

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

Appanoose County,
Public Employer,

and

PPME #2003 ,
Certified Employee Organization.

BU-0051

ORDER DIRECTING
RETENTION AND
RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has previously determined that the grouping of employees of Appanoose County 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 PPME #2003 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 10, 2023 to 9:00 a.m. on Tuesday, October 24, 2023. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 20, 2023.

On August 15, 2023, PERB filed a Notice of Intent to Conduct Election requiring that the Appanoose County provide an employee list by uploading the list to the secure portal provided by PERB at <https://iowa-superb.iowa.gov> by August 25, 2023. The list was to include all names of the eligible voters (employees in the unit on September 20) 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.

Appanoose County has a continuing duty to inform PPME #2003 if any eligible voter leaves employment prior to the conclusion of the election.

Appanoose County 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 Appanoose County receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 20th day of September 2023.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: /s/ Matthew Oetker, 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 Public Employment Relations Board (PERB) ordered a retention and recertification election to determine whether PPME #2003 will be retained and recertified as the exclusive collective bargaining representative for certain employees of Appanoose County. Employees will vote by telephone and online. During the election period, which begins October 10 at 7:00 a.m. and ends October 24 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaperb/>) or call in (toll free at 855-443-5889) to cast a ballot. You may vote 24 hours a day, 7 days a week during the voting period.

**PPME #2003 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
Appanoose County

DO YOU WANT

PPME #2003

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

Yes.

No.

VOTING SCHEDULE AND INSTRUCTIONS

Voting Begins Tuesday, October 10 at 7:00 a.m.
Voting Ends Tuesday, October 24 at 9:00 a.m.

To Vote by Phone:

1. Call 855-443-5889 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 PPME #2003 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 PPME #2003 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 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 855-680-0459.

PERB

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

Bargaining Unit Of Employees Of Appanoose County**

**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 of the Secondary Road Department regular full-time County Road Maintenance employees, including Survey Crew Party Chief, Bridge Foreman, Culvert Foreman, Sign Specialist, Motor Patrol Operator, Mechanic, Equipment Operator, Shop Foreman, Truck Driver, Engineering Technician, Laborer, and Office Manager

EXCLUDED: The County Engineer, Assistant to engineer, Road Foreman, and all others excluded by Iowa Code section 20.4