

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)
STATE OF IOWA,)
Public Employer,)
and)
AFSCME/IOWA COUNCIL 61,)
Petitioner.)

CASE NO. 3507

FILED
90 FEB -5 AM 11:05
PUBLIC EMPLOYMENT
RELATIONS BOARD

AFSCME/IOWA COUNCIL 61,)
Complainant,)
and)
STATE OF IOWA,)
Respondent.)

CASE NO. 3513

REISSUED DECISION ON APPEAL¹

STATEMENT OF THE CASE

This case concerns an appeal by the State of Iowa (State) of a proposed decision and order issued by an administrative law judge (ALJ) on July 3, 1989 in case numbers 3507 and 3513.

¹Following the issuance of our Decision on Appeal herein on October 17, 1989, the Public Employer/Respondent commenced a judicial review proceeding pursuant to section 17A.19, Code of Iowa (1989), alleging that certain statements contained in that Decision were erroneous. The language complained of consisted of comments concerning the analysis of the Administrative Law Judge who issued the Proposed Decision and Order herein and the arguments of the Public Employer/Respondent on appeal, and was neither essential nor necessary to our determination of the merits of the case. Although disagreement concerning the correctness of that dicta continues, the parties and the Board have agreed to the issuance of this Reissued Decision on Appeal, with the aforementioned dicta excised, as a means of informally resolving the pending judicial review proceeding. Such reissuance is not, however, to be construed as any acknowledgement by the Board or any party of the correctness of any other's position concerning the substance of the excised language. Since this Reissued Decision on Appeal supercedes and replaces the original Decision on Appeal herein, subscribers to the PERB Information Service should discard the October 17, 1989 Decision on Appeal and substitute this Reissued Decision in its place.

provisions of the federal statute. We conclude that the State violated sections 10.1 and 10.2(e) of the Act by refusing to apply terms of the contract, specifically the dues deductions provisions, to Security Guard IIIs in the mistaken belief that changes in their duties and/or titles rendered them excluded from the unit.

In the present case, although AFSCME had a right, upon request, to bargain the pay grade for the new Security Guard III position unilaterally established by the State, we conclude that AFSCME waived that right. When notified of the proposed new classification, AFSCME did not request to bargain the particulars of the terms of the new classification, apparently because AFSCME was satisfied with the pay grade established by the State. The State violated sections 10.1 and 10.2(e) of the Act, however, by refusing to apply contract terms, specifically, the dues deduction provisions of the contract, to the new classification, and AFSCME promptly acted to protect its rights in this regard by filing the instant complaint.

Accordingly, based on all of the above, we conclude that the State violated sections 10.1 and 10.2(e) by its actions. In order to remedy the prohibited practices found, we issue the following:

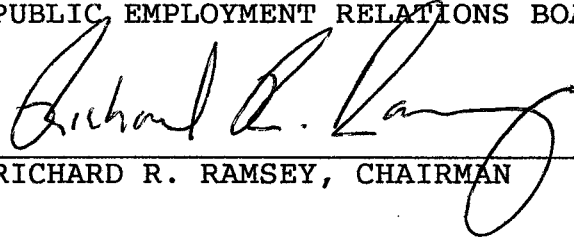
ORDER

The Order of Certification of AFSCME/Iowa Council 61, and the State of Iowa security bargaining unit determined by PERB in Case No. 942 are hereby clarified and amended to specifically include the job classification of Security Guard III.

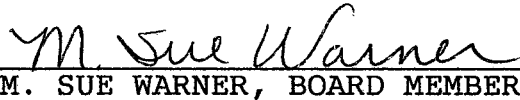
In order to remedy the prohibited practices found to have occurred, the State shall cease and desist from excluding Security Guard IIIs from coverage of the collective bargaining agreement, and shall immediately post copies of the attached Notice to Employees at the Woodward State Hospital-School, in places customarily used for the posting of notices to employees, for a period of not less than thirty (30) calendar days.

DATED at Des Moines, Iowa this 5th day of February, 1990.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R. RAMSEY, CHAIRMAN



M. SUE WARNER, BOARD MEMBER

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

| | | |
|---------------------------------|---|-----------------------|
| STATE OF IOWA, |) | |
| Public Employer/Petitioner |) | |
| and |) | CASE NOS. 2600, 2601, |
| AFSCME COUNCIL 61, |) | 2602 & 2603 |
| Certified Employee Organization |) | |
| | | |

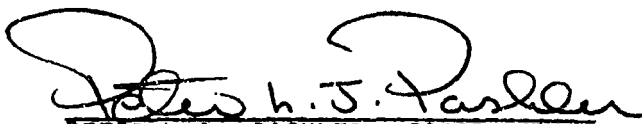
ORDER GRANTING WITHDRAWAL

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

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD
PETITION FOR AMENDMENT OF BARGAINING UNIT

FILED
NOV 15 1983 - 4.10 PM
PUBLIC EMPLOYMENT RELATIONS BOARD

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| <p>INSTRUCTIONS—Submit an original and two (2) copies of this Petition to the Board. If more space is required, attach additional sheets.</p> | <p>DO NOT WRITE IN THIS SPACE</p> |
| | Case No. <u>2602</u> |
| | Date Filed |

The Petitioner alleges that the following circumstances exist and requests that the Board proceed, under its proper authority pursuant to the Public Employment Relations Act, to amend the unit appropriate for collective bargaining.

1. Case Number where unit was previously determined by Board, if known. #294

Description of Existing Unit: All Security and Related Employees of the State of Iowa
Included: as set forth in Appendix A.

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 classification:
See Appendix C

4. Reason for seeking amendment of unit: To conform the PERB bargaining units and certifications to the current job classifications utilized by the State of Iowa.

5. Name and Address of Public Employer: Office of Employment Relations
State of Iowa
State Capitol
Des Moines, Iowa 50319

Employer's representative William C. Snyder Phone No. 281-3883

6. Certified Employee Organization (if none, so state): AFSCME Council 61
2000 Walker Street
Des Moines, Iowa 50317

Representative: Don McKee Phone No. 266-2622

7. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If none, so state):

NONE

8. Name and Address of Petitioner: Office of Employment Relations
State of Iowa
State Capitol
Des Moines, Iowa 50319

Petitioner's representative: William C. Snyder Phone No. 281-3883

I hereby declare that I have read the contents of the instant Petition and that the statements contained herein are true and accurate to the best of my knowledge and belief.

William C. Snyder
NAME AND TITLE

November 15, 1983
DATE

APPENDIX A

| <u>Code No.</u> | <u>State Merit Classifications</u> | <u>Department</u> |
|-----------------|----------------------------------------|-----------------------|
| 00480 | Grain Dealer Investigator | Commerce |
| 00482 | Warehouse Examiner | Commerce |
| 00660 | Field Safety Technician | Labor |
| 00665 | Labor Safety Educator | Labor |
| 00675 | Elevator Inspector | Labor |
| 00679 | Mines & Minerals Reclamation Officer A | Soil Conservation |
| 00680 | Surface Mine Inspector | Soil Conservation |
| 00683 | Track Car Technician A | D.O.T. |
| 00684 | Senior Track Inspector | D.O.T. |
| 00685 | Railroad Safety Investigator | D.O.T. |
| 00686 | Chief Railroad Safety Investigator | D.O.T. |
| 02405 | Health Inspector | Health |
| 02425 | Public Health Representative I | Health |
| 05101 | Weights & Measures Inspector | Agriculture |
| 05102 | Food and Sanitation Inspector | Agriculture |
| 05103 | Food Sanitation Survey Officer | Agriculture |
| 05112 | Dairy Products Inspector | Agriculture |
| 05117 | Livestock Inspector | Agriculture |
| 05126 | Meat Inspector | Agriculture |
| 05127 | Sr. Meat Inspector A | Agriculture |
| 05140 | Apiary Inspector | Agriculture |
| 05144 | Agricultural Products Inspector | Agriculture |
| 05145 | Pesticide Investigator A | Agriculture |
| 05186 | Dairy Trade Practices Investigator | Agriculture |
| 05356 | Recreational Safety Coordinator A | Conservation |
| 05424 | State Waters Aide | Conservation |
| 06075 | Training Facilities Supervisor | Law Enf. Academy |
| 06340 | Motor Vehicle Investigator | D.O.T. |
| 06360 | Motor Vehicle Officer I | D.O.T. |
| 06361 | Motor Vehicle Officer II | D.O.T. |
| 06405 | Correctional Officer I | Social Services |
| 06406 | Correctional Officer II | Social Services |
| 06407 | Correctional Escort | Social Services |
| 06409 | Correctional Officer III | Social Services |
| 06440 | Correctional Specialist | Social Services |
| 06443 | Jail Inspector | Social Services |
| 06465 | State Industries Technician I | Social Services |
| 06466 | State Industries Technician II | Social Services |
| 06470 | State Industries Supervisor | Social Services |
| 06480 | Mental Health Officer | Soc. Serv. (Woodward) |
| 06490 | Community Correctional Aide | Social Services |
| 06491 | Halfway House Worker | Social Services |
| 07105 | Guard | General |
| 06401 | Women's Corr. Officer | Social Services |
| 07110 | Security Guard I | General Services |
| 07111 | Security Guard II | General Services |
| 07112 | Military Security Guard | Adjutant General |
| 07130 | Airport Firefighter | Adjutant General |
| 08430 | Boiler Inspector | Labor |

Non-Merit Classification

Security Guard

Public Instruction

University Merit Classification

| | |
|-------|-------------------------------|
| 07581 | Hospital Security Officer I |
| 07801 | Parking Enforcement Officer |
| 07811 | Parking Enf. Officer, Chief |
| 08121 | Plant Safety Patrolman |
| 08131 | Plant Safety Sergeant |
| 08111 | Safety Inspector |
| 07491 | Security-Auxiliary Officer |
| 07551 | Security Detective |
| 07571 | Security-Lieutenant Detective |
| 07511 | Security-Patrolman |
| 07561 | Security-Sergeant Detective |
| 07501 | Security-Watchman |

APPENDIX B

| <u>Code No.</u> | <u>State Merit Classification</u> | <u>Department</u> |
|----------------------------------------|-------------------------------------------|-------------------|
| 00484 | Asst. Dir. of Warehouse & Gr. Dealer Inv. | Commerce |
| 00486 | Dir., Warehouse & Grain Dealer Inv. | Commerce |
| 00676 | Elevator Inspection Supervisor | Labor |
| 02410 | Executive Secretary, Cosmetology | Health |
| 02420 | Executive Secretary, Barbering | Health |
| 02426 | Public Health Representative II | Health |
| 05220 | Parks Supervisor | Conservation |
| 05225 | Assistant Parks Superintendent | Conservation |
| 05230 | Parks Superintendent | Conservation |
| 06300 | Drivers License Examiner | D.O.T. |
| 06301 | Sr. Drivers License Examiner | D.O.T. |
| 06362 | Motor Vehicle Officer II | D.O.T. |
| 06363 | Asst. Motor Vehicle Enf. Dir. | D.O.T. |
| 06364 | Vehicle Enforcement Director | D.O.T. |
| 06365 | Asst. Motor Vehicle Invest. Director | D.O.T. |
| 06402 | Correctional Supervisor I | Social Services |
| 06410 | Correctional Supervisor II | Social Services |
| 06411 | Correctional Supervisor III | Social Services |
| 06415 | Correctional Security Asst. Dir. | Social Services |
| 06416 | Correctional Security Director | Social Services |
| 06492 | Halfway House Director | Social Services |
| 07125 | Fairgrounds Security Chief | Fair Board |
| 07131 | Airport Firefighter Supervisor | Adjutant General |
| 08435 | Boiler Inspection Supervisor | Labor |
| 05210 | Park Ranger I | Conservation |
| 05215 | Park Ranger II | Conservation |
| 05217 | Park Ranger III | Conservation |
| <u>University Merit Classification</u> | | |
| 07582 | Hospital Security Officer II | |
| 07531 | Security - Lieutenant | |
| 07521 | Security - Sergeant | |

SECURITYAPPENDIX BState Merit Classifications

| <u>Class Code</u> | <u>Classification</u> |
|-------------------|------------------------------------|
| 00482 | Grain Dealer & Warehouse Examiner |
| 00660 | Field Safety Technician |
| 00675 | Elevator Inspector |
| 00683 | Track Car Operator |
| 00684 | Track Inspector |
| 02405 | Health Inspector |
| 02425 | Disease Prevention Specialist I |
| 05101 | Weights & Measures Inspector |
| 05102 | Food & Sanitation Inspector |
| 05103 | Food Sanitation Survey Officer |
| 05105 | Sr. Weights & Measures Insp. |
| 05112 | Dairy Products Inspector |
| 05117 | Livestock Inspector |
| 05126 | Meat Inspector |
| 05127 | Sr. Meat Inspector |
| 05132 | Livestock Marketing Specialist |
| 05140 | Apiary Inspector |
| 05144 | Agricultural Products Inspector |
| 05145 | Pesticide Investigator |
| 05186 | Dairy Trade Practices Investigator |
| 05356 | Conservation Program Coordinator |
| 06075 | Training Facilities Supervisor |
| 06340 | Motor Vehicle Investigator |
| 06360 | Motor Vehicle Officer I |
| 06361 | Motor Vehicle Officer II |
| 06406 | Correctional Officer |
| 06409 | Senior Correctional Officer |
| 06443 | Jail Inspector |
| 06465 | State Industries Technician |
| 06467 | Sr. State Industries Technician |
| 07110 | Security Guard I |
| 07111 | Security Guard II |
| 07112 | Military Security Guard |
| 07130 | Airport Firefighter |
| 08430 | Boiler Inspector |

SECURITYRegents Merit System Classifications

| <u>Class Code</u> | <u>Classification</u> |
|-------------------|-------------------------------|
| 7581 | Hospital Security Officer I |
| 7801 | Parking Enforcement Officer |
| 8121 | Plant Safety Patrol Officer |
| 2131 | Plant Safety Sergeant |
| 7591 | Public Safety Dispatcher |
| 8111 | Safety Inspector |
| 7491 | Security-Auxiliary Officer |
| 7551 | Security Detective |
| 7571 | Security-Lieutenant Detective |
| 7511 | Security Patrol Officer |
| 7521 | Security-Sergeant |
| 7561 | Security-Sergeant Detective |
| 7501 | Security Guard |

APPENDIX CSECURITY UNITClassifications AddedState Merit Classifications# of Employees
Currently in Class

| | | |
|-------|----------------------------------|----|
| 05105 | Sr. Weights & Measures Inspector | 1 |
| 05132 | Livestock Marketing Specialist | 3 |
| 06467 | Sr. State Industries Technician | 11 |

Regents Merit Classifications

| | | |
|------|--------------------------|----|
| 7591 | Public Safety Dispatcher | 6 |
| 7521 | Security-Sergeant | 14 |

CLASSIFICATIONS DELETEDState Merit Classifications

| | |
|-------|----------------------------------------|
| 00480 | Grain Dealer Investigator |
| 00665 | Labor Safety Educator |
| 00679 | Mines & Minerals Reclamation Officer A |
| 00680 | Surface Mine Inspector |
| 00683 | Track Car Technician A |
| 00685 | Railroad Safety Investigator |
| 00686 | Chief Railroad Safety Investigator |
| 05424 | State Waters Aide |
| 06405 | Correctional Officer I |
| 06407 | Correctional Escort |
| 06440 | Correctional Specialist |
| 06466 | State Industries Technician II |
| 06470 | State Industries Supervisor |
| 06480 | Mental Health Officer |
| 06490 | Community Correctional Aide |
| 06491 | Halfway House Worker |
| 07105 | Guard |
| 06401 | Women's Corr. Officer |

State Non-Merit Classifications

Guard

Regents Merit Classifications

07811 Parking Enf. Officer, Chief

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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

ALL PETITIONERS AND INTERVENORS IN THE
CASES NUMBERED HEREIN 1/

CASE NO. 294 2/

DECISION AND ORDER

The above-entitled matter came on for hearing before the Public Employment Relations Board on August 9, 1976, pursuant to prior order of the Board. Gene A. Vernon appeared on behalf of the State of Iowa; Alvin W. Logan and W. Patrick White appeared on behalf of the Staff Employees Collective Organization (SECO); Habbo Fokkena appeared on behalf of the Iowa State Troopers Association and Iowa Fish and Game Officers Association, Inc.; R. J. Smith appeared on behalf of the Iowa Department of Public Safety Special Agents Association; David Williams and Raymond Conley appeared on behalf of the State of Iowa Employees Association, American Federation of State, County and Municipal Employees (SIEA/AFSCME); and Charles E. Gribble appeared on behalf of the Iowa Land and Waters Conservation Officer Association.

The parties waived the formal presentation of any testimony or evidence in this matter and stipulated to the bargaining unit as set forth in the amendments to the petition in Case No. 294 (Exhibits 1 and 2).

The Board, having reviewed the stipulation of the parties and finding no objection thereto, finds that the following bargain-

1/ Also, Case Nos. 226, 282, 401, 432, and 708, which were, with the approval of the Board, withdrawn at hearing.

2/ As amended at hearing.

ing units are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Public Employment Relations Act:

1. Public Safety Unit:

Included: Conservation officers (05355)^{3/}, and State Waters Officers (05426) of the Conservation Commission; Special Agents, Arson Investigators, Fire Prevention Specialists, Troopers, Capitol Security Guards I, and Fire Inspectors in the Department of Public Safety;

Excluded: Conservation Enforcement Supervisors (05360), Conservation Enforcement Superintendent (05365), State Waters Supervisors (05430), and State Waters Superintendent (05435) of the Conservation Commission; Sergeants, Lieutenants, Captains, Capitol Security Guards II, Capitol Security Chief, Assistant Capitol Security Chief, and Enforcement Coordinators in the Department of Public Safety; and all other 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.

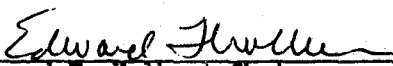
2. Security Unit:


Included: All Security and related employees of the State of Iowa as set forth in Appendix A hereto.

Excluded: All persons holding job classifications as set forth in Appendix B hereto; 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.

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

PUBLIC EMPLOYMENT RELATIONS BOARD


Edward F. Kolker, Chairman


Vernon C. Cook, Board Member


John R. Loihl, Board Member

^{3/} Numbers appearing after job classifications denote the code number assigned to that classification by the Iowa Merit Employment Department.

Crissy J. Valley

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:
STATE OF IOWA,
Public Employer/Petitioner

and

AFSCME, AFL-CIO, COUNCIL NO. 67,
Certified Employee Organization

FILED
DEC 18 1979 11:07 AM
PUBLIC EMPLOYMENT RELATIONS BOARD

CASE NO. 1270

The above-named Public Employer/Petitioner requests withdrawal
of the above-referenced petition pursuant to Board Rule 4.1(3).

Donna L. Dykewicz
STATE OF IOWA

* CERTIFICATE OF SERVICE
The undersigned hereby certifies that a true copy of
the foregoing instrument was served upon each of the
attorneys of record of all parties to the above-entitled
cause by enclosing the same in an envelope addressed
to each such attorney at his/her respective address as
disclosed by the pleadings of record herein, with post
age fully paid, and depositing said envelope in a United
States Post Office depository in Des Moines, Iowa on the
11th day of December, 1979.
Donna L. Dykewicz

STATE OF IOWA
BEFORE THE IOWA PUBLIC EMPLOYMENT RELATIONS BOARD
FILED
MAY 5 1978 11:00 AM

PUBLIC EMPLOYMENT RELATIONS BOARD

| | |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <p>In the Matter of: STATE OF IOWA, Public Employer</p> | <p>Case No. <u>1270</u> PETITION TO AMEND SECURITY BARGAINING UNIT AND CERTIFICATION</p> |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------|

COMES NOW the State of Iowa, public employer, and in support of its
PETITION TO AMEND SECURITY BARGAINING UNIT AND CERTIFICATION, states as follows:

1. That the name and address of the public employer is:

State of Iowa
% Gene Vernon
Director, Employment Relations
State Comptroller's Office
State Capitol
Des Moines, Iowa 50319

2. That the name and address of the certified employee organization is:

American Federation of State, County
and Municipal Employees, Public
Employee Council No. 61, AFL-CIO
2000 Walker, Suite C
Des Moines, Iowa 50317

3. That pursuant to Section 13(2) of the Public Employment Relations
Act, Chapter 20, Code of Iowa, 1977, that the Public Employment Relations Board
(hereinafter referred to as PERB) found that a statewide security bargaining unit
was appropriate. State of Iowa, PERB Case No. 294 (1976).

4. That the American Federation of State, County and Municipal Employees,
AFL-CIO (hereinafter referred to as AFSCME) is the certified representative of all
employees placed in the security bargaining unit. State of Iowa, PERB Case No. 942
(1977).

5. That the public employer and AFSCME negotiated a collective bargaining
agreement covering the security bargaining unit which became effective on July 1,
1977, and which expires upon June 30, 1979.

6. That the security bargaining unit determination; the order of certification; and the collective bargaining agreement include employees in the following job classification: 00660 Field Safety Technician.

7. That the employees in the job classification set forth in section 6. above are all employees of the Bureau of Labor

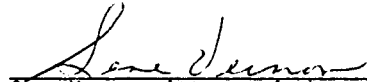
8. That pursuant to statutory authority, the Bureau of Labor is charged with the responsibility of investigating claims of alleged Iowa Occupational Safety and Health Act (IOSHA) violations and that the employees in the classification set forth in section 6. above are the employees that investigate other state departments and determine whether there is probable cause that there was a violation of the law.

9. That for the foregoing reasons, the public employer requests that PERB amend the bargaining unit and delete from the unit the classification listed above and the employees in that classification as being confidential pursuant to Section 20.4, Code of Iowa, 1977.

WHEREFORE, the State of Iowa respectfully requests that the Public Employment Relations Board amend the security bargaining unit by deleting the job classification of Field Safety Technician and amend the certification to exclude these employees from the bargaining unit.

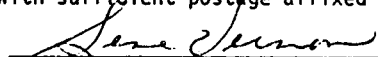
Respectfully submitted,

Date 5-2-78


Gene Vernon, Attorney-At-Law
Director, Employment Relations
State of Iowa
State Capitol
Des Moines, Iowa 50319

CERTIFICATE OF SERVICE

I, Gene Vernon, hereby certify that on May 2, 1978, I sent a copy of the foregoing petition to Don Anderson, Executive Director, American Federation of State, County and Municipal Employees, Local Council 61, AFL-CIO, at his respective address by depositing same in the United States mail with sufficient postage affixed thereto.


Gene Vernon, Attorney-At-

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, AFL-CIO, |) | |
| COUNCIL NO. 61, |) | CASE NO. 942 |
| PETITIONER |) | |
| AND |) | |
| STAFF EMPLOYEES COLLECTIVE ORGANIZATION, |) | |
| INTERVENOR |) | |

ORDER OF CERTIFICATION

NOW on this 21st day of April, 1977, the Board being advised that an election was conducted pursuant to Order of the Board, and that the American Federation of State, County & Municipal Employees, AFL-CIO, Council No. 61, an employee organization, received an affirmative vote of the majority of employees in the above-referenced case, and the Board having further found that the employee organization has fully complied with all regulations of the Act and the rules and regulations thereunder;

IT IS HEREBY ORDERED by the Board that American Federation of State, County & Municipal Employees, AFL-CIO, Council No. 61, should be, and hereby is, designated as the exclusive bargaining representative for certain employees of the State of Iowa, a public employer, in the following bargaining unit:

INCLUDED: All Security and related employees of the State of Iowa, as set forth in Appendix A hereto.

EXCLUDED: All persons holding job classifications as set forth in Appendix B hereto; 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 this 21st day of April, 1977.



JOHN R. LOHLE, BOARD MEMBER