

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
CITY OF CEDAR RAPIDS,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO. 8145
	)	
AFSCME LOCAL #620,	)	
Certified Employee	)	
Organization.	)	

2009 JUL -7 AM 10:04  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 62, and amended in Case Nos. 1155, 2506, 3070, 3268, 4312, 5227, 6112 and 7058, and the certification of AFSCME Local #620, is amended to provide:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Animal Control; Code Enforcement; Facilities Maintenance; Fleet Services; 5 Seasons Parking; Parks & Recreation; Public Works (Engineering, Forestry, Sewer, Streets, Traffic Engineering); Solid Waste and Recycling; Veterans Commission; Water; and Water Pollution Control.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Iowa Code section 20.4, and all other City employees.

Dated at Des Moines, Iowa, this 7th day of July, 2009.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R. Riordan  
James R. Riordan, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC EMPLOYMENT  
RELATIONS BOARD

2005 APR 29 AM 10:38

RECEIVED

IN THE MATTER OF:	)	
	)	
CITY OF CEDAR RAPIDS,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 7058
	)	
AFSCME LOCAL #620,	)	
Petitioner/Certified	)	
Employee Organization.	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 62 and subsequently amended, most recently in Case No. 6112, and the certification of AFSCME Local #620 is amended to provide:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Animal Control Department; Community Development Department; Engineering Department; Forestry Department, 5 Seasons Transportation and Parking Department; Golf Department; Parks Department; Public Works Building Department; Recreation Department; Riverfront Department; Solid Waste and Recycling Department; Streets Department; Traffic Engineering Department; Veterans Commission Department; Water Department and Water Pollution Control Department.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Iowa Code section 20.4, and all other City employees.

Dated at Des Moines, Iowa, this 29th day of April, 2005.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Neil A. Barrick  
Neil A. Barrick, Board Member

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

**FILED**  
00 MAR 29 AM 9:57  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
CITY OF CEDAR RAPIDS,	)	
Public Employer/Petitioner,	)	
	)	
and	)	CASE NO. 6112
	)	
AFSCME, LOCAL #620,	)	
Certified Employee	)	
Organization.	)	

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Code of Iowa (1999) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit. Said Stipulation was tentatively approved by the Board and updates the bargaining unit description in order for it to conform to the existing job classifications both included in and excluded from the bargaining unit description; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed:

**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 62, and amended in Case Nos. 1155, 2506, 3070, 3268, and 4312, and the certification of AFSCME #620, is amended to read as follows:

**INCLUDED:** All employees (see attached list of specific job classifications) of the city of Cedar Rapids, in the following Departments: Animal Control Department; Building, Zoning and Housing Department; Engineering Department; Forestry Department; 5 Seasons Transportation and Parking Department; Golf Department; Parks Department; Public Works Building Department; Recreation Department; Riverfront Department; Solid Waste and Recycling Department; Streets Department; Traffic Engineering Department; Veterans Commission

# CEO 113

Department; Water Department and Water Pollution Control Department.

**EXCLUDED:** Professional employees, confidential employees, supervisors, clerical and secretarial employees, and all persons excluded by Section 4 of the Act, and all other City employees.

DATED at Des Moines, Iowa this 29th day of March, 2000.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
RICHARD P. MOORE, CHAIR

cc: Judith Perkins  
Kim Jones

**Animal Control**

Animal Cntrl Officer  
Animal Control Maint Wrkr

**Building, Zoning and Housing**

Bldg Inspector  
Bldg Chief Inspector  
Electrical Inspector  
Elec Chief Inspector  
Plumbing Inspector  
Plumbing Chief Inspector  
Plumbg Sr Insp  
Mech Chief Inspector  
Zoning Inspector  
BLD Plans Examiner  
BLDG Zoning Chief Insp  
Bldg Mechanical Inspector  
BLDG Sr Elec Inspector  
HSG Housing Chief Inspector

**Engineering**

Civil Eng Const Insp  
Civil Eng Aide & Sr Aide  
Coll Sys Mtnc Wkr II, III & IV  
Swr Const Hvy Equip Opr  
Swr Mtnc Worker  
Swr Const Labor/Xdriver

**Forestry**

Auto Equ Mech II  
Urban Forester I & II  
Seasonal Laborer I & II

**5 Seasons Transportation & Parking**

Pkg Mtr Patrol Offr  
Pkg Meter Tech  
Pkg Sys Elect/Hvac Tech  
Bldg Maint Wkr II & III  
Pkg Sys Serv Wkr

**Golf**

Auto Equ Mech II  
Golf Course Asst

**Parks**

Auto Equ Mech II  
P & G Equ Opr I & II  
P & G Mtnc-Rpr Wkr  
Horticulturist Asst  
Zoo Supervisor  
Zookeeper Asst  
P & G Lead Equ Opr  
Seasonal Laborer I & II

**Public Works Building**

Bldg Mtnc Wkr II & III  
Facility Mtnc Spec

**Recreation**

Rec Mtnc-Rpr Wkr I & II  
Bldg Mtnc Wkr I & II

**Riverfront**

P & G Equ Opr I & II

**Solid Waste & Recycling**

Auto Equ Mech II  
Sld/Rec Driv/Coll I & II  
Recycling Attendant

**Streets**

Auto Equ Body Mech  
Auto Equ Mech I & II  
Cement Finisher  
Machinist-Welder  
Sts Lgt/Hvy Equ Opr  
Sts Hvy Equ Opr  
Sts Area Driver  
Welder-Auto Equ Mech II  
Auto Equ Serv Wkr  
Storekeeper-Sts Dept  
Streets Driver  
Sts Laborer-Xdriver  
Seasonal Laborer

**Traffic Engineering**

Trf Engineering Aide  
Trf Signl Tech I & II  
Trf Cntl Mtnc Wkr I & II

**Veterans Commission**

Bldg Mtnc Wkr I &amp; II

**Water**

Wtr Lab Analyst I & II  
Wtr Meter Reader  
Auto Equ Mech II  
Wtr Plant Elec  
Wtr Plant Instr Tech  
Wtr Plant Opr  
Wtr Sys Equ Opr  
Wtr Util Serv Rep I  
Water Sys Leak Surveyor  
Storekeeper-Wtr Dept  
Wtr Mtnc-Rpr Wkr I & II  
Wtr Sys Mtnc-Rpr I & II  
Wtr Sys Util Worker  
Lead Wtr Plnt Opr  
Wtr Distribuiton Sys Mntc WR  
Utilities Construc Inspector  
Lead Wtr Sys Equip Opr  
Wtr Plant Sr Electrician

**Water Pollution Control**

Cntrl Lab Wtr Qlty Anlyst  
WPC Elec I & II  
Electronics Tech  
WPC Equipment Mech  
WPC Hvac Specialist  
WPC Instrument Tech  
WPC Prev Mtnc Tech  
Storekeeper-WPC Dept  
WPC Mtnc Wkr  
WPC Mtnc-Rpr Wkr I & II  
WPC Process Operator

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

96 FEB 19 AM 11:09  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

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CITY OF CEDAR RAPIDS, )  
 )  
 Public Employer/Petitioner, )  
 )  
 and ) CASE NO. 5227  
 )  
 AFSCME, LOCAL 620, )  
 )  
 Certified Employee )  
 Organization. )

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CITY OF CEDAR RAPIDS, )  
 )  
 Public Employer/Petitioner, )  
 )  
 and ) CASE NO. 5228  
 )  
 TEAMSTERS, LOCAL 238, )  
 )  
 Certified Employee )  
 Organization. )

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DECISION ON APPEAL

This matter is before the Public Employment Relations Board (PERB or Board) on appeal from a Proposed Decision and Order of an Administrative Law Judge (ALJ) concerning petitions for amendment of bargaining unit filed by the City of Cedar Rapids (the City).

In its petition in Case No. 5227, the City seeks to remove the job classifications of Aviation Mechanic Technician I and II from a certified bargaining unit represented by AFSCME, Local 620 (AFSCME). In its petition in Case No. 5228, the City seeks to include those job classifications in a certified bargaining unit represented by Teamsters, Local 238 (Teamsters). These changes were not opposed by Teamsters, but were resisted by AFSCME.

held for the AFSCME unit, and because it would allow the employer to undermine the AFSCME unit by restructuring its departments.

We note that, under AFSCME's reasoning, we would never be able to amend bargaining units for valid reasons; i.e., where errors were made in original unit determinations or where changes in circumstances warrant amendments. We also note that there is no evidence here that the employer underwent departmental restructuring for anything other than valid reasons. Since the amendments affect only three employees out of 235 in the AFSCME unit, it is not apparent that the union is being undermined in this instance.

We have examined and weighed all of the §20.13(2) factors, and conclude that the City's petitions for unit amendment should be granted.

Accordingly, we hereby issue the following:

ORDER

The City's petitions for amendment of bargaining unit in Case Nos. 5227 and 5228 are granted.

The Teamsters certification in PERB Case No. 54 is amended to include the job classifications of Aviation Mechanic Tech I and Aviation Mechanic Tech II.



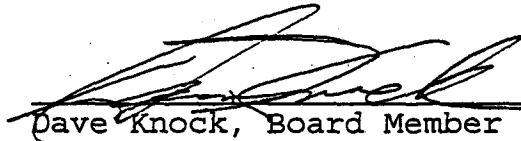
The AFSCME certification in PERB Case No. 62, is amended to exclude the job classifications of Aviation Mechanic Tech I and Aviation Mechanic Tech II (i.e., exclude "Contingent Department").

DATED at Des Moines, Iowa this 19<sup>th</sup> day of February, 1996.

PUBLIC EMPLOYMENT RELATIONS BOARD



M. Sue Warner, Board Member



Dave Knock, Board Member

DISSENTING OPINION OF RICHARD R. RAMSEY, CHAIRMAN:

I dissent. Although this is a close case, I would give greater weight to the historical placement of aviation mechanics in considering the §20.13(2) factor "history and extent of public employee organization" than do my colleagues.

AFSCME has represented these aviation mechanics through 20 contracts. Their jobs have not changed. Their supervisor has not changed. Their location has not changed. There is no evidence that their membership in the existing unit would now or in the future interfere with their ability to do their jobs. They are AFSCME dues-paying members and have indicated a preference to remain in the blue collar unit.

This is not unlike an earlier case where the Board found "community of interest" has been significantly altered by the long history of employee organization under the AFSCME unit. Joel Myers and City of Iowa City.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC EMPLOYMENT RELATIONS BOARD  
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CITY OF CEDAR RAPIDS,  
Public Employer,

and

AFSCME LOCAL #620,  
Petitioner.

CASE NO. 4312

**AMENDMENT OF BARGAINING UNIT AND CERTIFICATION**

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Iowa Code (1989) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Bargaining Unit has been posted in conformance with PERB Rules; and no objections have been filed, therefore:

**IT IS HEREBY ORDERED** that the bargaining unit previously determined in Case No. 62 and amended in Cases No. 1155, 2506, 3070 and 3268, and the certification of AFSCME Local #620, is amended to read as follows:

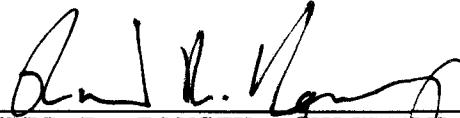
**INCLUDED:** All employees of the City of Cedar Rapids, in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Public Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community

Center Maintenance Worker II, Storekeeper Water Department, and Parking Meter Patrol Officers.

**EXCLUDED:** Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act, and all other City employees.

DATED at Des Moines, Iowa this 22 day of January, 1991.

PUBLIC EMPLOYMENT RELATIONS BOARD



Handwritten signature of Richard R. Ramsey in black ink, written over a horizontal line.

RICHARD R. RAMSEY, CHAIRMAN

cc: Jan Corderman

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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CITY OF CEDAR RAPIDS,	)	
	)	
Public Employer	)	
	)	
and	)	
	)	CASE NO. 3268
AMERICAN FEDERATION OF STATE, COUNTY	)	
AND MUNICIPAL EMPLOYEES, LOCAL NO. 620,	)	
	)	
Petitioner	)	

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties filed a Stipulation of Amendment of Bargaining Unit.

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 2506 and the certification of American Federation of State, County and Municipal Employees, Local No. 620, is amended to read as follows:

SEE ATTACHED

Dated at Des Moines, Iowa this 6th day of August, 1986.

  
 \_\_\_\_\_  
 JAMES A. McCLIMON, BOARD MEMBER

AFSCME

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II, Store-keeper Water Department, and Parking Meter Patrol Officers.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act, and all other City employees.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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CITY OF CEDAR RAPIDS,	)	
	)	
Public Employer/Petitioner,	)	
	)	
and	)	
	)	CASE NO. 3070
AFSCME LOCAL 620	)	
	)	
Certified Employee Organization.	)	

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AMENDMENT OF UNIT CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of amendment of certification.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

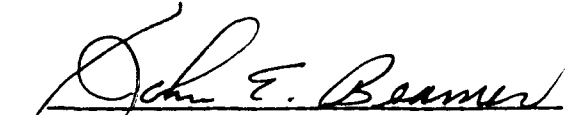
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 62 and the certification of AFSCME Local 620 in that case be and hereby is amended to read as follows:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II, and Storekeeper Water Department.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other City employees.

DONE by the Public Employment Relations Board this 15th day of November, 1985.

  
\_\_\_\_\_  
JOHN E. BEAMER, CHAIRMAN

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CITY OF CEDAR RAPIDS, )  
Public Employer, )  
and )  
AMERICAN FEDERATION OF STATE, COUNTY & )  
MUNICIPAL EMPLOYEES, COUNCIL 61, LOCAL 620, )  
Certified Employee Organization. )

CASE NO. 2506

AMENDMENT OF CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board stipulation of amendment of certification.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

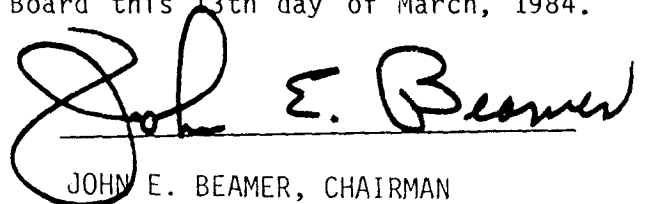
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 1155 and the certification of AFSCME Local 620 in that case be and hereby is amended to read as follows:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II.

EXCLUDED: Professional employees, Confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE by the Public Employment Relations Board this 13th day of March, 1984.

  
JOHN E. BEAMER, CHAIRMAN



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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
CITY OF CEDAR RAPIDS,  
PUBLIC EMPLOYER  
AND  
AFSCME, LOCAL 620  
CERTIFIED EMPLOYEE  
ORGANIZATION/PETITIONER

CASE NO. 1155  
ORDER  
(Amending Case No. 62)

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit adding the job classifications of Building Code Specialist and Welder - Automotive Equipment Mechanic II to the previously determined bargaining unit.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objections having been filed thereto, and the Board having no objections;

ORDER

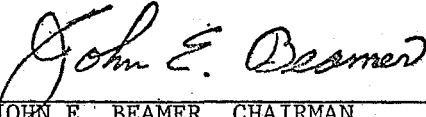
IT IS HEREBY ORDERED that the bargaining unit previously determined in case number 62 and the certification of AFSCME local 620 in that case be and hereby are amended to read as follows:

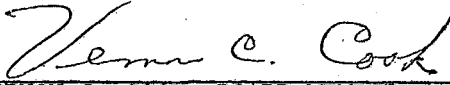
INCLUDED: All employees<sup>3/</sup> of the City of Cedar Rapids in the following departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department and Humane Shelter. <sup>3/</sup> List of job classifications attached - Exhibit A

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE at Des Moines, Iowa this 16th day of May, 1978.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
JOHN E. BEAMER, CHAIRMAN

  
\_\_\_\_\_  
VERNON C. COOK, BOARD MEMBER

  
\_\_\_\_\_  
JOHN R. LOIHL, BOARD MEMBER

## EXHIBIT A

## DECISION AND ORDER

CASE NOS. 53 &amp; 62

ENGINEERING DEPARTMENT

Civil Engineering Construction Inspector  
 Civil Engineering Senior Aide  
 Civil Engineering Aide

BUILDING DEPARTMENT

Building Chief Inspector  
 Heating and Air-Conditioning Inspector  
 Building Inspector  
 Electrical Chief Inspector  
 Plan Checker  
 Zoning Inspector  
 Electrical Inspector  
 Plumbing Inspector  
 Plumbing Chief Inspector  
 Sign Inspector Trainee

CITY HALL MAINTENANCE DEPARTMENT

Seasonal Laborer I  
 Building Maintenance Worker I  
 Building Maintenance Worker II

CONTINGENT DEPARTMENT

Aviation Mechanic-Technician

STREETS DEPARTMENT

Streets Maintenance Worker I  
 Streets Maintenance Worker II  
 Streets Equipment Operator I  
 Streets Equipment Operator II  
 Streets Equipment Operator III  
 Traffic Control Maintenance Worker I  
 Automotive Equipment Mechanic I  
 Automotive Equipment Mechanic II  
 Machinist-Welder  
 Building Maintenance Worker I  
 Building Maintenance Worker II  
 Building Maintenance Worker III  
 Seasonal Laborer II  
 Storekeeper  
 Cement Finisher  
 Automotive Equipment Body Mechanic  
 Automotive Equipment Service Worker  
 Building Maintenance Supervisor  
 Welder - Automotive Equipment Mechanic II\*

FORESTRY DEPARTMENT

Urban Forestry Operations Assistant  
 Urban Forester I  
 Urban Forester II  
 Automotive Equipment Mechanic II  
 Seasonal Laborer I  
 Seasonal Laborer II  
 Equipment Operator I

\*Addition and change of job classifications

TRAFFIC ENGINEERING DEPARTMENT

Parking Meter Technician I  
 Traffic Control Maintenance Worker I  
 Traffic Control Maintenance Worker II  
 Traffic Signal Technician I  
 Traffic Signal Technician II  
 Traffic Engineering Aide  
 Building Maintenance Worker I  
 Building Maintenance Worker II

SEWER MAINTENANCE DEPARTMENT

Sewer Maintenance Worker I  
 Sewer Maintenance Worker II  
 Sewer Maintenance Worker III

SANITATION DEPARTMENT

Solid Waste Collection Driver I  
 Solid Waste Collection Driver II  
 Solid Waste Collector  
 Building Maintenance Worker I  
 Building Maintenance Worker II  
 Solid Waste Disposal Equipment Operator  
 Automotive Equipment Mechanic I  
 Automotive Equipment Service Worker  
 Automotive Equipment Mechanic II  
 Revenue Fee Collector

WATER POLLUTION CONTROL DEPARTMENT

Water Pollution Control Plant Operator I  
 Water Pollution Control Plant Operator II  
 Water Pollution Control Maintenance Repair Worker I  
 Water Pollution Control Maintenance Repair Worker II  
 Water Pollution Control Equipment Mechanic I  
 Water Pollution Control Equipment Mechanic II  
 Water Pollution Control Electrician I  
 Water Pollution Control Electrician II  
 Water Pollution Control Laboratory Analyst  
 Water Pollution Control Instrument Technician  
 Water Pollution Control Maintenance Worker  
 Water Pollution Control Electronics Technician

MEMORIAL COMMISSION DEPARTMENT

Building Maintenance Worker I  
 Building Maintenance Worker II

RIVERFRONT DEPARTMENT

Parks and Grounds Equipment Operator I  
 Parks and Grounds Equipment Operator II

PARKS DEPARTMENT

Parks and Grounds Equipment Operator I  
 Parks and Grounds Equipment Operator II  
 Parks and Grounds Maintenance Worker I  
 Parks and Grounds Maintenance Worker II  
 Seasonal Laborer I  
 Horticulturist Assistant  
 Seasonal Laborer II  
 Zoo Supervisor  
 Automotive Equipment Mechanic I  
 Automotive Equipment Mechanic II

RECREATION DEPARTMENT

Parks and Grounds Maintenance Repair Worker I  
Parks and Grounds Maintenance Repair Worker II  
Recreation Center Activity Leader  
Storekeeper  
Lifeguard  
Instructor - Arts and Crafts  
Building Maintenance Worker I  
Building Maintenance Worker II  
Skating Rink Supervisor

WATER WORKS DEPARTMENT

Water Plant Operator  
Water Plant Maintenance Repair Worker I  
Water Plant Maintenance Repair Worker II  
Water System Maintenance - Repair Worker I  
Water System Maintenance - Repair Worker II  
Water Utility Service Representative I  
Water Utility Service Representative II  
Building Maintenance Worker I  
Building Maintenance Worker II  
Water Meter Reader  
Water System Engineering Technician  
Water Plant Instrument Technician  
Water Laboratory Analyst  
Automotive Equipment Mechanic I  
Automotive Equipment Mechanic II  
Water Plant Electrician  
Water Plant Senior Electrician  
Water System Equipment Operator

HUMANE SHELTER

Animal Control Officer  
Animal Control Maintenance Worker

STATE OF IOWA  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
CITY OF CEDAR RAPIDS,  
PUBLIC EMPLOYER  
AND  
(AFSCME) AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO,  
LOCAL #620  
PETITIONER

CASE NO. 62

ORDER OF CERTIFICATION

NOW on this 18th day of November, 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that American Federation of State, County & Municipal Employees, #620, an employee organization, received an affirmative vote of the majority of employees in the bargaining unit, and the Board having further found that the employee organization has fully complied with all regulations of the Act and the rules and regulations thereunder,


IT IS HEREBY ORDERED BY THE BOARD that American Federation of State, County & Municipal Employees, #620 should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of City of Cedar Rapids a public employer, in the following bargaining unit:

INCLUDED: All employees <sup>3/</sup> of the City of Cedar Rapids in the following departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department and Humane Shelter.

<sup>3/</sup> A list of the job classifications which are included in this unit is attached as Exhibit A. Certain employees who were listed in Employer's Exhibit 7 as having no job title would, notwithstanding their exclusion from Exhibit A, be in the unit pursuant to the agreement of the parties as set forth in Employer's Exhibit 7, which lists the names of eligible employees.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE by the Public Employment Relations Board

  
Edward F. Kolker, Chairman