

Hello:

As you know the legislature (through H.F. 291) has made sweeping changes to Chapter 20, the Public Employment Relations Act. Please read the following applicable notices:

**Cities and Counties without a March 15 Waiver**

If you are a city or county in the process of negotiations (that is, didn't have a ratified agreement in effect by H.F. 291's enactment, a final arbitration award or an already effective agreement) and **do not** have an independent impasse agreement that waives/extends the March 15 deadline, you are subject to PERB's Emergency Rules. If the parties agree, you can still waive the March 15 deadline. These rules establish new timelines for the time periods specified in Iowa Code sections 20.17 and 20.22 and are intended to produce agreements or arbitration awards to meet the March 15, 2017 completion deadline. The process, by necessity, is severely compressed in order to produce agreements or awards by the March 15 deadline. If you do not have a waiver/extension of the March 15 deadline, TIME IS OF THE ESSENCE. First, you need to file a Request for Impasse Services with PERB. Parties, without a deadline extension, need to keep their calendars open in order to be able to meet the new timelines. Please see PERB's web-site for the emergency rules by clicking

here:

<https://iowaperb.iowa.gov/sites/default/files/EMERGENCY%20rules%20HF%20291%20adopted%20filed%20%202-22-2017-2.pdf>

**Cities and Counties with a March 15 Waiver**

If you (1) had not ratified a proposed agreement, (2) had not received an arbitrator's award, or (3) did not already have an agreement in effect by H.F. 291's enactment date, you must start over under the new statute, beginning with the union's presentation of its initial bargaining position in an open meeting, followed by the employer's presentation of its initial bargaining position in another open meeting subject to the provision of chapter 21. See PERB's transition guidance on how to begin the process by clicking here: <https://iowaperb.iowa.gov>

**K-12s, AEAs and Community Colleges**

If you (1) had not ratified a proposed agreement, (2) had not received an arbitrator's award, or (3) did not already have an agreement in effect by H.F. 291's enactment date, you must start over under the new statute. Your completion deadline is now June 30, but you must start the process over beginning with the union's presentation of its initial bargaining position in an open meeting, followed by the employer's presentation of its initial bargaining position in another open meeting subject to the provision of chapter 21. See PERB's transition guidance on how to begin the process by clicking here: <https://iowaperb.iowa.gov>

**Resources**

In addition, PERB's website also contains the official CPI-U Midwest calculation chart (<https://iowaperb.iowa.gov/sites/default/files/CPI-U%20MIDWEST%202-17%20-%207-17%202017%20.pdf>) which interest arbitrators will be using to determine the maximum percentage the arbitrator can award on the impasse item of base wages. Please monitor PERB's website for additional information.

**Cleaned up Ch. 20:**

<https://iowaperb.iowa.gov/sites/default/files/ch.%2020%20with%20HF291%20incorp.pdf>

For further information contact PERB at [iaperb@iowa.gov](mailto:iaperb@iowa.gov)