STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,

Public Employer,

and

CASE NO. 4852

AFSCME/IOWA COUNCIL 61, Certified Employee Organization/Petitioner.

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, <u>Iowa Code</u> (1993) 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; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 1225 and amended in Cases No. 1247, 1304 and 2068, and the certification of AFSCME/Iowa Council 61, is amended to read as follows:

INCLUDED: Park Attendant.

EXCLUDED: All employees excluded by Section 4 of the Act and all other employees of the State of Iowa.

DATED at Des Moines, Iowa this 22nd day of June, 1993.

PUBLIC EMPLOYMENT RELATIONS BOARD

RICHARD R. RAMSEY, CHAIRMA

cc: Fae Brown-Brewton
Donald McKee

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA,

Public Employer/Petitioner

and

AFSCME COUNCIL 61,

Certified Employee Organization

CASE NOS. 2600, 2601, 2602 & 2603

ORDER GRANTING WITHDRAWAL

The above-entitled petitions were filed with the Public Employment Relations Board on November 15, 1983. On December 19, 1985, Petitioner filed a Request for Withdrawal of the above petitions with the Board.

The Board, having reviewed the files in these matters, consents to the withdrawal of said petitions.

IT IS HEREBY ORDERED that the petitions in the above matters be, and hereby are dismissed without prejudice.

DATED at Des Moines, Iowa, this 30th day of December, 1985.

PETER L.J. PASHLER, BOARD MEMBER

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PETITION FOR AMENDMENT OF BARGAINING UNIT

ΞC	O 332			
	STATE OF IOWA	2	NOV 15 1983	FD
	BEFORE THE PUBLIC EMPLOYMENT RELATIO	NS BOARD	1983	- 1
	PETITION FOR AMENDMENT OF BARGAI	NING IINT	TOW 15 1983	ALL PM
	TETITION FOR AMENDMENT OF BARGAL	MING CIVIT		COLCA SIMILA
TR	tUCTIONS-Submit an original and two (2) copies of this Petition to the			SPACE
rd.	If more space is required, attach additional sheet: .	Case No.	2600	
	etitioner alleges that the following circumstances exist and requests that the Bo the Public Employment Relations Act, to amend the unit appropriate for collect	pard proceed, u	nder its proper a	uthority pursu-
		· · · · · · · · · · · · · · · · · · ·	, , , , , , , , , , , , , , , , , , , ,	
1.	Case Number where unit was previously determined by Board, if known.	1225		
-	Description of Existing Unit: Included: All Blue Collar and related emp as set forth in Appendix A	loyees of t	the State of	Iowa
	Excluded:		:	
2.	Description of proposed amended unit: Included: See Appendix B			
	Excluded:			
3.	The affected job classifications and the number of employees involved in each of See Appendix C	classification:		
4.	Reason for seeking amendment of unit: To conform the PERB units current job classifications utilized			the
5.	i / Scace of form	Relations		
	State Capitol Des Moines, Iowa 503 Employer's representative William C. Snyder	Phone No	o. 281-3883	
6.	Certified Employee Organization (if none, so state): AFSCME Council 2000 Walker Stu Des Moines, Iou	61 reet wa 50317		
	Representative: Don McKee	Phone No	266-2622	
7.	Names and Addresses of Other Individuals or Organizations Which May Claim t Unit (If none, so state):	o Represent the	Employees in th	e Bargaining
	NONE			
8.	Name and Address of Petitioner: Office of Employment Rela	ations		
	William C. Snyder State of Iowa Petitioner's representative: State Capitol Des Moines, Iowa 50319	Phone No	 281-3883	
			: · · <u>-</u>	
	I hereby declare that I have read the contents of the instant Petition herein are true and accurate to the best of my knowledge and belief.	and that the	statements con	tained
	William C. Dunde	Nontale	N 15, 198	3
	NAME AND TITLE		DATE	_

APPENDIX C

BLUE COLLAR UNIT

CLASSES ADDED

State Me	rit Classifications	# of Employees Currently in Class
00222 00223 00252 08355 08420	Assist. Liquor Store Manager 1 Assist. Liquor Store Manager 2 Warehouse Operations Worker Automotive Body Repairer Power Plant Engineer 4	12 18 34 1 9
State No	n-Merit Classifications	
30473	Assistant Maintenance Engineer	0
Regents	Classifications	
7076 7074 5501 5512	Food Service Coordinator 1 Food Service Coordinator 2 Power Plant Fireman/Utilityman Water Plant Operator II	33 11 8 9

CLASSES DELETED

00225	Liquor Store Manager I
00226	LIquor Store Manager II
00245	Warehouse Dispatcher
00251	Warehouse Worker
00252	Forklift Operator
00253	Marehouse Coordinator
02010	Student Residence Coordinator
05010	Farm Worker
05205	Park Attendant
07231	Meatcutter II
07321	Sewing Room Attendant II
08120	Highway Maintenance Specialist
08130	Suspension Bridge Maint. Worker
08131	Suspension Bridge Maint. Supervisor
08355	Truck Body Installer
08420	Chief Power Plant Engineer

APPENDIX C

BLUE COLLAR UNIT

CLASSES DELETED

State Non-Meric Classifications

14985 Reproduction Equipment Operator

07074	Food Worker IV
08061	Laundry Checker
05461	Power Plant-Assistant Superintendent
05221	Shops, Utilityman

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

Public Employer

and

(Amending Case No. 1225)

AFSCME, COUNCIL 61,

Certified Employee

Crganization

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 including the job classification of Maintenance Worker I (30565) in the bargaining unit consisting of all blue collar and related employees of the State of Iowa.

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. 1225 and the certification of AFSCME, Council 61 in those cases are hereby amended to read as follows:

INCLUDED: To include the job classification of Maintenance Worker I (30565) in the bargaining unit consisting of all blue collar and related employees of the State of Iowa (PERB Case No. 1225)

EXCLUDED: All employees excluded in PERB Case No. 1225.

DONE by the Public Employment Relations Board this 6th day of November, 1981.

JOHN E. BEAMER, CHAIRMAN

STATE OF IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

507 TENTH STREET . DES MOINES, IOWA 50309 . (515) 281-4414

HON, ROBERT D. RAY Governor

John E. Beamer Chairman John R. Loihl Member Peter L. J. Pashler Member

October 20, 1981

Ms. Donna Hylarides Office of Employment Relations Room 14 Capitol Building Des Moines, IA 50319

RE: Care No. 2068

Dear Ms. Hylarides:

Enclosed are ten copies of the Public Notice of Proposed Decision. The Employer is required to post and to make available copies of this Notice in a prominent place accessible to the general public in the main office of the Employer for not less than one calendar week. This Notice must also be posted in conspicuous places customarily used for the posting of information to employees.

Any inquiry concerning this matter may be directed to me at the address and phone number above.

For the Board,

Vames A. McClimon, Director

Fact-Finding/Arbitration Services

JAM/cmr

Enclosures CC Gene Vernon Raymond Conley

CERTIFIED MAIL

PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC NOTICE OF PROPOSED DECISION FOR AMENDMENT OF BARGAINING UNIT

IN THE MATTER OF:

STATE OF IOWA,

Public Employer

and '

AFSCME, Council 61,

Certified Employee Organization

Case No. 2068

YOU ARE HEREBY NOTIFIED that the Public Employment Relations Board has given tentative approval to the following described bargaining unit as being appropriate under the provisions of the Public Employment Relations Act:

INCLUDED: To include the job classification of Maintenance Worker I (30565) in the bargaining unit consisting of all blue collar and related employees of the State of Iowa (PERBCase No. 1225).

EXCLUDED: All employees excluded in PERB Case No. 1225.

Persons desiring further information may contact the parties named above or the Public Employment Relations Board. Persons having objections to the proposed decision must file same in writing with the Public Employment Relations Board at the address set forth below not later than November 3, 1981. Objecting parties must identify themselves, provide a mailing address and telephone number, and set out their specific grounds for objecting. If no objections are filed, the Public Employment Relations Board shall endorse the proposed decision as final.

Gene A. Vernon	Raymond W. Conley		
Name of Employer Representative	Name of Employee Representative		
Office of Employment Relations Capitol, Des Moines, Iowa	2000 Walker Street, Suite C Des Moines, Iowa		
Address	Address		
515/281-3883 Phone: (Area Code) Number	515/266-2622 Phone: (Area Co'e) Number		

PUBLIC EMPLOYMENT RELATIONS BOARD 507 10th Street Des Moines, Iowa 50309 Phone: (515) 281-3621

SEP 24 1981 - 2.45 PM

PUBLIC EMPLOYMENT RELATIONS BOARD

STIPULATION OF BARGAINING UNIT

Pursuant to a Petition duly filed under the Public Employment Relations Act, and subject to the approval of the Public Employment Relations Board, the undersigned parties hereby AGREE AS FOLLOWS:

- The employer is a public employer within the meaning of Section 3(1) of the Public Employment Relations Act.
- 2. The employee organization is an employee organization within the meaning of Section 3(4) of the Public Employment Relations Act.
- 3. The following constitutes an appropriate unit for purposes of collective bargaining within the meaning of Section 13 of the Public Employment Relations Act:

INCLUDED:

To include the job classification of Maintenance Worker I (30565) in the bargaining unit consisting of all blue collar and related employees of the State of Iowa (PERB Case No. 1225).

EXCLUDED: All employees excluded in PERB Case No. 1225.

State of Iowa	AFSCME, Council 61
(Employer)	Certified (FXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
State Capitol	2000 Walker Street, Des Moines, Iowa
(Address)	(Address)
By Nouna J. Nylarides 09/10/8/ (Name and Myle) (Date)	(Mame and Title) (Date)
(Name and Title) (Date)	(Mame and Title) (Date)
Tentative Approval:	7 = 3/8/
For PERB: 10-49- 81	
(Board Member) (Date)	(Name of other Organization)
Final Approv.1	
For PERB:	(Address)
FOL LEND.	
Ву	Ву
(Board Member)	(Name and Title) (Date)

INSTRUCTIONS FOR COMPLETING FORM:

1. Complete item 3 by completely defining the bargaining unit setting forth those job classifications or job titles included and those job titles excluded. Names of employees should not be used. Where the size of the unit precludes the listing of each job classification, a more general description may be given; for instance naming the departments or divisions of the employer which are involved. Or in some instances a combination of job titles and work areas might be appropriate.

Additional sheets may be attached if necessary, but such sheets should be signed by all parties. In addition to any other exclusions listed, the description should exclude "all other persons excluded by Section 4 of the Act."

The following are given as EXAMPLES of unit descriptions, but are NOT intended to be a statement of the appropriateness of the units described:

Example 1.

Included: All employees of the ABC Municipal Utility, including linemen, apprentices, tree trammers, groundmen, truck drivers, equipment operators, meter repairmen, meter readers, power plant operators, dispatchers, maintenance men, and office clerical employees;

Excluded: Superintendent of utilities, power plant supervisor, assistant line supervisor, and all other persons excluded by Section 4 of the Act.

Example 2.

Included: All non-professional employees of the ABC Hospital, including nurses aides, orderlies, lab technicians, maintenance personnel, and office clerical employees.

Excluded: Administrator, assistant administrator, lab supervisor, maintenance superintendent, professional employees, bookkeeper, and all other persons excluded by Section 4 of the Act.

Example 3.

Included: All city employees in the following departments: utilities department, public works department, parks department, and sanitation department;

Excluded: Department superintendents, all employees of the police and fire departments, and all other persons excluded by Section 4 of the Act.

- 2. All parties must sign and date the form in the spaces provided. In the case of the employer, the signature of the highest elected official is required; for example, the mayor of a city, chairman of a board of supervisors or board of directors, president of a board of education, etc.
- 3. Send the completed, signed form to the Public Employment Relations Board, 507 -10th Street, Des Moines, Iowa, 50309. Upon tentative approval by the Board, the employer will be sent copies of a Public Notice of Proposed Decision for public posting. If no objections are filed to the proposed unit within the time period described, the Board will issue a final order defining the bargaining unit as agreed-upon by the parties.

OCT 1 3 1981 -10.10 AM

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PETITION FOR AMENDMENT OF BARGAINING UNIT

ard.	UCTIONS-Submit an original and two (2) copies of this Petition to the	DO NOT WRITE IN THIS SPACE		
	If more space is required, attach additional sheets.	Case No.		
	To the second	Date Filed		
e Pe	etitioner alleges that the following circumstances exist and requests that the Boathe Public Employment Relations Act, to amend the unit appropriate for collective	rd proceed, under its proper authority pursure bargaining.		
1.	Case Number where unit was previously determined by Board, if known.	225		
	Description of Existing Unit:			
	Included: All Blue Collar and related employees of the (PERB Case No. 1225)	State of Iowa		
	Excluded: All employees excluded in PERB Case No. 1225			
2.	Description of proposed amended unit: Included: All Blue Collar employees of the State of Iowa PERB Case No. 1225 with the addition of the jo of Maintenance Worker I (30565)	as determined in bb classification		
	Excluded: All employees excluded in PERB Case No. 1225	•		
3.	The affected job classifications and the number of employees involved in each classifications. Maintenance Worker I (30565) - four employees	ssification:		
		s of the job classification		
5.	Name and Address of Public Employer: State of Iowa, Capitol Bu	ilding, Room 14,		
5.	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment	Phone No.		
	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations Certified Employee Organization (if none, so state): AFSCME/Iowa Public	Phone No. 281-3883		
-	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations	Phone No. 281-3883		
6.	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations Certified Employee Organization (if none, so state): AFSCME/Iowa Public 2000 Walker Street, Suite C. Des Moines, Iowa 50317 Representative: Raymond W. Conley, Attorney	Phone No. 281-3883 Employees Council 61 Phone No. 266-2622		
6.	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations Certified Employee Organization (if none, so state): AFSCME/Iowa Public 2000 Walker Street, Suite C. Des Moines, Iowa 50317 Representative: Raymond W. Conley, Attorney Names and Addresses of Other Individuals or Organizations Which May Claim to Unit (If none so state):	Phone No. 281-3883 Employees Council 61 Phone No. 266-2622		
7.	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations Certified Employee Organization (if none, so state): AFSCME/Iowa Public 2000 Walker Street, Suite C. Des Moines, Iowa 50317 Representative: Raymond W. Conley, Attorney Names and Addresses of Other Individuals or Organizations Which May Claim to Unit (If none so state):	Phone No. 281-3883 Employees Council 61 Phone No. 266-2622		
7.	Office of Employment Relations, Des Moines, Iowa 50319 Employer's representative Gene A. Vernon, Director Employment Relations Certified Employee Organization (if none, so state): AFSCME/Iowa Public 2000 Walker Street, Suite C. Des Moines, Iowa 50317 Representative: Raymond W. Conley, Attorney Names and Addresses of Other Individuals or Organizations Which May Claim to Unit (If none, so state): None	Phone No. 281-3883 Employees Council 61 Phone No. 266-2622		

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA, Public Employer/Petitioner

and

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL 61,

Certified Employee Organization

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CASE NO. 1304

RECOMMENDED DECISION AND ORDER

N. Morrison Torrey, Hearing Officer. Upon a petition duly filed pursuant to Section 13 of the Public Employment Relations Act, Chapter 20, The Code (1977) [hereafter the Act] and Rule 4.6 of the Rules and Regulations of the Public Employment Relations Board [hereafter the Board], a hearing was begun before me on January 9, 1979. Appearing on behalf of the State of Iowa was Steve Watson, Esq.; on behalf of the American Federation of State, County and Municipal Employees, AFL-CIO, Council No. 61 [hereafter AFSCME], John Ayers, Esq. All parties were present at hearing and had full opportunity to present evidence and cross-examine witnesses on all issues.

STATEMENT OF THE CASE

All parties stipulated that the State of Iowa is a public employer, that AFSCME is an employee organization, and that the Board has jurisdiction over the instant case. It was agreed that the issue presented in this case is whether the job classifications of Liquor Store Manager I [hereafter LSM I] and Liquor Store Manager II [hereafter LSM II] are supervisory as defined by the Act and thus should be excluded from the state-wide blue collar unit determined in State of Iowa, PERB Case No. 1225 (1978).

On March 26, 1979, after the commencement of the hearing, both parties jointly submitted the following stipulations:

- (1) Employees in the job classifications of LSM I (Merit Class Code No. 00225) and LSM II (Merit Class Code No. 00226) are all employees of the Iowa Beer and Liquor Control Department;
- (2) Employees in the foregoing job classifications who are charged with the responsibility of managing a liquor store perform supervisory responsibilities as those responsibilities are defined in Section 20.4(2), The Code (1977);
- (3) Employees in the foregoing job classifications who are assistant managers of larger liquor stores are not supervisory employees as defined in Section 20.4(2), The Code (1977).

Based upon the above stipulations, the parties requested that the blue collar bargaining unit and AFSCME's certification be amended to exclude as supervisory those employees in the classifications LSM I and LSM II who are in charge of their own liquor store; and, that the existing unit and certification include those managers who are assistant managers and the classifications be designated as follows: Liquor Store Manager I (Assistant) and Liquor Store Manager II (Assistant).

FINDINGS OF FACT

Although the hearing was continued and not fully heard prior to the joint stipulations of the parties, evidence submitted during the hearing supports the above stipulated facts and I adopt them as requested by the parties.

CONCLUSIONS OF LAW

I approve the parties' request for unit amendment as being entirely appropriate and proper under the Act. Therefore,

I issue the following recommended:

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in State of Iowa, PERB Case No. 1225 (1978), and the certification in that case be amended in the following manner:

INCLUDED: Liquor Store Manager I (Assistant) and Liquor Store Manager II (Assistant)

EXCLUDED: Liquor Store Manager I and Liquor Store Manager II.

DATED at Des Moines, Iowa this 500 day of April, 1979.

N. MORRISON TORREY, HEARING OFFICER

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA, PUBLIC EMPLOYER

AND

AFSCME, COUNCIL 61, CERTIFIED EMPLOYEE ORGANIZATION

AND

DENNIS SHACKELFORD,
PETITIONER

CASE NO. 1247
Amending Case No. 1225

DECISION AND ORDER

Upon a petition for clarification of bargaining unit duly filed pursuant to Board Rule 4.7(20), the parties waived hearing and filed with the Public Employment Relations Board a Stipulation of 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, the Board finds that the job classification of Park Attendant (05205) is supervisory within the meaning of Section 4.2 of the Public Employment Relations Act and is excluded from the bargaining unit found appropriate in PERB Case No. 1225.

FURTHER, IT IS HEREBY ORDERED that the certification of AFSCME, Council 61, in PERB Case No. 1225, is amended to exclude the position of Park Attendant (05205).

DONE by the Public Employment Relations Board this 4th day of August, 1978.

Jan O Soil

VERNON C. COOK, BOARD MEMBER

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STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER

AND

AFSCME, PUBLIC EMPLOYEES COUNCIL NO. 61, AFL-CIO,

CERTIFIED EMPLOYEE ORGANIZATION

CASE NO. 1225

DECISION AND ORDER

The above-named parties jointly petitioned the Public Employment Relations Board on February 24, 1978, to amend by consolidation the bargaining units previously found appropriate in Case Nos. 930 and 1131. A stipulation to that effect has been submitted. A hearing was conducted on March 14, 1978, at which time all interested persons and parties had opportunity to present testimony or other evidence.

There are currently two bargaining units for blue collar employees of the State of Iowa. One of those units (Case No. 930) has resulted from previous consolidations of smaller units and now includes all but about 600 of the State's blue collar workforce. As to the remaining 600, we previously refused to include them in the larger unit because they had not voted for bargaining representation; State of Iowa, PERB Case No. 930 (1976). An election (Case No. 1131) for those employees was subsequently conducted, however, and AFSCME is now the certified representative of both units. The parties have, therefore, renewed their request that all blue collar employees be included in a single bargaining unit.

We have reviewed the stipulation of the parties in light of the statutory criteria in Section 13(2) of the Act. It is our judgment that the requested consolidation should be granted and that the consolidated unit, as hereinafter set forth, constitutes an appropriate unit for the purposes of collective bargaining within the meaning of Section 13(2) of the Act:

All blue collar and related employees of the State of Iowa as set forth in Case Nos. 291, 996, 1015 and 1131 (See Appendix A hereto); but excluding all persons excluded by Section 4 of the Act and all other employees of the State of Iowa.

ORDER

IT IS HEREBY ORDERED that the certifications previously issued in Case Nos. 930 and 1131 be, and the same hereby are, amended consistent with the bargaining unit described above. $\frac{1}{2}$

DATED at Des Moines, Iowa this 31st day of March, 1978.

PUBLIC EMPLOYMENT RELATIONS BOARD

John E. BEAMER, CHAIRMAN

VERNON C. COOK, BOARD MEMBER

JOHN/R. LOIHL, BOARD MEMBER

Several persons appeared at hearing to object to the inclusion of park attendants in this unit, alleging that this job classification is supervisory within the meaning of Section 4(2) of the Act. A petition for unit clarification (Case No. 1247) was subsequently filed and is an appropriate means of resolving that issue. It has not, therefore, been further considered in this proceeding.

BLUE COLLAR BARGAINING UNIT

Code No.	Classification
00220 00225 00226 00235 00236 00237 00245 00251 00252 00253 00260 00261 01360 01361	Liquor Store Clerk Liquor Store Manager I Liquor Store Manager II Storekeeper I Storekeeper II Storekeeper III Warehouse Dispatcher Warehouse Worker Forklift Operator Warehouse Coordinator Mail Clerk I Mail Clerk II Capitol Guide Aide Capitol Guide
02010	Student Residence Coord.
04730 05005 05006 05010 05015 05025 05030 05032 05205 05301 05410 07411 07005 07010 07015 07030 07210 07216 07220 07216 07221 07225 07226 07221 07225 07231 07237 07240 07245 07246	Comm. Tower Worker Nursery Worker I Nursery Worker II Farm Worker Farm Leader Herd Leader Farm Manager I Corrections Farm Manager Park Attendant Conservation Worker Forestry Leader II Custodial Worker Custodial Leader Custodial Leader Custodial Asst. Elevator Operator Food Service Worker Food Service Leader Ingredient Room Worker I Ingredient Room Worker II Cook I Cook II Baker I Baker II Meatcutter I Meatcutter I Meatcutter II Corrections Food Serv. Coord. Canteen Clerk Canteen Operator II
07305 07306	Laundry Worker I Laundry Worker II

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

Code	
No.	Classification
07313	Corr. Bldg. Serv. Coord.
07315	Linen Room Attendant I
07316	Linen Room Attendant II
07320	Sewing Room Attendant I
07321	Sewing Room Attendant II
08005	Maintenance Worker I
08006	Maintenance Worker II
08010	Maintenance Leader
08012	Facilities Maint. Coord.
08015	Trades Helper
08016	Maintenance Repairer
08020	Maintenance Repairs Leader
08039	Furniture Upholsterer
08040	Carpenter I
08041	Carpenter II
08042	Mason
08043	Painter I
08044	Painter II
08045	Plumber I
08046	Plumber II
08099	Restoration Painter
08105	Rest Area Attendant
08110	Equipment Operator I
08111	Equipment Operator II
08112	Asphalt Paving Mach. Operator
08113 08120	Equipment Operator III
08120	Highway Maint. Spec.
08130	Suspension Bridge Maint. Worker
08140	Suspension Bridge Maint. Supervisor Parts Worker
08141	Parts Leader
08205	Driver
08210	Transport Driver
08215	Vehicle Dispatcher
08230	Heavy Equipment Operator
08305	Machinist
08310	Welder
08315	Heating Plant Mechanic
08323	Air Conditioning Mechanic
08325	Electrician I
08326	Electrician II
08335	Equipment Repairer
08340	Lab. Equip. Tech.
08346	Sign Shop Worker
08347	Silk Screen Fabricator
08355	Truck Body Installer
08360	Automotive Electrician
08365	Auto Service Worker

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

State Merit Classification

Code No.	Classification
08370	Auto Mechanic Helper
08375	Automotive Mechanic
08380	Auto Mechanic Leader
08390	District Mechanic
08405	Water & Disposal Plant Opr. I
08406	Water & Disposal Plant Opr. II
08410	Power Plant Eng. I
08415	Power Plant Eng. II
08416	Power Plant Eng. III
08420	Ch. Power Plant Eng.
08510	Bindery Worker
08525	Rep. Equipment Operator I
08526	Rep. Equipment Operator II
08530	Rep. Equipment Leader
08635	Locksmith
08639	Aircraft Mechanic
08672	Electronics Tech.
08675	Office Machine Repairer I
08677	Office Machine Repairer II
00077	orrice nachine vehance. II

Code No.	Classification
14985 30168 30263 30269 30364 30451 30463 30467 30565	Reproduction Equip. Operator Chief Supply Officer Mail Clerk Maintenance Worker III Cook I Maintenance Engineer Kitchen Helper Housekeeper Maintenance Worker I
30567 30666	Maintenance Assistant II Cook II

NON-PROFESSIONAL COLLAR BARGAINING UNIT

	Regents Class
No.	Classification
07611 07612 05671	Animal Caretaker I Animal Caretaker II Arborist
05051 07331	Automotive Mechanic Bindery Operator I
07332 07333	Bindery Operator II Bindery Operator III
05611 05061	Building Services Coordinator Carpenter
05271 07301	Carpet Maintenance Worker Compositor
07311 05701	Copy Center Operator Custodian I
05702 05811	Custodian II Driver-Mechanic
05071	Electrician
05081 05091	Elevator Mechanic Environmental Systems Mechanic
05101 06301	Equipment Operator ERD Machinist
06311 06321	ERD Machinist, Senior ERD Welder
05861 05901	Farm Equipment Mechanic Farm Equipment Operator I
05902 05903	Farm Equipment Operator II Farm Equipment Operator III
05281 07071	Farrier Food Worker I
07072 07073	Food Worker II Food Worker III
07074 05741	Food Worker IV Gardener
05361 05771	Glazier Golf Course Attendant
05621 05731	Golf Course Maintenance Worker Groundskeeper
05291 07081	Insulator Kitchen Helper I
07082 05721	Kitchen Helper II Laborer
08061 08071	Laundry Checker Laundry Coordinator
08081 08051	Laundry Machine Operator Laundry Press Operator
07981 07982	Motor Vehicle Operator I Motor Vehicle Operator II
07983 07984	Motor Vehicle Operator III Motor Vehicle Operator IV
05501 05911	Power Plant Fireman/Utilityman Athletic Facilities Attendant
07061 07062	Cook II

BLUE COLLAR BARGAINING UNIT

Cada	
Code	Classification
No.	<u>Classification</u>
07071	1. Santana On all an
07371	Linotype Operator
05111	Locksmith
05121	Machinist
05311	Maintenance Mechanic
05301	Maintenance Repairman I
05302	Maintenance Repairman II
05131	Mason
07091	Meatcutter
05321	Mechanics Assistant
05141	Mechanic, Preventative Maintenance
07711	Milker
07321	Offset Equipment Operator I
07322	Offset Equipment Operator II
07323	Offset Equipment Operator III
07381	Offset Platemaker
05151	Painter
05851	Parking Maintenance Worker I
05852	Parking Maintenance Worker II
08241	Patient Transport Driver
05241	Pest Control Operator
05161	Pipefitter
05171	Plasterer
05331	Plumber
05431	
05451	Power Plant-Assistant Chief Operator
05421	Power Plant-Assistant Superintendent
05421	Power Plant-Boiler Operator
05441	Power Plant-Larryman
05411	Power Plant-Repairman Power Plant-Utilityman
07401	D
07341	Printer
05181	Roofer
07841	
05191	Safety Technician
05191	Sheet Metal Mechanic
	Shops, Utilityman
05341	Sign Painter
05351	Steamfitter Steamfrager I
07761	Storekeeper I
07762 07763	Storekeeper II
	Storekeeper III
05751 07931	Tree Trimmer Trimmer
07781	
05211	Typewriter Serviceman
05251	Upholsterer
08281	Vending Machine Mechanic
05511	Vending Routeman
05511	Water Plant Operator
05221	Water Systems Operator
05261	Welder
	Aircraft Mechanic - Auth. Inspector
05231	Aircraft Mechanic - Licensed (A & P)

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

Code No.	Classification
07681	Mail Distributor
07691	Mail Carrier
07971	Mail Room Coordinator
01231	Mail Clerk
07731	Fire Safety Inspector
07051	Baker I
07052	Baker II
	Supervisor, Facilities Maintenance

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD F1

TEB 2: 13.8 - 100 AM

In the Matter of:

STATE OF IOWA,

Public Employer

CASE NO. 1. 3. 35

And

AFSCME, PUBLIC EMPLOYEES
COUNCIL #61, AFL-CIO,
Certified Employee
Organization

JOINT APPLICATION FOR AMENDMENT AND CONSOLIDATION OF BARGAINING UNITS: AMENDMENT OF CERTIFICA-TIONS AND STIPULATION

COMES NOW the Public Employer and the Certified Employee Organization and jointly make application to this Board to ame d the bargaining units relating to blue collar employees of the Public Employer established in PERB Case Nos.

930 and 1131 and to consolidate said bargaining units into one statewide bargaining unit encompassing all blue collar and related employees of the Public Employer.

The parties further jointly make application to this Board to amend to certifications presently in force for the Employee Organization and to certify the Employee Organization as the exclusive bargaining representative for the employees of the amended bargaining unit.

The parties further stipulate that the amended bargaining unit should be comprised of the classifications set forth in Appendix A.

The parties further state to the Board as follows:

1. That the name and address of the Public Employer is:

State of Iowa Gene Vernon Comptroller's Office State Capitol Des Moines, Iowa 50319

2. That the name and address of the Employee Organization is:

AFSCME, Public Employee Council #61, AFL-C10 2000 Walker, Suite C Des Moines, Iowa 50317 3. That the proposed bargaining unit would be identified and described as:

Included: All blue collar and related employees of

the State of Iowa as set forth in Appendix A.

Excluded: Management, supervisory, confidential, part-

time and all other employees of the State of

lowa.

4. That the parties further state that the unit as described is the most appropriate unit for collective bargaining and no further reason remains to continue the existence of the two individual units. That the Employee Organization is presently certified as the exclusive representative of a majority of the employees of the proposed unit.

WHEREFORE, these parties jointly request this Board to consolidate the bargaining units comprised of blue collar employees and to amend the certification of the Employee Organization.

Respectfully submitted,

Date 2	
	Gene Vernon, Attorney-At-Law Director, Employment Relations State of Iowa State Capitol
Date 2/23/74	Des Moines, Iowa 50319
	David E. Williams American Federation of State, County and Municipal Employees, Public Employee Council #61, AFL-CIO 2000 Walker, Suite C Des Moines, Iowa 50317

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA.

Public Employer

AFSCME, IOWA PUBLIC EMPLOYEES

COUNCIL 61

Petitioner

CASE NO. 1131

ORDER OF CERTIFICATION

NOW, on this 6th day of January 1978, the Board being advised that an election was conducted pursuant to Order of the Board, and that a majority of the ballots were cast for AFSCME. Iowa Public Employees Council 61, an employee organization; and the Board being further advised that said employee organization has complied with all requirements of the Act and the rules and regulations thereunder;

IT IS HEREBY ORDERED that AFSCME, Iowa Public Employees Council 61, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of State of Iowa, a public employer, in the following

bargaining unit:

INCLUDED: All blue collar employees of the State of Iowa which are not currently in a bargaining unit and are in the classifications set forth in Appendix A.

EXCLUDED: Managerial, supervisory, confidential, part-time and all other employees of the State of Iowa.

DONE by the Public Employment Relations Board

JOHN R. LOIHL, BOARD MEMBER

BLUE COLLAR UNIT

Code	
No.	Classification
No. Agency and August age.	de trades. A comparative redesidação monte page de primeiro de primeiro de comparativo de compar
01360	Capatol Guide Aide
01361	Capitol Guide
01363	Tourism Guide
04730	Communications Tower Worker
05005	
	Nursery Worker I
J05165	Laboratory Aide
√ 05205	Park Attendant
05301	Conservation Worker
05410	Forestry Leader 1
05411	Forestry Leader 11
07030	Elevator Operator
07240	Canteen Clerk
08099	Restoration Painter
08140	Parts Worker
08141	Parts Leader
08310	Welder
08315	Heating Plant Mechanic
08323	Air Conditioning Mechanic
08335	Equipment Repairer
08340	Laboratory Equipment Rech.
08346	Sign Shop Worker
08347	Silk Screen Fabricator
08365	Auto Service Worker
08510	Bindery Worker
08526	Rep. Equip. Operator II
08530	
	Rep. Equip. Leader
08675 08677	Office Machine Repairer 1
00235	Office Maching Repairer II
00236	Storekeeper 1 Storekeeper 11
	Storekeeper II
00237	Storekeeper III
00260	Mail Clerk I
00261	Mail Clerk II
05006	Nursery Worker II
07005	Custodial Worker
07010	Custodial Leader
07015	Custodial Assistant
07220	Cook 1
08005	Maint. Worker I
08006	Maintenance Leader
08012	Facilities Maint, Coord,
08015	Trades Helper
08016	Maintenance Repairer
08040	Carpenter 1
08041	Carpenter II
08042	Mason

BLUE COLLAR UNIT

State Merit Classification

•	
Code	
No.	Classification
08043	Painter 1
08044	Painter II
08045	Plumber 1
08046	Plumber 11
08205	Driver
0.8210	Transport Driver
08215	Vehicle Dispatcher
08230	Heavy Equipment Operator
08305	Machinist
08325	Electrician I
08326	Electrician II
0837u	Auto Mechanic Helper
08375	Auto Mechanic
08380	Auto Mechanic Leader
08390	District Mechanic
08406	Water & Disposal Plant Op. 11
08410	Power Plant Eng. 1
08415	Power Plant Eng. 11
08416	Power Plant Eng. 111
08420	Chief Power Plant Eng.
08525	Rep. Equip. Operator 1
08635	Locksmith

Classification
Reproduction Equip. Operator
Supply Officer
Mail Clerk
Maintenance Worker III
Cook I
Maintenance Engineer
Kitchen Helper
Housekeeper
Maintenance Worker 1
Maintenance Assistant II
Cook 11

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

CASE NO. 1129

Public Employer/Petitioner

ORDER

On October 20, 1977, the State of Iowa filed with the Public Employment Relations Board (hereinafter the Board), a unit reconsideration petition. On January 16, 1978, the State of Iowa filed a request to withdraw said petition.

IT IS HEREBY ORDERED that the Board has reviewed the file in this matter and pursuant to Board Rule 4.1(3) the petition in the above-referenced case is hereby withdrawn.

DONE by the Public Employment Relations Baord this 19th day of January, 1978.

JOHN R./LOTHL, BOARD MEMBER

FILED

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARDOCT 2 0 1977 -10 00 AM P:IRI

INSTRUCTIONS—Submit an original and two (2) copies of this Petition to the Board. If more space is required, attach additional sheets. The Petitioner alleges that the following circumstances exist and requests that the Board proceed, andre its proper authority pursuant to the Public Employment Relations. As it, to determine the appropriate unit for collective bragaining and/or whether the public employers in and and whit to be experienced by an employer expendent of purpose of the Receive bragaining. 1. Purpose of this Petition: a. Check one U. D. Unit Determination – Petitioner, an employer, employee, or employee organizations, respects that the appropriate unit for collective bragaining be determined by the Board pursuant to Section 13 of the Act. W. U. C. that Reconsideration.—Petitioner, an employee organization to Section 13 of the Act. W. U. C. that Reconsideration.—Petitioner, an employee organization as a large that a pre-thus unit determination is no longer valid and requests that the board review said determination. (Attach a sheet stating the reasons for this request.) W. Unit hasperviously been determined by the Board review said determination. (Attach a sheet stating the reasons for this request.) R. C. Certification —Petitioner, an employee organization, has adminted to a public employee a request to bargain colderively and 30 percent of the employee in an appropriate unit are members of the Petitioner or have antibated for to bargain on their hedalf. (Submit with this Petition above), or fitted to a public employee a request to bargain colderively and 30 percent of the employee in an appropriate unit and that the complexes of not wish to be expensed by an employee organization. (Submit with his Petitioner) and the petitioner of have a majority of the employee in a paper propriate unit and that the employee organization have requested for role 4.3 (2).) R. Peterffeation —Petitioner, a member of the petitioner of the p		FEITION	FUBLIC TAIPLOYMENT RELATIONS
Board If more space is required, attach additional sheets. Date Tited Date Ti	ANOTHER OF THE PARTY OF THE PAR	1. In (a) to Call Button of a	DO NOT WRITE IN THIS SPACE
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Excluded: Managerial, supervisory, confidential, part-time and all other employees of the State of Iowa. 4. Certified Employee Organization (if none, so state): American Federation of State, County and Municipal Employees, AFL-CIO, Council 61, 2550 Harding Road, Suite D, Des Moines, Iowa 50310 Representative: David E. Williams 5. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If none, so state): International Union of Operating Engineers - Local 268 4910 Urbandale Avenue, Suite 203, Des Moines, Iowa 50310 Duane W. Mayo - International Rep. 277-5398 6. Name and Address of Petitioner: State of Iowa Gene A. Vernon Comptroller's Office State Capitol Des Moines, Iowa 50319 Phone No. Petitioner's representative: State Capitol Des Moines, Iowa 50319 Phone No. 281-3893	Included: All blue col	llar employees of the State of Iow	a as Employees in Said
Employees, AFL-CIO, Council 61, 2550 Harding Road, Suite D, Des Moines, Iowa 50310 Representative: David E. Williams 255-2196 5. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If note, so state): International Union of Operating Engineers - Local 268 4910 Urbandale Avenue, Suite 203, Des Moines, Iowa 50310 Duane W. Mayo - International Rep. 277-5398 6. Name and Address of Petitioner: State of Iowa Gene A. Vernon Comptroller's Office State Capitol Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 Phone No. 281-3893 Phone No. 281-3893 October 19, 1977 Name and Title October 19, 1977 Date	of the State of Iowa	1.	
5. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If none, so state): International Union of Operating Engineers - Local 268 4910 Urbandale Avenue, Suite 203, Des Moines, Iowa 50310 Duane W. Mayo - International Rep. 277-5398 6. Name and Address of Petitioner: State of Iowa Gene A. Vernon Comptroller's Office State Capitol Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 Petitioner's clare that I have read the contents of the instant Petition and that the statements contained herein are true and accumite of the best of my knowledge and belief. October 19, 1977 Name and Title October 19, 1977	4. Certified Employee Organization Employees, AFL-CIO,	on (it none, so state): American rederation Council 61, 2550 Harding Road, Su	ite D, Des Moines, Iowa 50310
5. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If none, so state): International Union of Operating Engineers - Local 268 4910 Urbandale Avenue, Suite 203, Des Moines, Iowa 50310 Duane W. Mayo - International Rep. 277-5398 6. Name and Address of Petitioner: State of Iowa Gene A. Vernon Comptroller's Office State Capitol Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 Petitioner's clare that I have read the contents of the instant Petition and that the statements contained herein are true and accumite of the best of my knowledge and belief. October 19, 1977 Name and Title October 19, 1977	Representative: David E.	Williams	Phone No. 255-2196
6. Name and Address of Petitioner: State of Iowa Scene A. Vernon Comptroller's Office State Capitol Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 Petition and that the statements contained herein are true and accurate of the best of my knowledge and helief. October 19, 1977 Name and Title Date	(If none, so state): Interna	itional Union of Operating Enginee	Represent the Employees in the Bargaining Uniters - Local 268
Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 Phone No. 281–3893 Phone No. 281–3893 Phone No. 281–3893 October 19, 1977 Name and Title Date	Duane W. Mayo	- International Rep.	277-5398
Petitioner's representative: Des Moines, Iowa 50319 281-3893 Petitioner's representative: Des Moines, Iowa 50319 281-3893 Petitioner's representative: Des Moines, Iowa 50319 281-3893 Petitioner's representative: Des Moines, Iowa 50319 Petitioner's representative: Des Moines, Iowa 50319 281-3893 Petitioner's representative: Des Moines, Iowa 50319 De	6. Name and Address of Petitioner	Comptroller's Office	Phone No.
Accurate the best of my knowledge and helief. October 19, 1977 Name and Title Date	Petitioner's representative	Des Moines, Iowa 50319	281-3893
Name and Title Date			statements contained herein are true and
Name and Title Date	Jen Juna		October 19, 1977
	Gene Vernon Director	•	

The State of Iowa respectfully requests that the Public Employment Relations Board reconsider the appropriateness of the statewide blue collar unit established in Case Number 930 for the following reasons:

- 1. That the overall bargaining unit structure established by the Board for the State of Iowa embraces units based upon broad occupational groupings of employees.
- 2. That the bargaining unit established in Case Number 930 contains approximately 5,500 blue collar employees of the State of Iowa.
- 3. That approximately 600 blue collar employees of the State are not included in the unit established in Case Number 930.
- 4. That the State of Iowa requests that the Board create on: statewide blue collar bargaining unit for the approximately 6,100 blue collar employees of the State.

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

Code No.	Classification
00227 00225 00226 00235 00236	quor Store Clerk quor Store Manager I Liquor Store Manager II Storekeeper I Storekeeper II
00237 00245 00251 00252 00253	Storekeeper III Warehouse Dispatcher Warehouse Worker Forklift Operator Warehouse Coordinator
02010 05005 05006 05010 05015 05025	Nursing Residence Supv. Nursery Worker I Nursery Worker II Farm Worker Farm Leader Herd Leader
05023 05030 05032 07005 07010	Farm Manager I Corrections Farm Manager Custodial Worker Custodial Leader Food Service Worker
07210 07215 07216 07220 07221	Food Service Leader Ingredient Room Worker I Ingredient Room Worker II Cook I Cook II
07230 07231 07237 07245 07246	Meatcutter I Meatcutter II Corrections Food Serv. Coord. Canteen Operator I Canteen Operator II
07305 07306 07313 07315 07316	Laundry Worker I Laundry Worker II Corr. Bldg. Serv. Coord. Linen Room Attendant I Linen Room Attendant II
07320 07321 08005 08006 08010	Sewing Room Attendant I Sewing Room Attendant II Maintenance Worker I Maintenance Worker II Maintenance Leader
08012 08015 08016 08020 08039	Facilities Maint. Coord. Trades Helper Maintenance Repairer Maintenance Repairs Leader Furniture Upholsterer
08040 08041 08042	Carpenter I Carpenter II Mason

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

C - 1 -	
Code No.	Classification
	Classif leation
08043	Painter I
08044	Painter II
08045	Plumber I
08046	Plumber II
60160	Rest Area Attendant
08110	Equipment Operator I
08111	Equipment Operator II
08112	Asphalt Paving Mach. Operator
08113	Equipment Operator III
08120	Highway Maint. Spec.
08130	Suspension Bridge Maint. Worker
09131	Suspension Bridge Maint. Supervisor
08205	Driver
08210	Transport Driver
08215	Vehicle Dispatcher
08230	Heavy Equipment Operator
08305	Machinist
08325	Electrician I
08326	Electrician II
08355	Truck Body Installer
08360	Automotive Electrician
08370	Auto Mechanic Helper
08375	Automotive Mechanic
08380	Auto Mechanic Leader
08390	District Mechanic
08405	Water & Disposal Plant Opr. I
08406	Water & Disposal Plant Opr. II
08410	Power Plant Eng. I
08415	Power Plant Eng. II
08416	Power Plant Eng. III
08420	Ch. Power Plant Eng.
08525	Rep. Equipment Operator I
08635	Locksmith
08672	Electronics Tech.

ACCRETIONS TO THE BLUE COLLAR UNIT

0 1	
No.	Classification
04301 04730 05165 05205	Construction Aide Communications Tower Worker Laboratory Aide Park Attendant
05301 05410 05411 07030 07240 08099 08140 08141 08310 08315 08323 08335 08340 08346 08347 08365 08365 08510 09526 02675 08677 01360 01361 01253	Conservation Worker Forestry Leader II Forestry Leader II Elevator Operator Canteen Clerk Restoration Painter Parts Worker Parts Leader Welder Heating Plant Mechanic Air Conditioning Mechanic Equipment Repairer Laboratory Equipment Tech. Sign Shop Worker Silk Screen Fabricator Auto Service Worker Bindery Worker Rep. Equip. Operator II Office Machine Repairer I Office Machine Repairer II Capitol Guide Aide Capitol Guide Tourism Guide
	<u> </u>
	State Mon-Merit Clas 'fication
Code No.	Classification
14985 30263 30269 30364 30451 30463 30467 30565 30567	Reproduction Equip. Operator Mail Clerk Maintenance Worker III Cook I Maintenance Engineer Kitchen Helper Housekeeper Maintenance Worker I Maintenance Assistant II Cook II

AMENDMENTS TO THE BLUE COLLAR UNIT State Merit Classification

Code No.	Classification
00260	Mail Clerk I
00261	Mail Clerk II
07015	Custodial Assistant
07225	Baker I
07226	Baker II

NON-PROFESSIONAL BLUE COLLAR BARGAINING HNIT

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Code	
No.	Classification
07371	Linatura Oranatan
	Linotype Operator
05111	Locksmith
05121	Machinist
05311	Maintenance Mechanic
05301	Maintenance Repairman I
05302	Maintenance Repairman II
05131	Mason
07091	Meatcutter
05321	Mechanics Assistant
05141	Mechanic, Preventative Maintenance
07711	Milker
07.321	Offset Equipment Operator I
07322	Offset Equipment Operator II
117323	Offset Equipment Operator III
07381	Offsat Platemaker
05151	Painter
05851	Parking Maintenance Worker I
05852	Parking Maintenance Worker II
08241	Patient Transport Driver
05241	Post Control Operator
05161	ripefitter
05171	Plasterer
05331	Plumber
05431	Power Plant-Assistant Chief Operator
05461	Power Plant-Assistant Superintendent
05421	Power Plant-Boiler Operator
05461	Power Plant-Larryman
05441	Power Plant-Repairman
05411	Power Plant-Utilityman
07401	Pressian
07341	Printer
05181	Roofer
05191	Sheet Metal Mechanic
05221	Shops, Utilityman
05341	Sign Painter
05351	Steamfitter
07761 '	Storekeeper 1
07762 07763	Storekeeper II
05751	Storekeeper III
07931	Tree Trimmer
07781	Trimer
05211	Typewriter Serviceman
05251	Upholsterer Vending Michiga Machinic
0.211.113	Vending Machine Mechanic Vending Routeman
ACC 1 1	Water Plant Operator
-05521 -05521	Water Systems Operator
05201	Welder
05261	Aircraft Mechanic - Auth. Inspector
	and the control of the second and the control of the second and th

NON-FROFESSIONAL BLUE COLUNG DARMAINING UNIT

Regents lessifications

Code	
No.	Classification
	The state of the s
07611	Animal Caretaker I
0/612	Animal Caretaker II
05671	Arborist
0505?	Automotive Mechanic
07331 🦠	Bindery Operator I
07332	Bindery Operator II
05511	Building Services Coordinator
0506]	Carpenter
05271	Carpet Maintenance Norker
07301	Compositor
07311	Copy Center Operato:
0570	Custodian I
05702	Custodian II
05811	Driver-Mechanic
05071	Electrician
05081	Elevator Mechanic
05091	- Environmental Systems Mechanic
05101	Equipment Operator
06301	ERD Machinist
06311	ERD Mechinist, Semior
0£321	ERD 'ælder
05861	faim Equipment Mechanic
05901	Farm Equipment Operator I
05902	Farm Equipment Operator II
05903	Farm Equipment Operator III
05281	Farrier
07071	Food Worker I
07072	Food Worker II Food Worker III
07073	Food Worker III
07074	food Worker IV
05741 05361	Gardener
05771	Glazier Colf Commun Attendant
05621	Golf Course Attendant Golf Course Maintenance Worker
05731	Groundskoeper
05291	Insulator
07081	Kitch Holps
07082	Kitchen Belper
05721	Laborer
08061	Laundry Checker
08071	Laundry Coordinator
08081	Laundry Machine Operator
08051	Laundry Press Operator
07981 🚊	Motor Venicle Operator 1
07982 🖔	Motor Vehicle Operator II
07983	Motor Vehicle Operator II
07984	Motor Vehicle Operator IV
05501	Power Plant Fireman/Utilities
05911	Athletic Facilities Attendant
	v = A

NON-PROFESSIONAL BLUE COLLAR BARGAINING UNIT

Regents Classifications

Code No.	Classification
07061	Cook 1
07062	Cook II
07681	Mail Distributor
07691	Mail Carrier
07971	Mail Coordinator
01231	Mail Clerk
07731	Fire Safety Inspector
07051	Baker I
07052	Baker 11
	Spervisor, Facilities Maintenance

ACCRETIONS TO THE BLUE COLLAR UNIT

Regents Classifications

No.	Classification			
05231	Aircraft Mechanic - Licensed	(A	Ş	P)
07 333	Bindery Operator III	•		•
07841	Safety Technician			
05451	Power Plant - Chief Operator			

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA, PUBLIC EMPLOYER

AND

Case No. 930

AFSCME, PUBLIC EMPLOYEE COUNCIL NO. 61, AFL-CIO, CERTIFIED EMPLOYEE ORGANIZATION

DECISION AND ORDER

A petition for amendment of a board determined bargaining unit and certification 1/ in the above entitled matter was filed with the Public Employment Relations Board on January 27, 1977, and amended by joint application dated July 8, 1977. Hearing was held on July 22, 1977. The State of Iowa (State) appeared by Mr. Gene Vernon and AFSCME, Public Employees Council No. 61, AFL-CIO (hereinafter AFSCME) appeared by Mr. Raymond E. Conley.

The parties jointly seek consolidation of several previously determined bargaining units, consisting of groups of employees generally denominated "blue collar," as well as all other "blue collar" classifications into a single statewide unit. Further, the parties request amendment of AFSCME's certification to conform to this proposed amended unit.

BACKGROUND

On August 10, 1976, we conducted a public hearing on petitions for unit determination for state "blue collar" employees. At that time the State and AFSCME stipulated that two units of

^{1/} Filed by Petitioners as a "Petition for Consolidation of Bargaining units," this matter has been considered by us as an action under Section 4.6(20) of our Rules and Regulations (Iowa Administrative Code, Chapter 660).

blue collar employees were appropriate for purposes of collective bargaining, a unit consisting of all blue collar employees of the Board of Regents and a unit of all blue collar employees engaged in highway maintenance operations for the Department of Transportation. In a decision and order dated August 16, 1976, we approved those stipulations and found those units appropriate for purposes of collective bargaining within the meaning of Section 13.2 of the Public Employment Relations Act (hereinafter the Act). In response to the issue raised at hearing concerning the possibility of later consolidation of those bargaining units, we said:

The stipulation of the parties included a statement of future intent to consolidate the above bargaining units under certain circumstances. In determining that the above two units constitute appropriate units within the meaning of Section 13.2 the Board is not holding that such consolidation, or a fewer number of units, would be inappropriate under the Act. 2/

Thereafter, two additional units of state blue collar employees were found appropriate by us: a unit of all blue collar employees within the Department of Social Services (State of Iowa, PERB Case No. 996, 1977) and the Beer and Liquor Control Commission (State of Iowa, PERB Case No. 1015, 1977).

Representation elections have been conducted by this agency in each of the above four bargaining units and pursuant to those elections AFSCME has in each case been certified as the exclusive bargaining representative of those employees. In addition to the employees included in these bargaining units, there are approximately 450 blue collar employees who have neither been included in a bargaining unit nor had an opportunity to vote for exclusive bargaining representation.

POSITIONS OF THE PARTIES

The parties are agreed that the four previously determined units should be consolidated into a single unit. Additionally,

^{2/} State of Iowa, PERB Case No. 291 (1976).

they request that the remaining unrepresented employees, numbering approximately 450 in 30 different departments at over 200 locations, also be included in that unit. In support of that position, it is argued that the unrepresented group has a substantially similar community of interest with the larger unit, that AFSCME's negotiating team has included certain employees from this unrepresented group, and that there have been no objections from any of those employees to their inclusion. In addition, it is noted that if all previous election results were combined and these employees included in the number of eligible voters, AFSCME has received the affirmative votes of a substantial majority of the employees in this all-inclusive unit. Finally, the state contends that leaving these employees in their present unrepresented status causes administrative difficulties for it.

DISCUSSION

Two issues are presented for our determination in this case. The first is whether to accept the stipulation of the parties and permit consolidation of the four currently existing bargaining units of state blue collar employees into a single unit. The second, assuming the aforementioned consolidation is granted, is whether that unit should also include the remaining blue collar employees, for whom no unit has previously been determined and who have not voted for bargaining representation.

1. The certified units.

As we have previously stated, a proceeding on a petition to amend a bargaining unit is essentially a determination of an appropriate bargaining unit or units, and the legislative mandate of Section 13.2 of the Act applies. City of Des Moines, PERB Case No. 559 (1976). Section 13.2 states:

In defining the unit, the Board shall take into consideration, along with other relevant factors, the principles of efficient administration of government, the existence of a community of interest among public employees, the history and extent of public employee organization, geographical location and recommendations of the parties involved.

It is our judgment that an application of these statutory criteria supports acquiescence to the stipulation of the parties and approval of a consolidated bargaining unit. We have previously defined "principles of efficient administration of government" to require for any one employer the smallest number of bargaining units consistent with meaningful and effective representation of the employees involved, <u>Des Moines Independent Community School District</u>, PERB Case Nos. 21, 125 & 126 (1975). Consolidation of these units is consistent with that principle.

With regard to the existence of a community of interest among these employees, we note that all of them perform what has generally been described as "blue collar" functions. And we have previously stated our belief that for large multifunctional employers general occupational groupings of employees meet the community of interest requirement, and indeed such units provide a closer community of interest for purposes of collective bargaining than do departmental units comprised of employees of diverse occupations. Blackhawk County, PERB Case Nos. 48 & 57 (1975); Woodbury County, PERB Case Nos. 46, 118 & 470 (1975).

The history and extent of public employee organization in these units is predominately the same, and consists of representation by AFSCME for the past one year or less. Bargaining between the State and these units occurred on a coordinated basis, and the employees in all four units are covered by the same collective bargaining agreement.

With regard to geographic location, it is noted that either unit structure, i.e. separate units or a single consolidated unit, results in a statewide geographic distribution of employees.

Finally, the recommendations of the parties favor the requested consolidation. Notwithstanding notice of the hearing in this matter which, pursuant to Chapter 17A, set forth the issues herein addressed, no other person or party expressed objection.

In view of all the above factors, we believe consolidation

of the previously determined bargaining units constitutes a more appropriate unit structure for purposes of collective bargaining between the State and its employees, is consistent with our prior decisions, and appropriate under Section 13.2 of the Act. For those reasons, the consolidation is granted, the amended unit found appropriate, and amended certifications ordered.

2. Remaining unrepresented classifications.

The second issue for our consideration is whether the remaining unrepresented blue collar employees should also be included within this single consolidated unit. There are approximately 450 such employees, distributed among 30 departments and in over 200 locations throughout the state. Both the State and AFSCME request their inclusion in the consolidated statewide unit. No unit determination for these employees has previously been petitioned for or made, nor has any employee organization ever sought a representation election for the employees in this group.

Under the terms of the National Labor Relations Act, the National Labor Relations Board (NLRB) has recognized only one situation in which a group of employees may be included in a represented bargaining unit without a representation election. That situation has been described by the NLRB as an accretion, and occurs where a new employee complement comes into existence and is totally merged into the fabric and network of an existing bargaining unit. NLRB v. Horn and Hardart Co., 76 LRRM 2443 (CA-2, 1971). In such a case, as we recognized in City of Des Moines, PERB Case No. 559 (1976), the new group is so submerged into the existing unit structure that a separate unit would be undefinable and inappropriate.

This case, obviously, does not fit that classification. The employees at issue herein are not a "new" group, but were in existence at all times material to these unit determinations.

Thus, these employees may not be included in the larger unit as an "accretion" to it.

AFSCME argues that these employees would be considered by the NLRB as a "fringe group," one which belongs with the larger unit and cannot properly be designated a separate unit. In such cases the NLRB has included such employees in the existing unit without allowing them an opportunity to vote on that inclusion. The NLRB has not, however, included them in such a unit without allowing them to vote on union representation. The distinction is significant: unit determination is a matter within the province of the NLRB, and the decision as to whether under given circumstances employees are permitted to choose a separate unit or inclusion in a larger unit resides with the NLRB. Bargaining representation, however, is a matter to be decided by the employees themselves, and absent an accretion is not an appropriate determination for any administrative body. Hence, whether these employees would constitute a "residual" unit or a "fringe group" as those terms are applied by the NLRB is of little consequence here. In either instance they could not be given represented status without having designated a representative in an election under Section 15 of the Act.

For the above reasons it is our judgment that such an inclusion is unwarranted and inappropriate under the Act. First, these employees clearly do not constitute an accretion to the existing bargaining unit. They are not a new group of employees which came into existence after the other elections and certifications; indeed, all parties to this proceeding had full knowledge that the succesive unit determinations for state blue collar employees would result in a group of unrepresented employees.

And secondly, but of primary significance, is the right of this group of employees to determine for themselves whether they wish to be represented for purposes of collective bargaining. Section 1 of the Act declares the State's public policy to be promoting harmonious and cooperative relationships between government and its employees by <u>permitting</u> public employees to organize and bargain collectively. Section 8 gives public employees the right to organize, form, join or assist an employee organization or to refuse to participate in those activities. And Sections 14 and 15 provide for certification of an exclusive bargaining representative only upon demonstration in a Board-conducted election that the employee organization is in fact the majority representative of the unit employees. These employees must be given that opportunity.

For these reasons, and specifically because we believe these employees have a right to vote whether they wish to be representated by any employee organization, and in the absence of an accretion or other compelling circumstance which would require their inclusion in the represented unit, the request of petitioners for such inclusion is denied.

ORDER

IT IS HEREBY ORDERED THAT the bargaining units previously found appropriate in Case Nos. 291, 996 and 1015 be, and the same hereby are, amended by consolidation, and that the following unit is appropriate for purposes of collective bargaining within the meaning of Section 13.2 of the Act:

All blue collar employees of the State of Iowa in the following departments and as set forth in Case Nos. 291, 996 and 1015: Board of Regents; highway maintenance employees in the Department of Transportation; Beer and Liquor Control Department; and Department of Social Services.

But excluding all classifications previously excluded in Case Nos. 291, 996 and 1015, and all other employees of the State of Iowa.

It is further ordered that the certifications previously issued in Case Nos. 823, 824, 995 and 1015 be, and the same hereby are, amended consistent with the bargaining units set forth above.

It is further ordered that the petitioners' request to include in the unit described above other unrepresented blue collar employees of the State of Iowa be, and the same hereby is, denied.

DATED at Des Moines, Iowa this 23rd day of August, 1977.

PUBLIC EMPLOYMENT RELATIONS BOARD

JOHN E. BEAMER, CHAIRMAN

VERNON C. COOK, BOARD MEMBER

JOHN R. LOIHL, BOARD MEMBER

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STATE OF IOWA

PUBL'O Esta Latinetta Relationa comità

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA, PUBLIC EMPLOYER

AND

CASE NO. 291 2/

ALL PETITIONERS AND INTERVENORS IN CASES NUMBERED HEREIN 1/

DECISION AND ORDER

The above-entitled matter came on for hearing before the Public Employment Relations Board on August 10, 1976, pursuant to prior order of the Board. Mr. Gene A. Vernon appeared on behalf of the State of Iowa; Mr. Raymond Conley appeared on behalf of State of Iowa Employees Association, American Federation of State, County and Municipal Employees (SIEA/AFSCME); and Robert Conley appeared on behalf of the Iowa Conference of Teamsters and certain of its affiliate locals, including petitioners Stagehands Local Union No. 67 and Warehouse, Inside Workers, Drivers and Helpers of Liquor Control Commission, Local No. 394.

The parties presented no sworn testimony or other formal evidence, and stipulated to two appropriate bargaining units of State employees. The first consists essentially of all "blue collar" employees of the State of Iowa within the Regents system; the second, of all highway maintenance employees in the Department of Transportation.

The Board, having reviewed the stipulations and finding no objection thereto, finds that the following units of employees of the State of Iowa are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Public Employ-

^{1/} Also, Case Nos. 39, 44, 402, 403, 406, 481, and 643, which were, with the approval of the Board, withdrawn at hearing.

^{2/} As amended at hearing.

ment Relations Act:

Unit 1. Highway Maintenance Unit (D.O.T.)

Included: All blue collar highway maintenance employees
of the State of Iowa located within the Department of
Transportation as set forth under the title "INCLUDED"
in Appendix A hereto;

Excluded: All persons whose job classifications are set forth under "EXCLUSIONS" in Appendix A hereto; all managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

Unit 2. Regents Blue Collar Unit

Included: All blue collar and related employees of the State of Iowa located within the Regents system, as set forth in Appendix B hereto;

Excluded: All persons whose job classifications are set forth in Appendix C hereto; managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

The stipulation of the parties included a statement of future intent to consolidate the above bargaining units under certain circumstances. In determining that the above two units constitute appropriate units within the meaning of Section 13(2), the Board is not holding that such consolidation, or a fewer number of units, would be inappropriate under the Act.

DATED at Des Moines, Iowa, this 16th day of August, 1976.

Swarel of

PUBLIC EMPLOYMENT RELATIONS BOARD

Edward F. Kolker, Chairman

Vernon C. Cook, Board Member

John R. Loihl, Board Member

APPENDIX A

INCLUDED:

Code No.	State Merit Classifications
08105	Rest Area Attendant
08110	Highway Maintenance Worker I
08111	Highway Maintenance Worker II
08113	Highway Maintenance Worker III
08112	Asphalt Paving Machine Operator
08120 -	Highway Maintenance Specialist
08130	Suspension Bridge Maintenance Worker
08131	Suspension Bridge Maintenance Supervisor
08355	Truck Body Installer
08360	Auto Electrician
08370	Auto Mechanic Helper
08375	Auto Mechanic
08380	Auto Mechanic Supervisor
08390	District Mechanic

EXCLUDED:

Code No.	State Merit Classifications	
08115 08116 08117 08125 08385	Highway Maintenance Supervisor Highway Maintenance Supervisor Highway Maintenance Supervisor Highway Maintenance Supervisor Automotive Shop Supervisor	III

APPENDIX B

INCLUDED:

Code No.	Regents Merit Classification
07371	Linotype Operator
05111	Locksmith
05121 05311	Machinist
05301	Maintenance Mechanic
05301	Maintenance Repairman I
05131	Maintenance Repairman II Mason
07091	Meat Cutter
05321	Mechanics Assistant
05141	Mechanic, Preventative Maintenance
07711	Milker
07321	Offset Equipment Operator I
07322	Offset Equipment Operator II
07323	Offset Equipment Operator III
07381	Offset Platemaker
05151	Painter
05851	Parking Maintenance Worker I
05852	Parking Maintenance Worker II
08241	Patient Transport Driver
05241	Pest Control Operator
05161 05171	Pipefitter Plasterer
05331	Plumber
05431	Power Plant-Assistant Chief Operator
05461	Power Plant-Assistant Superintendent
05421	Power Plant-Boiler Operator
05401	Power Plant-Larryman
05441	Power Plant-Repairman
05411	Power Plant-Utilityman
07401	Pressman
07341	Printer
05181 05191	Roofer
05221	Sheet Metal Mechanic Shops, Utilityman
05341	Sign Painter
05351	Steamfitter
07761	Storekeeper I
07762	Storekeeper II
07763	Storekeeper III
05751	Tree Trimmer
07931	Trimmer
07781	Typewriter Serviceman
05211	Upholsterer
05251 08281	Vending Machine Mechanic Vending Routeman
05511	
05521	Water Plant Operator
UJJEL	Water Plant Operator
	Water Plant Operator Water Systems Operator Welder
05201 05261	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector
05201 05261 07611	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I
05201 05261 07611 07612	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II
05201 05261 07611 07612 05671	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist
05201 05261 07611 07612 05671 05051	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic
05201 05261 07611 07612 05671 05051 07331	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic Bindery Operator I
05201 05261 07611 07612 05671 05051 07331 07332	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic Bindery Operator I Bindery Operator II
05201 05261 07611 07612 05671 05051 07331 07332 05611	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic Bindery Operator I Bindery Operator II Building Services Coordinator
05201 05261 07611 07612 05671 05051 07331 07332	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic Bindery Operator I Bindery Operator II Building Services Coordinator Carpenter
05201 05261 07611 07612 05671 05051 07331 07332 05611 05061	Water Plant Operator Water Systems Operator Welder Aircraft Mechanic - Auth. Inspector Animal Caretaker I Animal Caretaker II Arborist Automotive Mechanic Bindery Operator I Bindery Operator II Building Services Coordinator

APPENDIX B (cont.)

INCLUDED:

	-
Code	
No.	Regents Merit Classification
<u> </u>	TONO TION TO THE TOTAL OF THE T
07161	Cheesemaker Assistant
07301	
	Compositor
07311	Copy Center Operator
05701	Custodian I
05702	Custodian II
07351	Cutter Operator
05811	Driver-Mechanic
05071	Electrician
05081	Elevator Mechanic
05091	Environmental Systems Mechanic
05101	Equipment Operator
06301	ERD Machinist
06311	ERD Machinist, Senior
06321	ERD Welder
05861	Farm Equipment Mechanic
05901	Farm Equipment Operator I
05902	Farm Equipment Operator I Farm Equipment Operator II
05903	Farm Equipment Operator III
05281	Farrier
07361	Folding Machine Operator
07071	Food Worker I
07072	Food Worker II
07072	Food Worker III
07074	Food Worker IV
05741	Gardener
05361	Glazier
05771	
	Golf Course Attendant
05621	Golf Course Maintenance Worker
05731	Groundskeeper
05291	Insulator
07081	Kitchen Helper I
07082	Kitchen Helper II
05721	Laborer
08061	Laundry Checker
08071	Laundry Coordinator
08081	Laundry Machine Operator
08051	Laundrey Press Operator
07981	Motor Vehicle Operator I
07982	Motor Vehicle Operator II
07983	Motor Vehicle Operator III
07984	Motor Vehicle Operator IV
05501	Power Plant Fireman/Utilities
05911	Athletic Facilities Attendant
07061	Cook I
07062	Cook II
07681	Mail Distributor
07691	Mail Carrier
07971	Mail Coordinator
01231	Mail Clerk
07731	Fire Safety Inspector
07051	Baker I
07052	Baker II
	Supervisor, Facilities Maintenance

APPENDIX C

EXCLUDED:

Code No	Regents Merit Classification
07613 05711	Animal Caretaker III Custodian, Chief
01221 07074	Dispatcher Food Worker IV
08091 05451	Laundry Machine Operator, Chief Power Plant - Chief Operator
05062 05072	Structural Technician - Buildings & Grounds Structural Technician - Utilityman Manager, Office
	Manager, Parking & Maintenance Service Manager, Shop Service
	Supervisor, Printing Services Supervisor, Service I Supervisor, Service II
	Supervisor, Stockroom Warehouse General Supervisor, Animal Care Unit
07075 05041	Food Service Supervisor Supervisor - Skilled Trades

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER

AND

CASE NOS. 823, 824 & 883

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL NUMBER 61.

PETITIONER

ORDER OF CERTIFICATION

NOW on this 21st day of March, 1977, the Board being advised that elections were conducted pursuant to Order of the Board, and that the American Federation of State, County and Municipal Employees, AFL-CIO, Council Number 61, an employee organization, received an affirmative vote of the majority of employees in the above-referenced cases, 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 and Municipal Employees, AFL-CIO, Council Number 51, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for certain employees of the State of Iowa, a public employer, in the following bargaining units: Case No. 823:

INCLUDED: All blue collar highway maintenance employees of the State of Iowa located within the Department of Transportation as set forth under the title "INCLUDED" in Appendix A hereto;

EXCLUDED: All persons whose job classifications are set forth under "EXCLUSIONS" in Appendix A hereto; all managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

Case No. 824:

INCLUDED: All blue collar and related employees of the State of Iowa located within the Regents system, as set forth in Appendix B hereto;

EXCLUDED: All persons whose job classifications are set forth in Appendix C hereto; managerial, supervisory, confidential and all other employees of the State of Iowa; and all persons excluded by Section 4 of the Act.

Case No. 883:

INCLUDED: All professional employees of the State of Iowa engaged in social services, as set forth under "Inclusions" in Appendix D;

EXCLUDED: All persons holding job classifications as set forth under "Exclusions in Appendix D, managerial, supervisory, confidential, part-time and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board.

JOHN R. LOIHL, BOARD MEMBER

APPENDIX A

INCLUDED:

Code	Chata Mamit Olamifications
No.	State Merit Classifications
08105	Rest Area Attendant
08110	Highway Maintenance Worker I
08111	Highway Maintenance Worker II
08113	Highway Maintenance Worker III
08112	Asphalt Paving Machine Operator
08120	Highway Maintenance Specialist
08130	Suspension Bridge Maintenance Worker
08131	Suspension Bridge Maintenance Supervisor
08355	Truck Body Installer
08360	Auto Electrician
08370	Auto Mechanic Helper
08375	Auto Mechanic
08380	Auto Mechanic Supervisor
08390	District Mechanic

EXCLUDED:

Code No.	State Merit Classifications	
08115	Highway Maintenance Supervisor	I
08116	Highway Maintenance Supervisor	
08117	Highway Maintenance Supervisor	
08125	Highway Maintenance Supervisor	
08385	Automotive Shop Supervisor	

APPENDIX B

INCLUDED:

Code No.	Regents Merit Classification
07371	Linotype Operator
05111	Locksmith
05121	Machinist
05311	Maintenance Mechanic
05301	Maintenance Repairman I
05302	Maintenance Repairman II
05131	Mason
07091	Meat Cutter
05321 05141	Mechanics Assistant Mechanic, Preventative Maintenance
07711	Milker
07321	Offset Equipment Operator I
07322	Offset Equipment Operator II
07323	Offset Equipment Operator III
07381	Offset Platemaker
05151	Painter
05851	Parking Maintenance Worker I
05852	Parking Maintenance Worker II Patient Transport Driver
08241	Patient Transport Driver
05241	Pest Control Operator
05161 05171	Pipefitter Plasterer
05331	Plumber
05431	Power Plant-Assistant Chief Operator
05461	Power Plant-Assistant Superintendent
05421	Power Plant-Assistant Superintendent Power Plant-Boiler Operator
05401	Power Plant-Larryman
05441	Power Flant-Repairman
05411	Power Plant-Utilityman
07401 07341	Pressman Printer
05181	Roofer
05191	Sheet Metal Mechanic
05221	Shops, Utilityman
05341	Sign Painter
05351	Steamfitter
07761	Storekeeper I
07762 07763	Storekeeper II Storekeeper III
05751	Tree Trimmer
07921	Trimmer
07781	Typewriter Serviceman
05211	Upholsterer
05251	Vending Machine Mechanic
08281 05511	Vending Routeman Water Plant Operator
05521	Water Systems Operator
05201	Welder
05261	Aircraft Mechanic - Auth. Inspector
07611	Animal Caretaker I
07612	Animal Caretaker II
05671	Arborist
05051 07331	Automotive Mechanic Bindery Operator T
07331	Bindery Operator I Bindery Operator II
05611	Building Services Coordinator
05061	Carpenter
05271	Carpet and Upholsterer Maint, Wkr.
07151	Cheesemaker

APPENDIX B (cont.)

INCLUDED:

0.1.	
Code	December Memite Classification
No.	Regents Merit Classification
07161	Cheesemaker Assistant:
07301	Compositor
07311	
	Copy Center Operator
05701	Custodian I
05702	Custodian II
07351	Cutter Operator
05811	Driver-Mechanic
05071	Electrician
05081	Elevator Mechanic
05091	Environmental Systems Mechanic
05101	Equipment Operator
06301	ERD Machinist
06311	ERD Machinist, Senior
06321	ERD Welder
05861	Farm Equipment Mechanic
05901	Farm Equipment Operator I
05902	Farm Equipment Operator II
05903	Farm Equipment Operator III
05281	Farrier
07361	Folding Machine Operator
07071	Food Worker I
07072	Food Worker II Food Worker III
07073	Food Worker III
07074	Food Worker IV
05741	Gardener
05361	Glazier
771ز 0	Golf Course Attendant
95621	Golf Course Maintenance Worker
05731	Ground&keeper
05291	Insulator
07081	Kitchen Helper I
07082	Kitchen Helper II
05721	Laborer
08061	Laundry Checker
08071	Laundry Coordinator
08081	Laundry Machine Operator
08051	Laundrey Press Operator
07981	Motor Vehicle Operator I
07982	Motor Vehicle Operator II Motor Vehicle Operator III
07983	Motor Vehicle Operator III
07984	Motor Vehicle Operator IV
05501	Power Plant Fireman/Utilities
05911	Athletic Facilities Attendant
07061	Cook I
07062	Cook II
07681	Mail Distributor
07691	Mail Carrier
07971	Mail Coordinator
01231	Mail Clerk
07731	Fire Safety Inspector
07051	Baker I
07052	Baker II
	Supervisor, Facilities Maintenance
	,

APPENDIX C

EXCLUDED:

Code No.	Regents Merit Classification
07613	Animal Caretaker III
05711	Custodian, Chief
01221	Dispatcher
07074	Food Worker IV
08091	Laundry Machine Operator, Chief
05451	
05062	
05072	
	Manager, Office
	Manager, Parking & Maintenance Service
	Manager, Shop Service
	Supervisor, Printing Services
	Supervisor, Service I
	Supervisor, Service II
	Supervisor, Stockroom Warehouse
	General Supervisor, Animal Care Unit
07075	Food Service Supervisor
05041	Supervisor - Skilled Trades
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FUBILITY APPLOAMENT METATIONS (1977)

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER

AND

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL NO. 61,

> PETITIONER/CERTIFIED EMPLOYEE ORGANIZATION

CASE NO. 1086

RECOMMENDED DECISION AND ORDER

Ronald Hoh, Hearing Officer. This proceeding arises pursuant to a petition filed under Rules 4.6 and 4.7 of the Rules and Regulations of the Public Employment Relations Board (hereinafter the Board), and requests an amendment and clarification of a blue collar bargaining unit within the Board of Regents Merit System previously determined by the Board in State of Iowa, PERB Case No. 291 (1976). That bargaining unit was described as follows:

INCLUDED: All blue collar and related employees of the State of Iowa located within the Regents System, as set forth in Appendix B hereto.

EXCLUDED: All persons whose job classifications are set forth in Appendix C hereto; managerial, supervisory, confidential and all other employees of the State of Iowa and all persons excluded by Section 4 of the Act.

Subsequent to that determination, a dispute arose between the parties as to the supervisory status of the job classifications of "chief power plant operator" and "supervisor of skilled trades", and the instant petition was filed. At hearing, the parties stipulated that the only issue in this matter was the supervisory status of the classification of chief power plant operator. All parties had full

opportunity to examine and cross-examine witnesses. Based upon the entire record, I make the following:

FINDINGS OF FACT

The classification of chief power plant operator is the highest plant-level operational position within the power plants located at each of the State's three university campuses. These plants produce and distribute heat, electrical power, and water to all campus facilities. In performing these functions, the power plants are staffed on a continuous, 24-hour, 7-day week basis. On each shift are, at a minimum, one chief power plant operator, one assistant chief power plant operator, two firemen/boiler operators, one fireman trainee, and one utility man. In addition, the day shift includes within the plant one manager and one group manager, administrative positions superior in the organizational hierarchy to those described above. During the other shifts no employee superior to the chief power plant operator is on duty.

The chief power plant operator has two major areas of responsibility. First, he is responsible for the overall plant-level functional operation of the power plant. In that capacity, his duties include taking readings on equipment, checking temperature and proper pressure on generators and boilers, controlling water distribution, entering hourly readings in logbooks, and completing certain book-keeping functions. While there was some conflicting testimony concerning the amount of work-time spent in these functions by the chief power plant operator, I find as a matter of fact that the chief power plant operator spends approximately 75 percent of his time engaged in such functions.

The chief power plant operator's second major area of responsibility concerns the performance of certain plant-level personnel functions. While his subordinate employee's job duties are fairly well set, the chief power plant operator is responsible for directing the

work on his shift, for the completion of that work, and for employee safety. He has the authority to change an employee's work assignments, or to reassign an employee to another job, if he determines such assignment is necessary. He may also call-in any additional personnel he finds necessary.

The chief power plant operator may approve an employee's request for sick leave or emergency leave, although it appears he does not have the authority to deny such a request. He may also decide which employee to call in as a replacement from either the swing shift or the shift not scheduled for work that day.

The chief power plant operator is responsible for maintaining order in the work area. To that end, he may give verbal reprimands and may order an intoxicated employee to punch out, resulting in a loss of pay. Any further disciplinary actions, however, are the responsibility of the manager.

The normal daily communication between the manager and the chief power plant operator consists only of notations made in the daily log kept at the power plant. The chief power plant operator communicates directly with the manager only in emergency situations. While the day shift chief power plant operator's communication with the manager is more direct, I find no significant differences between his responsibilities and those of chief power plant operators on other shifts.

The chief power plant operator is paid on an hourly basis, while the managers are salaried employees. The chief power plant operator earns about 30¢ per hour more than his assistant. The entire employee complement in each power plant consists of three managers, six chief power plant operators, and at least 42 other employees.

The chief power plant operator has no authority to hire, discharge, lay-off, recall, promote, or transfer employees on his own motion, nor effectively to recommend such action.

CONCLUSIONS OF LAW

The issue for my determination is whether the position of "chief power plant operator" is excluded from the coverage of the Public Employment Relations Act (Act) as a "supervisor", as defined in Section 4.2.

Section 4.2 of the Act defines "supervisory employee" as follows:

"...any individual having authority in the interest of the public employer, to hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward, or discipline other public employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection with the foregoing exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment."

The record clearly shows that the chief power plant operator does not have the power to hire, discharge, lay-off, recall, promote, or transfer employees, or to effectively recommend such action. However, it is also clear that the chief power plant operator is "in charge" of the employees on his shift, and his duties include the exercise of certain plant-level personnel functions. requests for sick leave and emergency leave and decides who to call in as a replacement for overtime work. While the approval of such requests may indeed be a routine function, the selection of which employee from another shift to use as a replacement, (a selection which involves overtime compensation for that employee) is not a routine one. He is also responsible for directing work, for reassigning employees to other jobs if necessary, and for calling in additional personnel, if needed. He makes these decisions based upon his perception of what is needed, and without any review by his superiors. In performing the functions, the chief power plant operator operates without the prior authorization of his superiors, and in so doing, exercises independent judgment.

Although not determinative <u>per se</u> of supervisory standing, another significant factor is the ratio of supervisory to non-supervisory employees. If I were to conclude that chief power plant operators were not supervisors, there would only be three supervisors and 48 employees (and more importantly, no supervisors on <u>any</u> shift except the day shift). A finding that chief power plant operators are supervisors makes the supervisory/non-supervisory ratio one supervisor for every five employees.

Based upon the above, I find that the chief power plant operators exercise independent judgment in certain of their daily plant-level functions, and are thus supervisory employees as defined in Section 4.2 of the Act.

Upon the basis of the foregoing, I hereby issue the following:

ORDER

IT IS HEREBY ORDERED that the classification of chief power plant operator be excluded from the blue collar unit within the Board of Regents System.

DATED at Des Moines, Iowa this 18th day of November, 1977.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER

AND

AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61, AFL-CIO, PETITIONER

CASE NO. 995

ORDER OF CERTIFICATION

NOW on this 26th day of May, 1977, the Board being advised that an election was conducted pursuant to Order of the Board, and that AFSCME, Iowa Public Employees Council 61, AFL-CIO, 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 AFSCME, Iowa Public Employees Council 61, AFL-CIO, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of State of Iowa [Social Services, Blue Collar], in the following bargaining unit:

INCLUDED: All Department of Social Services blue collar employees as follows: Automotive mechanic, Automotive mechanic helper, Automotive mechanic leader, Canteen Operator I & II, Carpenter I & II, Chief power plant engineer, Cook I & II, Corrections farm manager, Corrections food steward, Custodial leader, Custodial workers, Custodial assistant, Dormitory supervisor, Driver, Electrician I & II, Electronics technician, Facilities maintenance coordinator, Farm manager I, Farm worker, Farm leader, Food service leader, Food service worker, Furniture upholsterer, Heavy equipment operator, Herd leader, Ingredient room workers, Ingredient room worker II, Laundry worker I & II, Correctional building service coordinator, Linen room attendant I & II,

Locksmith, Machinist, Maintenance leader, Maintenance repairs leader, Meatcutter I & II, Trades helper, Maintenance repairer, Maintenance worker I & II, Mason, Nursery worker I & II, Nurses residence supervisor, Painter I & II, Plumber I & II, Power plant engineer I, II & III, Reproduction equipment operator I, Sewing room attendant I & II, Storekeeper I, II & III, Transport driver, Vehicle dispatcher, Water & disposal plant operator I & II.

EXCLUDED: Building services supervisor I & II, Buildings and grounds supervisor, Chief power plant engineer (supv.), Farm manager II, Food production supervisor, Laundry supervisor I & II, Maintenance repairs supervisor, Warehouse leader; Managerial, supervisory, confidential, partime employees, and all other employees of the State of Iowa.

DONE by the Public Employment Relations Board this 26th day of May, 1977.

PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER, (CASE NO. 995)
PUBLIC EMPLOYER/PETITIONER
(CASE NO. 996)

AND

AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61, AFL-CIO,

PETITIONER (CASE NO. 995)

CASE NOS. 995 & 996

DECISION AND ORDER

In Case No. 996, the State of Iowa filed with the Public Employment Relations Board a petition for unit determination pursuant to Section 13 of the Public Employment Relations Act, specifying that certain blue collar employees of the State Department of Social Services constitutes an appropriate bargaining unit. Said proposed unit has been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations. No objections have been filed thereto.

In Case No. 995, Petitioner has filed with the Board a bargaining representative determination petition, pursuant to Section 14 of the Act, seeking to represent the proposed unit defined in Case No. 996.

IT IS HEREBY ORDERED that the following constitutes a unit appropriate for the purposes of collective bargaining within the meaning of Section 13.2 of the Act:

INCLUDED: All Department of Social Services blue collar employees of the State of Iowa as set forth in Appendix A attached hereto.

EXCLUDED: Managerial, supervisory, confidential, part-time (as set forth in Appendix A) and all other employees of the State of Iowa.

IT IS FURTHER ORDERED that an election be conducted, under the supervision and direction of the Public Employment Relations Board at a time and place to be determined by the Board. Eligible to vote are all employees in the above defined bargaining unit who were employed during the payroll period immediately preceding the date below and who are also employed in the bargaining unit on the date of the election.

IT IS FURTHER ORDERED that the public employer in this case submit to the Board within seven days an alphabetical list of the names, addresses and job classifications of all the eligible voters in the unit described above.

DATED at Des Moines, Iowa, this 21st day of April, 1977.

PUBLIC EMPLOYMENT RELATIONS BOARD

JOHN R. LOIHL, BOARD MEMBER

VERNON C. COOK, BOARD MEMBER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD MAR 31 1977

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INSTRUCTION Board, If more	IS-Submit an origin space is required, at	al and two (2) copies of this ach additional sheets.	s Petition to the	Case No. Date Filed	995 3-31-77	
ant to the Public	c Employment Rela	wing cucumstances exist ar tions Act, to determine the openented by an employee	anmonriate unit for co	dlessive barazioin	er its proper authority pursu- ig and/or whether the public bargaining.	
1. Purpose of th		e in the error of tweetending dispositions are included in				
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UD UD	Unit Determination unit for collective	on Petitioner, an employ bargaining be determined	er, employer, or emplo by the Board pursuant (yre organization, to Section 13 of (, requests that the appropriate	t
UR UR	 Unit Reconsideration is no longer to for this request.) 	tion Petitioner, an emplo valid and requests that the I	yee or employee organi Roard review said deterr	ization, alleges th mination. (Attack	at a previous unit determina- i a sheet stating the reasons	
Uni	t has previously bee	ı determined by the Board	. Identify Case No., if k	nown. Case No		
		by this Petition, check the				
ন্তি	- Certification Pe lectively and 30 p	titioner, an employee orga	nization, has submitted	members of the	eyer a request to bargain col- Petitioner or have authorized ired in rule 4.3 (2).)	
RD	Decertification ity of the employ	Petitioner, a public employ ces in an appropriate unit a built with this Petision evid	rce, alleges that a certified	ed representative	does not represent a major- e represented by an employee n the unit support the Petition	
☐ RM	Representation hargaining, and the employees in an a	ial no such organization ha	ver, alleges that one or s s been certified by the I	nore employee or Board as the barg	rganizations have requested aining representative of the	
2. Name and Ad	Idress of Public Em	ployer: State of	Iowa, State Ca	pitol, Des	Moines, Iowa 503	19
Employer's re	epresentative Go	ne Vernon		Phon	e No. 281-3883	
Included: A	11 Departme	oppriate by the Petitioner nt of Social Sen the State of Id A.	rvices blue co owa as set for	llar th	3a. Approximate Number of Employees in Said UnitLOOO	
Excluded:	Managerial, employees o	supervisory, co f the State of l	onfidential, p lowa.	art-time a	nd all other	
4. Certified Em	oloyee Organization	(if none, so state):	None			
Representativ	/c:			Phone	No.	_
5. Names and Ai (If none, so se	ddresses of Other In	dividuals or Organizations	Which May Claim to Re	epresent the Emp	loyees in the Bargaining Unit	
6. Name and Ad	dress of Petitioner:	AFSCME Iowa Put 2550 Harding Rd Des Moines, IA	i. Suite D	Council 6		_
Petitioner's re	presentative:	David Williams,			15/255 - 2196	
I heraby deck accurate to the	are that I have read respess of my known	the contents of the instant edge and pelicf.	Petition and that the si			
Xuvic	Name and Title	<u>cluanes</u>		March 3	1, 1977	
Executi	ve Director	, Council 61				

STATE MERIT CLASSIFICATION

STATEWIDE SUCIAL SERVICES BLUE COLLAR UNIT

INCLUDED:

Automotive Mechanic Automotive Mechanic Helper Automotive Mechanic Leader Carpenter I Carpenter II Chief Power Plant Engineer Corrections Farm Manager Corrections Food Steward Custodial Leader Custodial Worker Custodial Assistant Dormitory Supervisor Driver Electrician I Electrician II Electronics Technician Facilities Maint. Coord. Farm Manager 1 Farm Worker Farm Leader Food Service Leader Food Service Worker Furniture Upholsterer Heavy Equipment Operator Herd Leader Ingredient Room Worker I Ingredient Rcom Worker II Laundry Worker I Laundry Worker II Corr. Bldg. Serv. Coord. Linen Room Attendant I Linen Room Attendant II Locksmith Machinist Maintenance Leader Maintenance Repairs Leader Trades Helper Maintenance Repairer Maintenance Worker I Maintenance Worker II Mason Nursery Worker I Nursery Worker II

Nurses Residence Supv.

INCLUDED (con't)

Painter I Painter II Flumber I Plumber II Power Plant Engineer I Power Plant Engineer II Power Flant Engineer III Reproduction Equip. Oper. I Sewing Room Attendant I Sewing Room Attendant II Storekeeper I Storekeeper II Storekeeper III Transport Driver Vehicle Dispatcher Water & Disposal Plant Oper. I Water & Disposal Plant Oper. II Cook I Cook II Canteen Operator I Cunteen Operator II Meatcutter I Meatcutter II

EXCLUDED:

Building Serv. Supervisor I
Building Serv. Supervisor II
Buildings & Grounds Supv.
Chief Power Plant Engineer (Supv).
Farm Manager II
Food Production Supervisor
Laundry Supervisor I
Laundry Supervisor II
Maintenance Repairs Supv.
Warehouse Leader

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

507 TENTH STREET . . DES MOINES, TOWA 50309

(515) 247 4414

GOVERNOR

April 4, 1977

Mr. Gene Vernon Employee Relations Director State Comptroller's Office State Capitol Des Moines, Iowa 50319 Chairman
24 / 4041
Vernon C, Cook
Member
24 / 4045
John R, Lonli
Member
24 / 4045
Peter L, J, Pashler
Executive Director.
24 / 4048

Re: Case No. 995 & 996

Dear Mr. Vernon:

This is to advise you that the enclosed petition for unit determination and bargaining representative determination accompanied by a Stipulation of Bargaining Unit form has been filed with the Board pursuant to the Public Employment Relations Act.

Enclosed is a copy of the petition and copies of the Notice to Employees. The employer is required to post copies of this Notice in conspicuous places customarily used for the posting of information to employees.

Please forward to this office within seven days an organizational chart of the employer's operations (if one exists) and a list of employees and their job classifications in the unit alleged as appropriate in the petition. This list will be used by the Board in verifying the showing of interest as submitted by the petitioner.

Upon receipt of the above requested information, the Board will consider the Stipulation of Bargaining Unit submitted with the petition and contact you concerning its approval. Any inquiry concerning this matter may be directed to Examiner, of the Board, at the address and phone number above.

For the Board,

Peter L. J. Pashler Executive Director

PLJP: jkb Enc.

STATEWIDE SOCIAL SERVICES BLUE COLLAR UNIT

State Merit Classification

Code No.	Classification
8375 8370 8380 8040 8041 8420 5032 7237	Automotive Mechanic Automotive Mechanic Helper Automotive Mechanic Leader Carpenter I Carpenter II Chief Power Plant Engineer Corrections Farm Manager Corrections Food Steward
7010 7005 7015 3066 8205 8325 8326 8672 8012 5030 5010 5015 7210 7200 8039 8230 5025	Custodial Leader Custodial Worker Custodial Assistant Dormitory Supervisor Driver Electrician I Electrician II Electronics Technician Facilities Maint. Coord. Farm Manager I Farm Worker Farm Leader Food Service Leader Food Service Worker Furniture Upholsterer Heavy Equipment Operator Herd Leader
7215 7216 7305 7306 7313 7315 7316 8635 8035 1010 8020 8015 8006 8042 5006 2010 8043 8044	Ingredient Room Worker I Ingredient Room Worker II Laundry Worker II Laundry Worker II Corr. Bldg. Serv. Coord. Linen Room Attendant I Linen Room Attendant II Locksmith Machinist Maintenance Leader Maintenance Repairs Leader Trades Heiper Maintenance Worker I Maintenance Worker II Mason Nursery Worker I Nursery Worker II Nurses Residence Supv. Painter I Painter II

STATEWIDE SOCIAL SERVICES BLUE COLLAR UNIT

State Merit Classification

Code No.	Classification
110.	CTA33111CACTON
8045	Plumber I
8046	Plumber II
8410	Power Plant Engineer I
8415	Power Plant Engineer II
8416	Power Plant Engineer III
8525	Reproduction Equip. Oper. I
7320	Sewing Room Attendant I
7321	Sewing Room Attendant II
0235	Storekeeper I
0236	Storekeeper II
0237	Storekeeper III
8210	Transport Driver
8215	Vehicle Dispatcher
8405	Water & Disposal Plant Oper. I
8406	Water & Disposal Plant Oper. II
7220	- Cook I
7221	Ccok II
7245	Canteen Operator I
7246	Canteen Operator II
7230	Meatcutter I
7231	Meatcutter II

EXEMPT SOCIAL SERVICES BLUE COLLAR CLASSIFICATIONS BASED UPON SUPERVISORY RESPONSIBILITY

State Merit Classification

Code	
No.	<u>Classification</u>
7025	Building Serv. Supervisor i
7027	Building Serv. Supervisor II
8025	Buildings & Grounds Supv.
8421	Chief Power Plant Engineer (Supv.)
5031	Farm Manager II
7235	Food Production Supervisor
7310	Laundry Supervisor I
/311	Laundry Supervisor II
8021	Maintenance Repairs Supv.
0250	Warehouse Leader

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

STIPULATION OF BARGAINING UNIT

Pursuant to a Petition duly filed under the Public Employment Relations Act, and subject to the approval of the Public Employment Relations Board, the undersigned parties hereby AGREE AS FOLLOWS:

- 1. The employer is a public employer within the meaning of Section 3 (1) of the Public Employment Relations Act.
- The employee organization is an employee organization within the meaning of Section 3 (4) of the Public Employment Relations Act.
- 3. The following constitutes an appropriate unit for purposes of collective bargaining within the meaning of Section 13 of the Public Employment Relations Act:

INCLUDED: All Department of Social Services blue collar employees of the State of Iowa as set forth in Appendix A.

EXCLUDED: Managerial, supervisory, confidential, part-time and all other employees of the State of Iowa.

State of Iowa	American Federation of State, County
(Employer)	(Name of Organization) & Municipal Employees, AFL-CiO
State Capitol, Des Moines, Ia.	2550 Harding Rd., Des Moines, Ia.
(Address) 50319	(Address) 50310
O = O	
By Jone Vernon	By Navid E. Williams
(Name and Title) (Date)	(Name and Title) (Date)
Tentative Approval:	
For the Board:	
By Styl R Livel 1 4/4/27	
(Board Member) (Date)	(Name of other Organization)
(Fina) Approval	
	(Address)
For the Board:	
	*
Ву	Ву
(Board Member)	(Name and Title) (Date)

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOMAR 3.1. 1977 - 10 (M

PETITION

FUBLIC EMPLOYMENT RELATIONS BOARD

STRUCTIONS Submit an original an	DO NOT WHITE IN THIS SPACE	
ard. If more space is required, attach	additional sheets.	Date Filed 3-31-77
a a ala a Badalla Kanadagan mengilikal sebagian	circumstances exist and requests that the B s Act, to determine the appropriate usit for sented by an employee organization for pur	hard proceed, under its proper authority pursu- collective bargaining and/or whether the public
Purpose of this Petition:		
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Unit Determination -	Petitioner, an employer, employee, or emp gaining be determined by the Board pursuar	oloyce organization, requests that the appropriat nt to Section 13 of the Act.
UR Unit Reconsideration tion is no longer valid for this request.)	Petitioner, an employee or employee org and requests that the Board review said det	anization, alleges that a previous unit determina- termination. (Attach a sheet stating the reasons
Unit has previously been de	termined by the Board. Identify Case No., i	(known. Case No.
b. It an election is also requested by	this Petition, check the appropriate box.	
lectively and 30 perce it to bargain on their	ent of the employees in an appropriate unit behalf. (Submit with this Petition a showing	
ity of the employees organization. (Submi as required in rule 4.	in an appropriate unit and that the employed t with this Petition evidence that 30 percent 3 (2).)	rified representative does not represent a major- ees do not wish to be represented by an employe to t the employees in the unit support the Petiti
RM - Representation Pet bargaining, and that employees in an appr	no such organization has been certified by t	or more employee organizations have requested he Board as the bargaining representative of the
Name and Address of Public Emplo	yer: State of Iowa, State Capt	tol, Des Moines, Iowa 50319
Employer's representative	. Waynan	Phone No. 281-3663
and the second second second second	Vernon	32. Approximate Numbe
	of Social Services blue collar is set forth in Appendix A.	of Employees in Said
	and the second second	
Excluded: Managerial, supe of the State of Iowa.	ervisory, confidential, part-t	time and all other employees
Certified Employee Organization (i	f none, so state):	gar .
fone		Phone No.
Representative:	, a sala cara company a parameter	
Names and Addresses of Other Indi If none so state;:	viduals or Organizations Which May Claim t	to Represent the Employees in the Bargaining U
lone		
Name and Address of Petitioner:	State of Iowa Stane Vernon Comptroller's Office State Lapitol	Phone No
Petituace's representative:	Des Moines, Iowa 50319	281-3803
Thereby declare that I have read the accuracy to the best ofping knowless	ie contents of the instant Petition and that dge and belief	the st ments contained herein are true and
Some Vernon, Ofrector Employment Calations		3/11/77 Date
		CPA:69459 1//

SERVICE SHEET

Cas	e Name	:State	of Iowa	Blue	Collser	Social	Service	<u>s</u>	
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STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

PUBLIC EMPLOYER

AND

AFSCME IOWA PUBLIC EMPLOYEES COUNCIL 61, AFL-CIO PETITIONER CASE NO. 1015

ORDER OF CERTIFICATION

NOW on this 30th day of June, 1977, the Board being advised that an election was conducted pursuant to Order of the Board, and that AFSCME Iowa Public Employees Council 61, AFL-CIO, 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 AFSCME Iowa Public Employees

Council 61, AFL-CIO should be, and hereby is,

designated and certified by this Board to be the exclusive bargaining

representative for the employees of State of Iowa,

a public employer, in the

following bargaining unit:

INCLUDED: All Beer & Liquor Control Department blue collar employees of the State of Iowa including Liquor Store Clerk, Liquor Store Manager I, Liquor Store Manager II, Storekeeper II, Warehouse Dispatcher, Warehouse Worker, Forklift Operator, Gustodial Worker, Maintenance Repairer, Transport Driver, Automotive Mechanic, Automotive Mechanic Leader, Warehouse Coordinator, and Carpenter I.

EXCLUDED: Managerial, supervisory, confidential, parttime and all other employees of the State of Iowa.

DONE by the Public Employment Relations Board

JOHN E. THAMER/CHATRMAN

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,

Public Employer/Petitioner

and

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL 61,

Certified Employee Organization

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PUBLIC EMPLOYMENT RELATIONS BOAGO

CASE NO. 1304

RECOMMENDED DECISION AND ORDER

N. Morrison Torrey, Hearing Officer. Upon a petition duly filed pursuant to Section 13 of the Public Employment Relations Act, Chapter 20, The Code (1977) [hereafter the Act] and Rule 4.6 of the Rules and Regulations of the Public Employment Relations Board [hereafter the Board], a hearing was begun before me on January 9, 1979. Appearing on behalf of the State of Iowa was Steve Watson, Esq.; on behalf of the American Federation of State, County and Municipal Employees, AFL-CIO, Council No. 61 [hereafter AFSCME], John Ayers, Esq. All parties were present at hearing and had full opportunity to present evidence and cross-examine witnesses on all issues.

STATEMENT OF THE CASE

All parties stipulated that the State of Iowa is a public employer, that AFSCME is an employee organization, and that the Board has jurisdiction over the instant case. It was agreed that the issue presented in this case is whether the job classifications of Liquor Store Manager I [hereafter LSM I] and Liquor Store Manager II [hereafter LSM II] are supervisory as defined by the Act and thus should be excluded from the state-wide blue collar unit determined in State of Iowa, PERB Case No. 1225 (1978).

On March 26, 1979, after the commencement of the hearing, both parties jointly submitted the following stipulations:

- (1) Employees in the job classifications of LSM I (Merit Class Code No. 00225) and LSM II (Merit Class Code No. 00226) are all employees of the Iowa Beer and Liquor Control Department;
- (2) Employees in the foregoing job classifications who are charged with the responsibility of managing a liquor store perform supervisory responsibilities as those responsibilities are defined in Section 20.4(2), The Code (1977);
- (3) Employees in the foregoing job classifications who are assistant managers of larger liquor stores are not supervisory employees as defined in Section 20.4(2), The Code (1977).

Based upon the above stipulations, the parties requested that the blue collar bargaining unit and AFSCME's certification be amended to exclude as supervisory those employees in the classifications LSM I and LSM II who are in charge of their own liquor store; and, that the existing unit and certification include those managers who are assistant managers and the classifications be designated as follows: Liquor Store Manager I (Assistant) and Liquor Store Manager II (Assistant).

FINDINGS OF FACT

Although the hearing was continued and not fully heard prior to the joint stipulations of the parties, evidence submitted during the hearing supports the above stipulated facts and I adopt them as requested by the parties.

CONCLUSIONS OF LAW

I approve the parties' request for unit amendment as being entirely appropriate and proper under the Act. Therefore,

I issue the following recommended:

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in State of Iowa, PERB Case No. 1225 (1978), and the certification in that case be amended in the following manner:

INCLUDED: Liquor Store Manager I (Assistant) and Liquor Store Manager II (Assistant)

EXCLUDED: Liquor Store Manager I and Liquor Store Manager II.

DATED at Des Moines, Iowa this 500 day of April, 1979.

N. MORRISON TORREY, HEARING OFFICER