

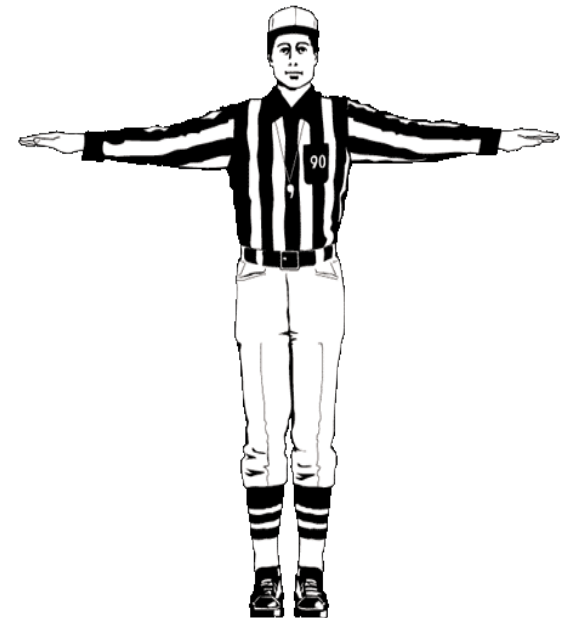
THE REFEREES SPEAK: UPDATE ON COLLECTIVE BARGAINING IN IOWA FROM PERB, THE NEUTRAL STATE AGENCY

IOWA STATE ASSOCIATION OF COUNTIES
AUGUST 25, 2017

MIKE CORMACK, BOARD CHAIR

JASMINA SARAJLIJA, ADMINISTRATIVE LAW JUDGE

AMBER DESMET, ADMINISTRATIVE LAW JUDGE



HISTORY OF PERA

- **Chapter 20, Public Employment Relations Act was enacted in 1974**
- **Permitted public employees and employers to organize and bargain collectively**
- **Prohibited and prevented all strikes by public employees**

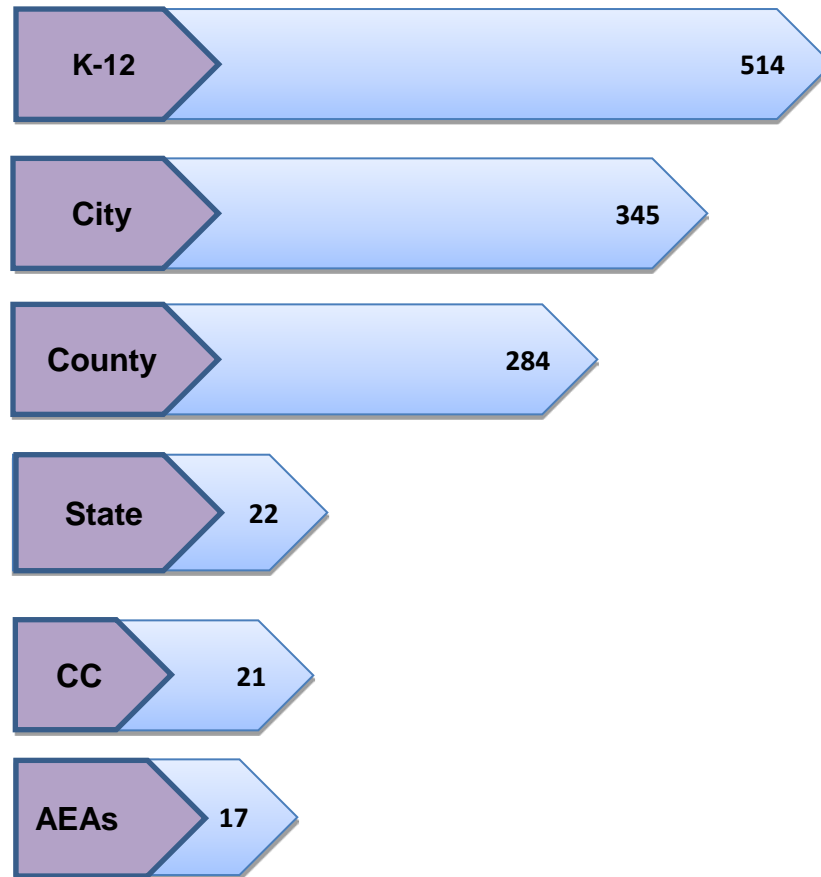


PERB'S DUTIES

- Determine appropriate bargaining units
- Conduct certification elections
- Adjudicate prohibited practice complaints
- Fashion appropriate remedies for violations
- Adjudicate state merit system discipline appeals and grievances
- Provide mediators and arbitrators to resolve impasses in negotiations



NUMBER OF BARGAINING UNITS BY EMPLOYER TYPE



H.F. 291 CHANGE

- **Statutory amendments enacted by H.F. 291 created two categories of “public employees”**
 - “Public Safety” employees
 - All other public employees
- **If at least 30% of employees in unit are “public safety” then the entire unit is deemed “public safety” for the purpose of collective bargaining**
- **The category determines the scope of negotiations for the unit**

SCOPE OF NEGOTIATIONS – PRE- H.F. 291

For all public employees

Mandatory	Prohibited	Permissive
<ul style="list-style-type: none">•Wages•Hours•Vacations•Insurance•Holidays•Leaves of absence•Shift differentials•Overtime compensation•Supplemental pay•Seniority•Transfer procedures•Job classifications•Health and safety matters•Evaluation procedures•Procedures for staff reduction•In-service training•Grievance procedures•Dues deductions	<ul style="list-style-type: none">•Retirement systems	<ul style="list-style-type: none">•Everything else mutually agreed upon



SCOPE OF NEGOTIATIONS – POST- H.F. 291

For “Public Safety” Units

Mandatory	Prohibited	Permissive
<ul style="list-style-type: none">•Wages•Hours•Vacations•Insurance•Holidays•Leaves of absence•Shift differentials•Overtime compensation•Supplemental pay•Seniority•Transfer procedures•Job classifications•Health and safety matters•Evaluation procedures•Procedures for staff reduction•In-service training•Grievance procedures•Dues deductions	<ul style="list-style-type: none">•Retirement systems•Dues deductions•Any other payroll deductions for political activities	<ul style="list-style-type: none">•Everything else mutually agreed upon





SCOPE OF NEGOTIATIONS – POST- H.F. 291

For Non-Public Safety Units

Mandatory	Prohibited	Permissive
<ul style="list-style-type: none">• “Base Wages”▪ Wages▪ Hours▪ Vacations▪ Insurance▪ Holidays▪ Leaves of absence▪ Shift differentials▪ Overtime compensation▪ Supplemental pay▪ Seniority▪ Transfer procedures▪ Job classifications▪ Health and safety matters▪ Evaluation procedures▪ Procedures for staff reduction▪ In-service training▪ Dues deductions▪ Grievance procedures	<ul style="list-style-type: none">• Retirement systems• Subcontracting public services• Insurance• Leaves of absence for political activities• Supplemental pay• Transfer procedures• Evaluation procedures• Procedures for staff reduction	<ul style="list-style-type: none">• Everything else mutually agreed upon that is not prohibited

IMPASSE PROCEDURES

- **Exchange of initial bargaining positions**
 - Employee Organization goes first
 - County responds within 2 weeks
 - Meetings are open to the public-subject to Iowa Code chapter 21
- **Bargaining and Mediation**
 - Meetings closed to the public-not subject to Iowa Code chapter 21
- **No change in Timeline**

COMPLETION OF IMPASSE PROCESS

Reach a tentative agreement:

- Should be written and signed off
- Timelines may be modified by written agreement
- *Employee organization ratification:*
 - 24 hours notice to members prior to ratification
 - Within 7 days of tentative agreement
 - May extend voting rights to nonmembers pursuant to internal union procedures
 - Notify employer of outcome within 24 hours of vote
- *Public Employer ratification:*
 - If employee organization rejects, do not have to vote
 - Within 10 days of tentative agreement
 - Notify employee organization within 24 hours of vote

COMPLETION OF IMPASSE PROCESS, CONT.

Failure to reach a tentative agreement

- **10 days after mediation date, either party may file a request for interest arbitration**
 - Request in writing and served on other party
- **Within 4 days of PERB's receipt of arbitration request, exchange of final offers**
- **PERB sends list of 5 arbitrators**
- **Within 5 days of PERB sending list, arbitrator selected**

INTEREST ARBITRATION

- No change in arbitration hearing timeline or process
- Changes are in the item taken to impasse and the factors considered by arbitrator
- Only impasse item is base wages and permissive topics mutually agreed upon
 - Shall not exceed the lesser of 3% or the consumer price index for all urban consumers for the Midwest region.
- Factors **considered** by the arbitrator:
 - Other relevant factors
 - Comparison of base wages, hours, and conditions of employment. *To extent adequate, applicable data is available, compare public and private sector employees during comparable work, giving consideration to the factors peculiar to the area and the classifications involved.*
 - Interests and welfare of the public.
 - *Financial ability of the employer to met the cost of an offer in light of the current economic conditions of the pubic employer. Substantial weight given to evidence that the public employer 's authority to utilize funds is restrict to special purposes or circumstances by state or federal law, rules, regulations, or grant requirements.*
- Factors **not considered** by the arbitrator:
 - Past collective bargaining agreements between the parties or bargaining that led to such agreement.
 - Public employer's ability to fund an award through the increase or imposition of new taxes, fees, or charges or to develop other sources of revenue.

CONTRACTS TO PERB

The collective bargaining agreement between the parties shall be filed with PERB by the public employer within ten days of the date on which the agreement is entered into.

NEGOTIABILITY DISPUTES

If the parties disagree on the negotiability status of a proposal, a petition is filed with PERB to resolve the dispute

- The Board issues an expedited preliminary ruling that allows the parties to continue impasse services (mediation, binding arbitration)

The arbitrator then issues award on mandatory subjects or permissive topics mutually agreed upon

6 Negotiability Petitions and 1 Request for a Declaratory Order have been filed since H.F. 291

COLUMBUS CSD AND COLUMBUS EA, 17 PERB 100820

Filed 3/17/2017, Final Ruling issued 5/17/2017.

- “Base wages” defined as the minimum (bottom) pay for a job classification, category, or title, exclusive of additional pay such as bonuses, premium pay, performance pay, or longevity pay.
- Section 20.3(12) “supplemental pay” definition interpreted and applied. (Permissive subjects for non-public safety units which are listed mandatory subjects for public safety units are “permitted” subjects specified in section 20.9. Compensation which is within one of those subjects is thus not excluded as supplemental pay)

OSKALOOSA CSD AND OSKALOOSA EA, 17 PERB 823

Filed 3/31/2017, Final Ruling issued 5/17/2017.

- **This case has been appealed to Polk County District Court**
- **Definition of “base wages” announced in Columbus applied to salary matrices for teachers and nurses.**
- **Starting point for the calculation of the size of base wage increase is the minimum wage of the employee’s classification rather than the individual employee’s total existing compensation**

OSKALOOSA, CONT.

- Vertical Lanes- Longevity “steps” represent additional pay above the minimum for a classification and are therefore permissive “wage” proposals, not “base wages.”
- Horizontal “lanes” are job classifications and are not themselves mandatory, but base (minimum) wage for each classification created or maintained by the employer is mandatorily negotiable.

UNITED ELECTRICAL WORKERS AND BOARD OF REGENTS, 17 PERB 100825

- **Declaratory Order issued 6/29/2017.**
- **Proposal for an “annual” base wage is mandatory, as would be a proposal for an “hourly” base wage.**
- **Proposal that employees be paid on 1st and 15th days of each month is fundamental aspect of base wages and is mandatory**
- **Proposal specifying number of hours in day or week, number of holidays, amount of paid vacation and sick leave and wage rate for hours over 40 in a week are permissive.**
 - When a proposal is premised upon assumptions about the quantity of work required of employees in exchange for their base wage, employer’s duty to bargain in good faith requires employer to inform union of accuracy/inaccuracy of its assumptions so union can knowingly and rationally bargain base wages.

GREENE COUNTY CSD AND CONSTRUCTION PUBLIC EMPLOYEE LIUNA LOCAL 177

- **Final Negotiability issued 08/16/2017**

PENDING NEGOTIABILITY CASE

- **Muscatine CSD and AFSCME Iowa Council 61 and Local 1560**

REPRESENTATION ELECTIONS PRE-H.F. 291

Certification Elections: After determination of appropriate unit, PERB conducts election to certify a representative

- Triggered by Petition filed by Public Employee Organization
- Requires show of interest for PERB to hold election
- Will result in Order of Certification of union or Order of Noncertification of Union

Decertification Elections: To determine whether employees still want union representation

- Triggered by Petition filed by Public Employee
- Requires show of interest for PERB to hold election
- Will result in Order of Decertification of union or Order of Continued Certification of Union

REPRESENTATION ELECTIONS CHANGES DUE TO H.F. 291

Certification Elections

- To become certified union must have a majority of the employees in the bargaining unit vote in favor of representation
- Employee organization must pay fee before PERB will conduct election. Failure to pay will result in Order of Noncertification.

Decertification Elections

- To decertify the union, a majority of employees in the bargaining unit must vote to decertify the union.
- Employee organization must pay fee before PERB will conduct election. Failure to do so will result in Order of Decertification.

RETENTION AND RECERTIFICATION ELECTIONS

Pre-H.F. 291

- Once a representative was certified, it remained the exclusive bargaining representative unless:
 - Failed to comply with annual reporting requirements
 - An employee in the unit filed a decertification petition and a majority of those voting voted in favor of decertification

Post-H.F.291

- Bargaining units will now vote to keep or remove their current certified bargaining representative by majority vote of all eligible employees in that unit.
- A retention election must be conducted by PERB prior to the expiration of the CBA. Employer must get PERB contracts otherwise PERB will not hold retention and recertification election.
- The representative bears the costs of the election

EFFECT OF RETENTION AND RECERTIFICATION ELECTIONS

- **The employee organization will be retained and recertified if the employee organization receives a “yes” vote from a majority of eligible voters.**

NOTE: An eligible voter’s choice not to vote is the same as casting a “no” vote.

- **If 50 percent or more of the eligible voters either do not vote or vote “no”, the employee organization will be decertified.**
 - No longer represent the unit.
 - PERB cannot consider a certification election petition for that bargaining unit from any employee organization for two years from the date of the election.

RETENTION AND RECERTIFICATION ELECTION PROCESS

- **September 2017 elections: Voting by mail ballot (no counties are in the September elections)**
- **October 2017 elections: Voters cast ballots by calling in to toll-free number and voting or going online and voting.**
- **Voters will be asked “Do you want [Employee Organization] to be retained and recertified and continue to be your exclusive bargaining representative for purposes of collective bargaining?”**
 - Yes, I want [Employee Organization] to continue to represent me.
 - No, I do not want [Employee Organization] to continue to represent me.

ELECTION NOTIFICATIONS

- **PERB will have general information on the website - “Recertifications” (on red ribbon).**
- **All notices regarding the election will be done through PERB’s Electronic Filing System.**
 - Each bargaining unit has a “case file” under “All Recertification Elections”
- **Agent for service receives the notices**
 - Agent for service as listed on Annual Report form for Labor.
 - Agent for Service dictated by Administrative Rules for management (County Auditor)
- **Additional representatives can file a “Notice of Appearance (without a document)” or you may want to add people you wish to receive the emails as an alternative email on the County Auditor’s user account.**

Contact PERB with questions.

METHOD OF VOTING- OCTOBER 2017

- **Elections based on the expiration date of contract.**
- **If contract ends June 30, 2018, election will be in October 2017**
- **Approximately 600 bargaining units total**
- **Eligible voters will need to call toll-free number or go online to cast a ballot. An election service (Everyone Counts, Inc.) will be receiving the ballots.**
 - Questions about how to cast a ballot go to Everyone Counts, the vendor providing election services.
 - Questions of voter eligibility come to PERB.
- **Two-week election period to cast ballots.**

DRAFT SCHEDULE OF ELECTIONS

CBA Expiration Date	Election Period	PERB e-files and e-serves notice of intent to conduct election	Employer must send Employee list	CEO Fee Payment/ Request for Extension of payment Due	PERB files Direction of Election and Notice of Election
June 30, 2018	October 10- October 24, 2017	August 22, 2017	August 29, 2017	September 11, 2017	After receipt of fee

NOTICE OF INTENT TO CONDUCT ELECTION

- **First notice the parties will receive from PERB through PERB's e filing system.**
- **If PERB has incorrectly determined the expiration of the collective bargaining agreement, this is when parties should inform PERB.**
- **Notice will provide:**
 - Unit Description
 - Timeline of election
 - Method of election (mail, phone, internet
 - Date by which employer must email the voter list and the contends that need to be included
 - Date by which certified bargaining representative needs to pay the fee.

Filed Simultaneously is a Notice to Employees that needs to be posted and distributed by the Employer

VOTER LIST: DUE AUGUST 29, 2017

- **Employer emails voter list to PERB with requested information.**
 - October: Names, job classifications, addresses, known email addresses, last 4 digits of social security number, and date of birth
- **PERB emails voter lists with contact information to certified employee organization.**
- **PERB efiles the voter lists with names and job classifications only.**
- **Employer has a duty to supplement the list if any of the requested information changes during the election process.**
- **If PERB does not receive this list, PERB cannot hold the retention and recertification election and Employer may need to reimburse PERB and/or certified bargaining representative for any costs incurred.**

SAMPLE VOTER LIST

The Voter Eligibility List shall be organized in alphabetical order by the employees' last names.

The Employer needs to provide the following for all employees in the bargaining unit:

1. Name.
2. Job classification.
3. Birth Date (8 digits, DD/MM/YYYY).
4. Last 4 digits of social security number.
5. Address.
6. Work e-mail address.
7. Personal e-mail addresses, if known.

****THE EMPLOYER MUST PROVIDE THE VOTER ELIGIBILITY LIST IN EXCEL FORMAT BY E-MAIL TO NANCY.LAWRENCE@IOWA.GOV**

**E-mail Subject Line: BU-XXXX – [EMPLOYER]/[EMPLOYEE ORGANIZATION]
Voter Eligibility List**

SAMPLE VOTER LIST

Employer	
Employee Organization	
BU #	

Voter Name	Job Classifications	Birth Date	Last 4 Digits of Social Security #	Address	Work E-mail Address	Other E-mail Address
Anderson, James	Worker 1	01/01/1950	1111	111 Ash Street, Des Moines, IA 50317	janderson@city.gov	Unknown
Miller, Tina	Worker 1	02/02/1960	2222	222 Birch Street, Adair, IA 50002	tmiller@county.gov	Unknown
Olson, Donna	Worker 3	03/03/1970	3333	333 Cedar Ave., Winterset, IA 50273	dolson@city.gov	dolson@homeemail.com
Peterson, Kelly	Worker 1	04/04/1980	4444	444 Dogwood Blvd., Newton, IA 50208	kpeters@school.edu	kpeters@homeemail.com

ELIGIBILITY OF VOTERS

- **This eligibility requirement has not changed.**
- **Eligible voters are: Employees who were employed in the bargaining unit during the payroll period immediately preceding direction of election and are employed in the bargaining unit on the date of the election.**
- **Parties may alter eligible voter list by mutual agreement.**
- **Certified bargaining representatives can challenge the eligibility of an employee. Normally, this can be worked out by the parties.**

UNION'S PAYMENT OF ELECTION FEES

- **Certified bargaining representative must pay the applicable election fee 30 days before the election period begins.**
- **October: Fees due September 11**
- **Proposed Fee Schedule is roughly \$1/eligible voter**
- **If the fee is not paid, PERB will not hold the election. This will lead to the certified bargaining representative's revocation of certification.**

DIRECTION OF ELECTION

- After certified bargaining representative has paid election fee, PERB will efile the Direction of Election.
- This will contain the Notice to Employees and the Sample Ballot that the Employer must promptly post AND distribute.
- **EMPLOYER'S RESPONSIBILITY:** The posting and distribution of the Notice to Employees and Sample Ballot needs to be in the way the Employer customarily distributes information to the employees. If you communicate via email, the notice must be emailed.
- This document will contain the voting information for the employees including the telephone number and internet address to cast ballot in the October election, as well as a sample ballot and voting instructions.

ELECTION RESULTS

- **If the majority of the bargaining unit employees Vote Yes:**
 - The collective bargaining agreement remains intact and the certified representative continues to represent the employees in the unit.
- **If 50 percent or more of the eligible voters DO NOT VOTE YES:**
 - PERB will issue an order of decertification immediately after objection period to the election has run and the certified representative no longer represents the unit.
- **PERB will efile the Tally of Ballots.**
- **PERB will also have more general information available on its website, but the Tally of Ballots will be a more detailed description of the voting breakdown.**

OBJECTIONS

- **This process has not changed**
- **10 Day Objection Period after Ballots Counted**
- **PERB can invalidate an election if an objectionable activity took place during an election and it could have affected the results of the election.**
- **Invalidation of an Election may be Ordered due to Reasons Listed in PERB rule 5.4. Generally, any misconduct or circumstances that prevents employees from freely expressing their preferences in an election could lead to invalidation of election.**

REMINDER: EMPLOYER RESPONSIBILITIES

- **Provide collective bargaining agreement (10 days after approval/ratification)**
- **Provide the voter list within one week (August 29, 2017, for October election) of the PERB's initial notice and supplement the list as needed**
- **Post and distribute information to employees as directed by PERB**

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perb Iowa Public Employment Relations Board

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eFiling

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BOARD MEETING NOTICE

At its August 3, 2017, 1:00 p.m. meeting, the Board will be considering the contract with Everyone Counts for a voter system for retention and recertification elections. (See contract [here](#))

The Board will also consider a fee schedule for certification, retention and recertification, and decertification elections. (See draft fee schedule [here](#))

The Board meeting will be held at the Board of Corrections Meeting Room in the Jessie Parker Building at the State Capitol Complex, Des Moines, Iowa.

EMERGENCY RULES

At its July 24, 2017 meeting, the Public Employment Relations Board heard public comment on the agency's draft emergency rules affecting Administrative Code Chapters 621-1, 2, 4, 5, 6, 7, 8, 11 and 16. Based on comments, questions, and its own review, the agency made a number of changes to the draft rules previously posted to the website. Click here for the [Updated Draft](#) and for the [Outline of Changes](#) made. The updated draft is currently being reviewed by the legislative services agency (LSA) and may be further modified to correct technical or grammatical errors.

Click [here](#) for the final draft of rules after review by LSA. NOTE: 621--paragraph 5.1(2)(d) has been changed to set the specific election fees - see change [here](#).

Notices and Information

OFFICIAL CPI-U MIDWEST CALCULATION CHART

To see the CPI-U Midwest Calculation Chart press [here](#).

[Read more](#)

Sweeping Collective Bargaining Changes Signed into Law

See HF 291 enrolled [here](#).

[Read more](#)

EFFECTIVE FEBRUARY 22, 2017: REQUIRED Electronic Filing of Annual Reports, Registration Reports, and Constitution and Bylaws

The amendments to PERB's administrative rules, chapter 8, "Internal Conduct of Employees"



https://iowaperb.iowa.gov

The screenshot shows a web browser window displaying the Iowa Public Employment Relations Board (PERB) website. The browser's address bar shows the URL <https://iowaperb.iowa.gov/units>. The website header features the PERB logo and the text "Iowa Public Employment Relations Board". To the right of the logo is a search bar labeled "Searchable Database" and a link for "eFiling". A red navigation bar contains the following menu items: Home, About Us, Iowa Code & Rules, Units, Recertifications, Decisions, Impasse, Calendar, Forms, and FAQs. The main content area is titled "Units" and lists the following categories: Home, Cities, Counties, K-12 Schools, Area Education Agencies (AEAs), Community Colleges (CCs), and State. At the bottom of the page, there are links for "Contact Us", "Adobe PDF Reader", "Privacy Policy", and "State of Iowa".



https://iowaperb.iowa.gov

The screenshot shows the Iowa Public Employment Relations Board (PERB) website. The header includes the PERB logo and the text "Iowa Public Employment Relations Board". A search bar is located in the top right corner. Below the header is a navigation menu with links for Home, About Us, Iowa Code & Rules, Units, Recertifications, Decisions, Impasse, Calendar, Forms, and FAQs. The main content area is titled "K-12 School" and includes a disclaimer: "Note: A plain-text version of this document is not currently available. However, we would be glad to provide a version upon request." Below the disclaimer is a table with three columns: "K-12 Public Employer", "K-12 Employee Organization", and "K-12 Download". The table lists various school districts and their corresponding employee organizations and downloadable documents.

K-12 Public Employer	K-12 Employee Organization	K-12 Download
Adair-Casey CSD	Adair-Casey EA	ADAIR_CASEY_EA.pdf
Adair-Casey CSD	Adair-Casey EA	ADAIR-CASEY EA.pdf
Adel-DeSoto-Minburn CSD	Adel-DeSoto-Minburn EA	ADEL-DESOTO-MINBURN EA.pdf
AGWSR CSD	AGWSR EA	AGWSR CSD-EA.pdf
AHSTW CSD	AHSTW EA	AHSTW EA.pdf
Akron Westfield CSD	Akron Westfield EA	AKRON-WESTFIELD EA.pdf
Albert City-Truesdale CSD	Albert City-Truesdale EA	ALBERT CITY-TRUESDALE EA.pdf
Albia CSD	Albia EA	ALBIA EA.pdf
Albia CSD	Albia Education Employees Assn.	ALBIA EDUC. EMPLOYEES ASSN.pdf
Alburnett CSD	Alburnett EA	ALBURNETT EA.pdf
Alden CSD	Alden EA	ALDEN EA.pdf
Algona CSD	Algona Educational Services Association	ALGONA EDUCATIONAL SERVICES ASSN.pdf
Algona CSD	Algona Assn. of Educators	ALGONA ASSOCIATION OF EDUCATORS.pdf
Allamakee CSD	Allamakee EA	ALLAMAKEE EA.pdf
Alta CSD	Alta EA	ALTA EA.pdf
Ames CSD	Ames EA	AMES EA.pdf



https://iowaperb.iowa.gov

The screenshot shows a web browser window with the following elements:

- Browser Tab:** OFFICIAL CPI-U MIDWEST CALCULATION CHART | PERB - Google Chrome
- Address Bar:** <https://iowaperb.iowa.gov/notices-and-information/official-cpi-u-midwest-calculation-chart>
- Navigation Bar:** iowa.gov logo, Services, Agencies, Social, and a search icon.
- PERB Header:** perb logo, Iowa Public Employment Relations Board, Searchable Database, and eFiling.
- Red Navigation Bar:** Home, About Us, Iowa Code & Rules, Units, Recertifications, Decisions, Impasse, Calendar, Forms, FAQs.
- Main Content:** Home link, OFFICIAL CPI-U MIDWEST CALCULATION CHART title, and a link: To see the CPI-U Midwest Calculation Chart press here .
- Footer:** Contact Us | Adobe PDF Reader | Privacy Policy | State of Iowa



https://iowaperb.iowa.gov

Consumer Price Index 7_14_17.pdf - Google Chrome

Consumer Price Index / _ X

Secure | https://iowaperb.iowa.gov/sites/default/files/Consumer%20Price%20Index%207_14_17.pdf

Consumer Price Index-U Midwest Calculation Chart (updated last on 7-14-17)	
Dates of arbitration hearings held for non-public safety units	Applicable CPI-U as determined by Iowa Workforce Development and PERB
(Feb) 2/16/2017- 2/28/2017	0.60%
(Mar) 3/1/2017-3/31/2017	1.00%
(Apr) 4/1/2017-4/30/2017	1.10%
(May) 5/1/2017-5/31/2017	1.20%
(June) 6/1/2017-6/30/2017	1.80%
(July) 7/1/2017-7/31/2017	2.20%
(Aug) 8/1/2017-8/31/2017	2.40%
(Sep) 9/1/2017-9/30/2017	1.90%
(Oct) 10/1/2017-10/31/2017	1.80%
(Nov) 11/1/2017-11/30/2017	1.40%
(Dec) 12/1/2017-12/31/2017	0.90%



https://iowaperb.iowa.gov

The screenshot shows a web browser window with the address bar displaying "https://perb.iowa.gov/efiling/". The page header features the PERB logo and the text "Iowa Public Employment Relations Board" and "eFiling Portal". Below the header, there are navigation links for "Welcome", "Terms of use", and "Support", and a note "powered by eFlex from Tybera".

Welcome eFiling

Welcome. You have reached the website for electronically filing disputes and documents with the Public Employment Relations Board. You must have an account to use this service.

MANDATORY EFILING BEGINS JANUARY 1, 2015.
Pursuant to PERB administrative subrule 621--16.4(1), all documents in adjudicatory proceedings commenced on or after January 1, 2015, must be filed using this system, unless exempted by the exceptions listed in subrule 621--16.4(2).

If you have any questions, please call PERB at 515-281-4414.

At this time, the eFiling system is not set up to accept requests for impasse services or contracts.

HELPFUL LINKS

1. PERB Homepage
2. PERB eFiling Rules
3. PERB-approved Information Sheet Regarding eFiling
4. eFiling Cheat-Sheet
5. Searchable Database
6. PERB forms
7. How to file appearance without document
8. General Guide-How to eFile Annual Reports

Log In

Enter your User Name and Password.

User Name:

Password:

[Log In](#) [Forgot Your Password?](#) [Forgot Your Username?](#)

[Request Account](#)



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eFiling Portal

Home eFile **Cases** My Profile Admin Log Out user: Susan M Bolte

Home ⇒ My Cases

My Cases

Number of cases displayed per page: 50

IPERB: IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Case Number eFile History Service List

Ex: 100125

Search Cases

Search by:
Enter a part of the case style or complete case number as search criteria.

Case Title:

Case Number: (Ex: 100125)

My Cases All Adjudicatory Cases All CEO Compliance Cases All Recertification Elections

Cancel Search

Show Active Show Inactive Show Both

Case Number	Case Title	eFile	Hearing Officer	Certificate	Inactive
100829	Prohibited Practice Complaint	eFile	Jasmina Sarajlija	Service List	<input type="checkbox"/>
100827	Chapter 8A State Employee Appeal	eFile	Susan Bolte	Service List	<input type="checkbox"/>



perb Iowa Public Employment Relations Board eFiling Portal

Home eFile **Cases** My Profile Admin Log Out user: Susan M Bolte

Home ⇒ My Cases

My Cases Number of cases displayed per page: 50

IPERB: IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Case Number eFile History Service List

Ex: 100125

Search Cases All My Cases

Case Title	Case Number	eFile	Case Type	Hearing Officer	Certificate
+	BU-0072	eFile	Recertification Election		Service List
+	BU-0135	eFile	Recertification Election		Service List
+	BU-1206	eFile	Recertification Election		Service List
+ Adair County and Chauffeurs, Teamsters & Helpers, Local 238	BU-0710	eFile	Recertification Election		Service List
+ Adair County and Chauffeurs, Teamsters & Helpers, Local 238	BU-0835	eFile	Recertification Election		Service List
+ Adair-Casey Community School District and Adair-Casey Education Association	BU-0022	eFile	Recertification Election		Service List
+ Adams County and PPME LOCAL 2003	BU-0891	eFile	Recertification Election		Service List
+ Adel-DeSoto-Minburn Community School District and Adel-DeSoto-Minburn Education Association	BU-0023	eFile	Recertification Election		Service List
+ AEA #267 and AEA 267 Education Association	BU-0028	eFile	Recertification Election		Service List
+ AEA #267 and Communications Workers of America, Local 7171	BU-0675	eFile	Recertification Election		Service List



ADDITIONAL INFO

PERB's Website

- <https://iowaperb.iowa.gov/>
- Searchable database of all PERB decisions
- A list of all bargaining units by employer type

Contact us

- Jasmina- jsarajlija2@iowa.gov
- Amber – amber.desmet@iowa.gov