IOWA STATUTORY IMPASSE TIMELINE GUIDE[1]

EMPLOYER TYPE(S)	UNIT TYPE	STEPS IN PROCEDURE	FIRST DATE PERB WILL ACT ON A UNILATERAL MEDIATION REQUEST (120 days prior to completion deadline)	DEADLINE TO FILE REQUEST FOR ARBITRA-TION	DEADLINE TO COMMENCE ARBITRA-TION HEARING	COMPLETION DEADLINE
City, County or State	All Units	3[2]	11/15			3/15
School District or AEA	Non-Teachers	3[2]	12/15			4/15
Community College	Non-Teachers	3[2]	1/31		5/13	5/31
School District, AEA or Community College	Licensed Teachers	2[3]	1/31	4/16	5/13	5/31

[1]Subject to modification by parties' §20.19 independent impasse agreement.

[2]Mediation, factfinding & arbitration

[3]Mediation & arbitration