst. Soil Conservation Director
Dep Conservation Director
State Payroll Supervisor
Stat Research Analyst III (supv)
Stat Research Analyst IV
Vital Statistics Administrator
Manpower Research Economist III
Manpower Research Economist IV
Manpower Research Economist V
Systems Analyst III (supv)
Systems Programmer
Systems Analysis Manager
Programming Manager
Systems & Programming Supervisor
Data Processing Administrator I
Data Processing Administrator II
Data Processing Administrator III
Data Processing Administrator IV
Inventory Control Manager
Purchasing Agent IV
Liquor Store Operations Manager
Liquor Products Manager
Accountant III
Accountant IV
Field Auditor III
Liquor Store Auditor
Revenue Auditor III

Revenue Auditor IV
Revenue Exam Supervisor
Property Appraiser IV
Revenue Supervisor I
Revenue Supervisor II
Revenue Administrator II
Revenue Administrator III
Deputy Director of Property Tax
Inheritance Tax Administrator
Bank Examiner IV
Bank Examination Supervisor
Credit Union Examination Supv
Small Loan Supervisor
Insurance Company Examiner III
Chief Insurance Company Examiner
Insurance Complaints Supervisor
Property Casualty Insurance Division Director
Life/Health Insurance Division Director
Superintendent of Securities
Transportation Regulation Admin.
Principal Utility Auditor
Chief Utility Auditor
Director of Utility Finance
Emergency Services Officer III
Regulation Board Counsel
Commerce Solicitor
Commerce Counsel
Business Manager
Administrative Officer I
Administrative Officer II
Administrative Officer III
Administrative Officer IV
Director of Voter Registration
Asst. Director of Voter Registration
Asst to Director of Highways
Deputy Director, Beer & Liquor Department
Information Specialist III
Employment Service Manager I
Employment Service Manager II
Employment Service Manger III
Employment Service Manager IV
Employment Security Specialist V
Retirement Trust Fund Specialist
Retirment Program Administrator
Employment Service Administrator
Claims Manager I

Claims Manager II
Unemployment Insurance Administrator
Assistant Tax Functions Administrator
Tax Functions Administrator
Employment Liability Auditor IV
Employment Liability Auditor V
Employment Liability Auditor VI
Utilization Review Officer
Equal Employment Opportunity Supv
Health Planner III
Resources & Program Planner III
Outdoor Recreation Planner III
Outdoor Recreation Planning Admin
Right of Way Agent III (supv)
Right of Way Agent IV
Right of Way Agent V
Right of Way Appraiser IV
Right of Way Appraiser V
Asst Right of Way Admin (Oper)
Asst Right of Way Admin (Admin)
Right of Way Administrator
Land Acquisition Superintendent
Liquor Propertier Manager
Central Services Director
Health Facilities Officer
Health Facilities Administrator
Asst Aeronautics Comm Director
Conservation Education Center Mgr
Chief Drivers License Examiner
Drivers License Director
Assistant Vehicle Regulation Dir
Vehicle Registration Director
Fleet Manager
Asst Comm Health Administrator
Beautification Administrator
Asst Soil Conservation Director
Dep Conservation Director
Asst Director of Marketing Div
Development Commission Asst
Administrative Asst
Personnel Officer
Chief Fiscal Officer
Administrative Consultant

IEBN Merit Classification

Director of Administration
Director of Programming
Manager of Operations
Manager Production
Manager Accounting
Officer Personnel
Executive Director Education

State Non-Classified System

Sr Building Code Administrator
Planning Supervisor
Grant Compliance Supervisor
Dep Director for Project

Public Instruction Non Classified System

Chief Information & Public
Dir. Transportation
Dir. Management Info
Accounting Supervisor
Assoc Supt Administration

Voc Rehab Non-Classified System

Center Administrator
Coord of Recreational
Regional Manager
Coordinator Planning
Management Information