

STATE OF IOWA
BEFORE THE EMPLOYMENT APPEAL 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 (whose duties were recently transferred to the EAB) 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 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 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 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 (Social Services) 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 (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.

State of 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 State of Iowa (Social Services)

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 893-IUP will be retained and recertified as the exclusive collective bargaining representative for certain employees of State of Iowa (Social Services). 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 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
State 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 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 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/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 893-IUP 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 (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: PROFESSIONAL SOCIAL SERVICES
(005)

State Merit Classifications

Class Code Pay Grade Classification:

0081022Employment Counselor I
0081224Employment Counselor II
0257026Employment Restoration Coordinator
0257621Voc. Rehabilitation Specialist
0301220Social Worker I
0301322Social Worker II
0301624Social Worker III
0301726Social Worker IV
0301828Social Worker V
0301930Social Worker VI
0305521Youth Counselor I
0309018Income Maintenance Worker ITechnical Salary Matrix
0309120Income Maintenance Worker II" "
0309224Income Maintenance Worker III" "
0309326Income Maintenance Worker IV" "
0309428Income Maintenance Worker V" "
0309530Income Maintenance Worker VI" "
0315025Consultant for Handicapped
0330517Chaplain Intern
0331024Chaplain
0334524Child Support Recovery Officer
0335030State Volunteer Program Director
0335223Volunteer Services Director I
0335325Volunteer Services Director II
0343822Civil Rights Specialist I
0343925Civil Rights Specialist II
0641723Correctional Counselor I
0641825Correctional Counselor II
0645325Parole Board Liaison Officer
0650222Community Corr. Services Worker I
0650324Community Corr. Services Worker II,

PROFESSIONAL SOCIAL SERVICES UNIT

Vocational Rehab. Non-Classified System

Class Code Pay Grade Classification:

3015151Counselor I
3015252Counselor II
3015353Counselor III
3017373Rehab. Aide IV
3025151Evaluator I
3025252Evaluator II
3025353Evaluator III
3025454Coord. 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