EMPLOYMENT APPEAL BOARD[486]

Regulatory Analysis

Notice of Intended Action to be published:

Iowa Administrative Code 621—Chapter 1
"General Provisions"

Iowa Administrative Code 621—Chapter 3
"Prohibited Practice Complaints"

Iowa Administrative Code 621—Chapter 4
"Bargaining Unit and Bargaining Representative Determination"

Iowa Administrative Code 621—Chapter 5
"Elections"

Iowa Administrative Code 621—Chapter 6
"Negotiations and Negotiability Disputes"

Iowa Administrative Code 621—Chapter 7
"Impasse Procedures"

Iowa Administrative Code 621—Chapter 8
"Internal Conduct of Employee Organizations"

Iowa Administrative Code 621—Chapter 11
"State Employee Appeals of Grievance Decisions and Disciplinary Actions"

Iowa Administrative Code 621—Chapter 13
"Mediators"

Iowa Administrative Code 621—Chapter 14
"Arbitrators"

Iowa Administrative Code 621—Chapter 15
"Retention and Recertification Elections"

Iowa Administrative Code 621—Chapter 16
"Electronic Document Management System"

Iowa Administrative Code 621—Chapter 17
"State Employee Whistleblower Actions"

Iowa Code section(s) or chapter(s) authorizing rulemaking: Iowa Code section 20.6(5)
State or federal law(s) implemented by the rulemaking: 2024 Iowa Acts, Senate File 2385, Iowa Code chapter 20

Public Hearing

A public hearing at which persons may present their views orally or in writing will be held as follows:

September 24, 2026	Via videoconference:
9:00 a.m.	https://meet.google.com/hxy-euaj-uzq

Public Comment

Any interested person may submit written [or oral] comments concerning this Regulatory Analysis, which must be received by the Employment Appeal Board no later than 4:30 p.m. on the date of the public hearing. Comments should be directed to:

Christine Louis
Employment Appeal Board
6200 Park Avenue, Ste. 100
Des Moines, IA 50321

Email: eab.elections@eab.iowa.gov

Purpose and Summary

This proposed rulemaking rescinds chapters under agency number 621 in accordance with 2024 Iowa Acts, Senate File 2385, which eliminated agency number 621, formerly known as the Public Employment Relations Board. The rescinded rules will be adopted under agency number 486, the Employment Appeal Board.

Analysis of Impact

1. **Persons affected by the proposed rulemaking:**

- **Classes of persons that will bear the costs of the proposed rulemaking:**

There is no additional expected cost to the State or individuals.

- **Classes of persons that will benefit from the proposed rulemaking:**

Public sector employers, employees, and employee organizations, as well as the Employment Appeal Board staff.

2. Impact of the proposed rulemaking, economic or otherwise, including the nature and amount of all the different kinds of costs that would be incurred:

- **Quantitative description of impact:**

The revisions reflect the statutory changes implemented by 2024 Iowa Acts, Senate File 2385. There is no expected economic impact created by rescinding the chapters.

- **Qualitative description of impact:**

The revisions reflect the statutory changes implemented by 2024 Iowa Acts, Senate File 2385. There is no expected economic impact created by rescinding the chapters.

3. **Costs to the State:**

- **Implementation and enforcement costs borne by the agency or any other agency:**

The revisions reflect the statutory changes implemented by 2024 Iowa Acts, Senate File 2385. There is no expected economic impact created by rescinding the chapters.

- **Anticipated effect on state revenues:**

The revisions reflect the statutory changes implemented by 2024 Iowa Acts, Senate File 2385. There is no expected economic impact created by rescinding the chapters.

4. Comparison of the costs and benefits of the proposed rulemaking to the costs and benefits of inaction:

Not applicable.

5. Determination whether less costly methods or less intrusive methods exist for

achieving the purpose of the proposed rulemaking:

Not applicable.

6. Alternative methods considered by the agency:

- **Description of any alternative methods that were seriously considered by the agency:**

No alternative methods were considered.

- **Reasons why alternative methods were rejected in favor of the proposed rulemaking:**

The changes are mandated by statute and executive order.

Small Business Impact

If the rulemaking will have a substantial impact on small business, include a discussion of whether it would be feasible and practicable to do any of the following to reduce the impact of the rulemaking on small business:

- Establish less stringent compliance or reporting requirements in the rulemaking for small business.
- Establish less stringent schedules or deadlines in the rulemaking for compliance or reporting requirements for small business.
- Consolidate or simplify the rulemaking's compliance or reporting requirements for small business.
- Establish performance standards to replace design or operational standards in the rulemaking for small business.
- Exempt small business from any or all requirements of the rulemaking.

If legal and feasible, how does the rulemaking use a method discussed above to reduce the substantial impact on small business?

There is no expected impact on small business.

Text of Proposed Rulemaking

Item 1. Rescind 621—Chapter 1.

Item 2. Rescind 621—Chapter 3.

Item 3. Rescind 621—Chapter 4.

Item 4. Rescind 621—Chapter 5.

Item 5. Rescind 621—Chapter 6.

Item 6. Rescind 621—Chapter 7.

Item 7. Rescind 621—Chapter 8.

Item 8. Rescind 621—Chapter 11.

Item 9. Rescind 621—Chapter 13.

Item 10. Rescind 621—Chapter 14.

Item 11. Rescind 621—Chapter 15.

Item 12. Rescind 621—Chapter 16.

Item 13. Rescind 621—Chapter 17.