

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

UNIVERSITY OF IOWA/STATE BOARD OF)
REGENTS,)
Public Employer,)
and)
UNITED ELECTRICAL, RADIO &)
MACHINE WORKERS OF AMERICA,)
LOCAL 896 (COGS),)
Petitioner)

CASE NO 5463

FILED
IOWA PERB/RI
JUN 2 1991

ORDER OF CERTIFICATION

The Public Employment Relations Board [Board or PERB] has been advised that an election was conducted pursuant to Order of the Board, that a majority of the ballots were cast for United Electrical, Radio & Machine Workers of America, Local 896 (COGS), an employee organization, that no objections to the election have been filed, and that said employee organization has complied with all requirements of the Public Employment Relations Act, Chapter 20, Iowa Code (1995) and the Rules thereunder

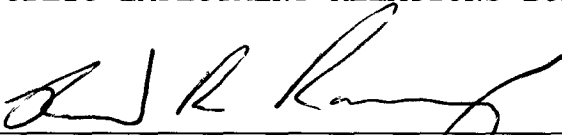
IT IS THEREFORE ORDERED that United Electrical, Radio & Machine Workers of America, Local 896 (COGS), should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the University of Iowa/State Board of Regents, a public employer, in the following bargaining unit

INCLUDED: All currently enrolled graduate and professional students with a 25% or more appointment (i.e. teaching at least one course and/or providing service for at least 10 hours a week) employed as Teaching Assistants (FT19), Research Assistants (FR19), and Law Research Assistants (FL19) who provide services to the University in exchange for salary compensation

EXCLUDED 1 Research Assistants (FR19 or FL19) whose appointments are (a) primarily a means of financial aid which do not require the individuals to provide services to the University, or (b) which are primarily intended as learning experiences which contribute to the students' progress toward their graduate or professional program of study or (c) for which the students receive academic credit 2 Graduate students appointed on federal training grants or federal fellowships 3 Graduate students appointed as Fellows (FT52), if they are not providing services as Teaching Assistants (FT19) or Research Assistants (FR19 or FL19) except as provided in paragraph 1 above 4 Other graduate students holding any University appointments not specified in "Inclusions" above 5 Employees included in any other bargaining unit 6 Confidential or supervisory employees and all others excluded by the Act

DATED at Des Moines, Iowa this 6th day of May, 1996

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R RAMSEY, CHAIRMAN

cc Carol Lambiase
Kevin Ward
R W Richey