

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT
RELATIONS BOARD

IN THE MATTER OF:)	
)	
CENTRAL CLINTON COMMUNITY SCHOOL)	
DISTRICT,)	
Public Employer,)	
)	
and)	CASE NO. 6139
)	
SERVICE EMPLOYEES INTERNATIONAL UNION)	
LOCAL 150,)	
Certified Employee)	
Organization/Petitioner.)	

AMENDMENT OF CERTIFICATION

A petition for amendment of certification was duly filed under Rule 4.8 of the Public Employment Relations Board [Board or PERB] Rules. Said petition has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB rules; and no objections have been filed, therefore:

IT IS THEREFORE ORDERED that the certification of Service Employees International Union, Local 150, issued in Case No. 3852, and amended in Case Nos. 4199 and 5212, is amended to read as follows:

Service Employees International Union, Local #199

DATED at Des Moines, Iowa this 6th day of March, 2000.

PUBLIC EMPLOYMENT RELATIONS BOARD



Richard P. Moore, Chair

cc: Matthew Glasson
Jan Culbertson

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT
RELATIONS BOARD

CENTRAL COMMUNITY SCHOOL DISTRICT OF)
CLINTON COUNTY,)
Public Employer,)
and)
CENTRAL CLINTON BUS DRIVERS ASSOCIATION,)
Certified Employee Organization.)

CASE NO. 5212

AMENDMENT OF CERTIFICATION

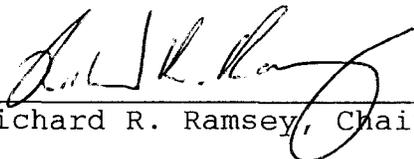
A petition for amendment of certification was duly filed under Rule 4.8 of the Public Employment Relations Board [Board or PERB] Rules. Said petition has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB rules; and no objections have been filed, therefore:

IT IS THEREFORE ORDERED that the certification of Central Clinton Bus Drivers Association is amended to read as follows:

Service Employees International Union, Local 150

DATED at Des Moines, Iowa this 14th day of October, 1994.

PUBLIC EMPLOYMENT RELATIONS BOARD


Richard R. Ramsey, Chairman

cc: Matthew Glasson
Jim Humble

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CENTRAL CLINTON COMMUNITY SCHOOL)
 DISTRICT,)
 Public Employer,)
)
 and)
)
 CENTRAL CLINTON BUS DRIVERS)
 ASSOCIATION,)
 Petitioner.)

CASE NO. 4199

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 1990 SEP 10 PM 2:09
 PUBLIC EMPLOYMENT
 RELATIONS BOARD

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, Iowa Code (1989) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of certain facts.

A Recommended Order was issued on August 21, 1990 which has been posted in conformance with PERB Rules; and no objections have been filed, therefore:

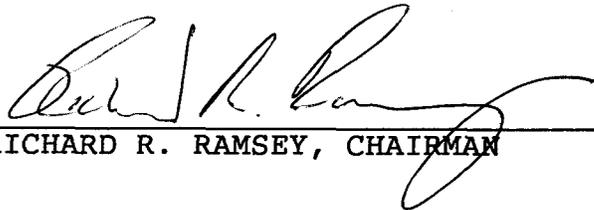
IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 3852, and the certification of Central Clinton Bus Drivers Association, is amended to read as follows:

INCLUDED: Regular bus drivers and substitute bus drivers of the Central Clinton Community School District.

EXCLUDED: All other employees of the Central Clinton Community School District and those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 14th day of September, 1990.

PUBLIC EMPLOYMENT RELATIONS BOARD


 RICHARD R. RAMSEY, CHAIRMAN

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

AUG 21 PM 1:37

CENTRAL CLINTON BUS DRIVERS)
ASSOCIATION)
RELATIONS BOA)
Petitioner,)
and)
CENTRAL CLINTON COMMUNITY SCHOOL)
DISTRICT,)
Respondent.)

CASE NO. 4199

RECOMMENDED DECISION AND ORDER

On March 28, 1990, Petitioner filed with the Public Employment Relations Board [PERB or Board] a petition for amendment of bargaining unit pursuant to PERB Rule 4.6(1). The parties did not stipulate to the amendment asking that the substitute bus drivers for the Central Clinton Community School District be amended into the current unit of the Central Clinton Community Bus Drivers Association. The parties having stipulated to the facts submit the controversy to the Board. Having considered the stipulation, I issue the following Finding of Facts, Conclusions of Law and Order.

FINDINGS OF FACT

Central Clinton Community School District (hereinafter District) is an employer under the Public Employment Relations Act [Act]. The Central Clinton Community Bus Drivers Association (hereinafter Association) is the certified bargaining representative under the Act. The District employs regular route bus drivers and also employs substitute bus drivers to perform certain duties. The District issues individual contracts to regular route bus drivers and selected substitute bus drivers.

Both parties agree that the regular bus drivers and the selected substitute bus drivers with individual contracts share a community of interest within the meaning of §20.13(2).

CONCLUSIONS OF LAW

An amendment of unit serves as a vehicle for making adjustments in a bargaining unit. The issue in this particular case is whether the position of substitute bus driver is properly included in the bargaining unit currently represented by the Association. Determination of this question involves application of the factors set out in §13.2 of the Act. That provision states in relevant part:

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 the recommendation of the parties involved.¹

In the instant case, the latter three criteria for consideration can be treated summarily. Due to the nature of the position within the District, it lacks a history of organization. The recommendation of the parties are divergent, and thus play no role in the determination. As it pertains to geographical location, the location for both regular bus drivers and substitute bus drivers is exactly the same.

Consideration of the "community of interest" criteria requires comparison of the duties, skills, qualifications, methods of

¹Code of Iowa, §20.13(2) (1989).

compensation, benefits, hours of work, common supervision, employee contact and employee transfers of the position sought to be amended and other positions in the bargaining unit.²

In the instant case, the parties have stipulated that the regular route bus drivers and the substitute bus drivers who have individual contracts with the District, do have a community of interest. Accordingly, I find that the substitute bus driver position possesses a community of interest with the regular bus driver position represented by the Association, and that this favors inclusion in the current bargaining unit.

The final criterion to consider, "the principles of efficient administration of government", is one which the Board has consistently applied to require "as small a number of units as possible, consistent with the requirement that public employees be permitted to form organizations of their own choosing to represent them in a meaningful and effective manner."³ The potential ability of representation is measured by examination of the remaining factors outlined in §13.2 of the Act.

A desire to avoid duplication of time and expense of negotiations involving separate bargaining units leads to a conclusion that favors the proposed single unit. The collective

²See generally Des Moines Independent School District, 84 PERB 2498, Area Education Agency, 82 H.O. 2131, Dubuque Community School District, 80 H.O. 1204 and 1678.

³Des Moines Independent School District, 75 PERB 21, 125 and 126; Dubuque Education Association, 85 H.O. 2988.

interest of the substitute bus drivers can be served by the existing Association.

I find the factors set out in §13.2 of the Act, particularly efficient administration of government and community of interest, favor inclusion of the position of substitute bus drivers in the bargaining unit represented by the Association.

Because substitute bus drivers failing to secure employment in more than four months are excluded as temporary employees by §4(5) of the Act, the unit description need only add the term "substitute bus drivers" to the list of inclusions.

On the basis of the above, I issue the following:

RECOMMENDED ORDER

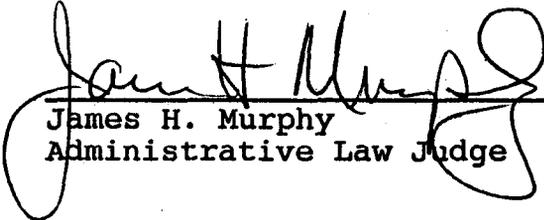
The bargaining unit description shall be amended as follows:

INCLUDED: Regular bus drivers and substitute bus drivers of the Central Clinton Community School District.

EXCLUDED: All other employees of the Central Clinton School District and those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 21st day of August, 1990.

PUBLIC EMPLOYMENT RELATIONS BOARD


James H. Murphy
Administrative Law Judge

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CENTRAL CLINTON COMMUNITY SCHOOL DISTRICT,)
Public Employer,)
and)
CENTRAL CLINTON COMMUNITY BUS DRIVERS ASSN,)
Petitioner.)

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CASE NO. 3852
PUBLIC EMPLOYMENT
RELATIONS BOARD

ORDER OF CERTIFICATION

NOW, the Board being advised that an election was conducted pursuant to an Order of the Board, and that a majority of the ballots were cast for Central Clinton Community Bus Drivers Association, 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,

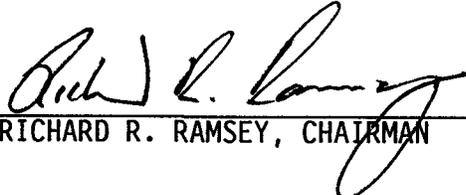
IT IS HEREBY ORDERED that Central Clinton Community Bus Drivers Association should be, and hereby is, designated and certified by this Board as the exclusive bargaining representative for employees in the following bargaining unit of the Central Clinton Community School District, a public employer:

INCLUDED: Regular bus drivers of the Central Clinton Community School District.

EXCLUDED: All other employees of the Central Clinton Community School District and those excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 29th day of February 1989.

PUBLIC EMPLOYMENT RELATIONS BOARD


RICHARD R. RAMSEY, CHAIRMAN

cc: Pamela Kinney
Joseph Drips
James Humble