

THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS ORDER TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
)	
City of Cedar Rapids, Public Employer,)	BU-0113
)	
and)	
)	
AFSCME Local 620 (Mixed), Certified Employee Organization.)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, the Public Employment Relations Board (Board) conducted a retention and recertification election pursuant to Iowa Code section 20.15(2). The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying AFSCME Local 620 (Mixed) as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election were filed as provided for in Iowa Code section 20.15(4) and PERB rule 621–15.4(20), and no postelection challenges were filed pursuant to PERB subrule 621—15.2(4). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that AFSCME Local 620 (Mixed) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of City of Cedar Rapids:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Animal Control; Code Enforcement; Facilities Maintenance; Fleet Services; 5 Seasons Parking; Parks & Recreation; Public Works (Engineering, Forestry, Sewer, Streets, Traffic Engineering); Solid Waste and Recycling; Veterans Commission; Water; and Water Pollution Control.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Iowa Code section 20.4, and all other City employees.

DATED at Des Moines, Iowa, this 9th day of November 2020.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  _____

Erik M. Helland, Board Member

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
)	
CITY OF CEDAR RAPIDS,)	
Petitioner/Public Employer,)	
)	
and)	CASE NO. 8145
)	
AFSCME LOCAL #620,)	
Certified Employee)	
Organization.)	

2009 JUL -7 AM 10:04
PUBLIC EMPLOYMENT
RELATIONS BOARD

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 62, and amended in Case Nos. 1155, 2506, 3070, 3268, 4312, 5227, 6112 and 7058, and the certification of AFSCME Local #620, is amended to provide:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Animal Control; Code Enforcement; Facilities Maintenance; Fleet Services; 5 Seasons Parking; Parks & Recreation; Public Works (Engineering, Forestry, Sewer, Streets, Traffic Engineering); Solid Waste and Recycling; Veterans Commission; Water; and Water Pollution Control.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Iowa Code section 20.4, and all other City employees.

Dated at Des Moines, Iowa, this 7th day of July, 2009.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: James R. Riordan
James R. Riordan, Chair

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC EMPLOYMENT
RELATIONS BOARD

2005 APR 29 AM 10:38

RECEIVED

IN THE MATTER OF:)	
)	
CITY OF CEDAR RAPIDS,)	
Public Employer,)	
)	
and)	CASE NO. 7058
)	
AFSCME LOCAL #620,)	
Petitioner/Certified)	
Employee Organization.)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4.6(20), the parties filed with the Board a stipulation of bargaining unit as amended, which was tentatively approved by the Board. A public notice of the Board's proposed decision to amend the bargaining unit in accordance with the parties' stipulation was posted in conformance with PERB's rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 62 and subsequently amended, most recently in Case No. 6112, and the certification of AFSCME Local #620 is amended to provide:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Animal Control Department; Community Development Department; Engineering Department; Forestry Department, 5 Seasons Transportation and Parking Department; Golf Department; Parks Department; Public Works Building Department; Recreation Department; Riverfront Department; Solid Waste and Recycling Department; Streets Department; Traffic Engineering Department; Veterans Commission Department; Water Department and Water Pollution Control Department.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Iowa Code section 20.4, and all other City employees.

Dated at Des Moines, Iowa, this 29th day of April, 2005.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Neil A. Barrick
Neil A. Barrick, Board Member

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FILED
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PUBLIC EMPLOYMENT
RELATIONS BOARD

IN THE MATTER OF:)	
)	
CITY OF CEDAR RAPIDS,)	
Public Employer/Petitioner,)	
)	
and)	CASE NO. 6112
)	
AFSCME, LOCAL #620,)	
Certified Employee)	
Organization.)	

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, Code of Iowa (1999) 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 and updates the bargaining unit description in order for it to conform to the existing job classifications both included in and excluded from the bargaining unit description; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed:

IT IS THEREFORE ORDERED that the bargaining unit previously determined in Case No. 62, and amended in Case Nos. 1155, 2506, 3070, 3268, and 4312, and the certification of AFSCME #620, is amended to read as follows:

INCLUDED: All employees (see attached list of specific job classifications) of the city of Cedar Rapids, in the following Departments: Animal Control Department; Building, Zoning and Housing Department; Engineering Department; Forestry Department; 5 Seasons Transportation and Parking Department; Golf Department; Parks Department; Public Works Building Department; Recreation Department; Riverfront Department; Solid Waste and Recycling Department; Streets Department; Traffic Engineering Department; Veterans Commission

CEO 113

Department; Water Department and Water Pollution Control
Department.

EXCLUDED: Professional employees, confidential employees,
supervisors, clerical and secretarial employees, and all
persons excluded by Section 4 of the Act, and all other
City employees.

DATED at Des Moines, Iowa this 29th day of March, 2000.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD P. MOORE, CHAIR

cc: Judith Perkins
Kim Jones

Animal Control

Animal Cntrl Officer
Animal Control Maint Wrkr

Building, Zoning and Housing

Bldg Inspector
Bldg Chief Inspector
Electrical Inspector
Elec Chief Inspector
Plumbing Inspector
Plumbing Chief Inspector
Plumbg Sr Insp
Mech Chief Inspector
Zoning Inspector
BLD Plans Examiner
BLDG Zoning Chief Insp
Bldg Mechanical Inspector
BLDG Sr Elec Inspector
HSG Housing Chief Inspector

Engineering

Civil Eng Const Insp
Civil Eng Aide & Sr Aide
Coll Sys Mtnc Wkr II, III & IV
Swr Const Hvy Equip Opr
Swr Mtnc Worker
Swr Const Labor/Xdriver

Forestry

Auto Equ Mech II
Urban Forester I & II
Seasonal Laborer I & II

5 Seasons Transportation & Parking

Pkg Mtr Patrol Offr
Pkg Meter Tech
Pkg Sys Elect/Hvac Tech
Bldg Maint Wkr II & III
Pkg Sys Serv Wkr

Golf

Auto Equ Mech II
Golf Course Asst

Parks

Auto Equ Mech II
P & G Equ Opr I & II
P & G Mtnc-Rpr Wkr
Horticulturist Asst
Zoo Supervisor
Zookeeper Asst
P & G Lead Equ Opr
Seasonal Laborer I & II

Public Works Building

Bldg Mtnc Wkr II & III
Facility Mtnc Spec

Recreation

Rec Mtnc-Rpr Wkr I & II
Bldg Mtnc Wkr I & II

Riverfront

P & G Equ Opr I & II

Solid Waste & Recycling

Auto Equ Mech II
Sld/Rec Driv/Coll I & II
Recycling Attendant

Streets

Auto Equ Body Mech
Auto Equ Mech I & II
Cement Finisher
Machinist-Welder
Sts Lgt/Hvy Equ Opr
Sts Hvy Equ Opr
Sts Area Driver
Welder-Auto Equ Mech II
Auto Equ Serv Wkr
Storekeeper-Sts Dept
Streets Driver
Sts Laborer-Xdriver
Seasonal Laborer

Traffic Engineering

Trf Engineering Aide
Trf Signl Tech I & II
Trf Cntl Mtnc Wkr I & II

Veterans Commission

Bldg Mtnc Wkr I & II

Water

Wtr Lab Analyst I & II
Wtr Meter Reader
Auto Equ Mech II
Wtr Plant Elec
Wtr Plant Instr Tech
Wtr Plant Opr
Wtr Sys Equ Opr
Wtr Util Serv Rep I
Water Sys Leak Surveyor
Storekeeper-Wtr Dept
Wtr Mtnc-Rpr Wkr I & II
Wtr Sys Mtnc-Rpr I & II
Wtr Sys Util Worker
Lead Wtr Plnt Opr
Wtr Distribuiton Sys Mntc WR
Utilities Construc Inspector
Lead Wtr Sys Equip Opr
Wtr Plant Sr Electrician

Water Pollution Control

Cntrl Lab Wtr Qlty Anlyst
WPC Elec I & II
Electronics Tech
WPC Equipment Mech
WPC Hvac Specialist
WPC Instrument Tech
WPC Prev Mtnc Tech
Storekeeper-WPC Dept
WPC Mtnc Wkr
WPC Mtnc-Rpr Wkr I & II
WPC Process Operator

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

96 FEB 19 AM 11:09
PUBLIC EMPLOYMENT
RELATIONS BOARD

CITY OF CEDAR RAPIDS,)
)
 Public Employer/Petitioner,)
)
 and) CASE NO. 5227
)
 AFSCME, LOCAL 620,)
)
 Certified Employee)
 Organization.)

CITY OF CEDAR RAPIDS,)
)
 Public Employer/Petitioner,)
)
 and) CASE NO. 5228
)
 TEAMSTERS, LOCAL 238,)
)
 Certified Employee)
 Organization.)

DECISION ON APPEAL

This matter is before the Public Employment Relations Board (PERB or Board) on appeal from a Proposed Decision and Order of an Administrative Law Judge (ALJ) concerning petitions for amendment of bargaining unit filed by the City of Cedar Rapids (the City).

In its petition in Case No. 5227, the City seeks to remove the job classifications of Aviation Mechanic Technician I and II from a certified bargaining unit represented by AFSCME, Local 620 (AFSCME). In its petition in Case No. 5228, the City seeks to include those job classifications in a certified bargaining unit represented by Teamsters, Local 238 (Teamsters). These changes were not opposed by Teamsters, but were resisted by AFSCME.

held for the AFSCME unit, and because it would allow the employer to undermine the AFSCME unit by restructuring its departments.

We note that, under AFSCME's reasoning, we would never be able to amend bargaining units for valid reasons; i.e., where errors were made in original unit determinations or where changes in circumstances warrant amendments. We also note that there is no evidence here that the employer underwent departmental restructuring for anything other than valid reasons. Since the amendments affect only three employees out of 235 in the AFSCME unit, it is not apparent that the union is being undermined in this instance.

We have examined and weighed all of the §20.13(2) factors, and conclude that the City's petitions for unit amendment should be granted.

Accordingly, we hereby issue the following:

ORDER

The City's petitions for amendment of bargaining unit in Case Nos. 5227 and 5228 are granted.

The Teamsters certification in PERB Case No. 54 is amended to include the job classifications of Aviation Mechanic Tech I and Aviation Mechanic Tech II.

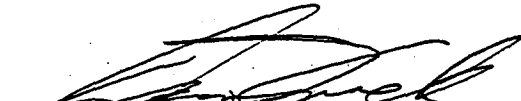
The AFSCME certification in PERB Case No. 62, is amended to exclude the job classifications of Aviation Mechanic Tech I and Aviation Mechanic Tech II (i.e., exclude "Contingent Department").

DATED at Des Moines, Iowa this 19th day of February, 1996.

PUBLIC EMPLOYMENT RELATIONS BOARD



M. Sue Warner, Board Member


Dave Knock, Board Member

DISSENTING OPINION OF RICHARD R. RAMSEY, CHAIRMAN:

I dissent. Although this is a close case, I would give greater weight to the historical placement of aviation mechanics in considering the §20.13(2) factor "history and extent of public employee organization" than do my colleagues.

AFSCME has represented these aviation mechanics through 20 contracts. Their jobs have not changed. Their supervisor has not changed. Their location has not changed. There is no evidence that their membership in the existing unit would now or in the future interfere with their ability to do their jobs. They are AFSCME dues-paying members and have indicated a preference to remain in the blue collar unit.

This is not unlike an earlier case where the Board found "community of interest" has been significantly altered by the long history of employee organization under the AFSCME unit. Joel Myers and City of Iowa City.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC EMPLOYMENT RELATIONS BOARD
JAN 22 11 01 17

CITY OF CEDAR RAPIDS,
Public Employer,

and

AFSCME LOCAL #620,
Petitioner.

CASE NO. 4312

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 Bargaining Unit.

Said Stipulation has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Bargaining Unit 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. 62 and amended in Cases No. 1155, 2506, 3070 and 3268, and the certification of AFSCME Local #620, is amended to read as follows:

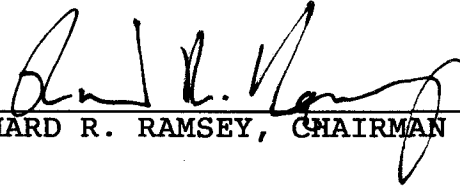
INCLUDED: All employees of the City of Cedar Rapids, in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Public Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community

Center Maintenance Worker II, Storekeeper Water Department, and Parking Meter Patrol Officers.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act, and all other City employees.

DATED at Des Moines, Iowa this 22 day of January, 1991.

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R. RAMSEY, CHAIRMAN

cc: Jan Corderman

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CITY OF CEDAR RAPIDS,)	
)	
Public Employer)	
)	
and)	
)	CASE NO. 3268
AMERICAN FEDERATION OF STATE, COUNTY)	
AND MUNICIPAL EMPLOYEES, LOCAL NO. 620,)	
)	
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, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties filed a Stipulation of Amendment of Bargaining Unit.

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 2506 and the certification of American Federation of State, County and Municipal Employees, Local No. 620, is amended to read as follows:

SEE ATTACHED

Dated at Des Moines, Iowa this 6th day of August, 1986.



 JAMES A. McCLIMON, BOARD MEMBER

AFSCME

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II, Store-keeper Water Department, and Parking Meter Patrol Officers.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act, and all other City employees.

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CITY OF CEDAR RAPIDS,)	
)	
Public Employer/Petitioner,)	
)	
and)	
)	CASE NO. 3070
AFSCME LOCAL 620)	
)	
Certified Employee Organization.)	

AMENDMENT OF UNIT CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 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 amendment of certification.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

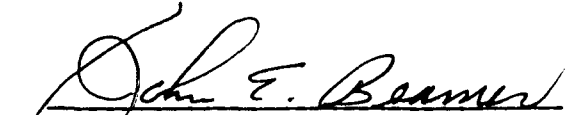
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 62 and the certification of AFSCME Local 620 in that case be and hereby is amended to read as follows:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II, and Storekeeper Water Department.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other City employees.

DONE by the Public Employment Relations Board this 15th day of November, 1985.



JOHN E. BEAMER, CHAIRMAN

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CITY OF CEDAR RAPIDS,)
Public Employer,)
and)
AMERICAN FEDERATION OF STATE, COUNTY &)
MUNICIPAL EMPLOYEES, COUNCIL 61, LOCAL 620,)
Certified Employee Organization.)

CASE NO. 2506

AMENDMENT OF CERTIFICATION

Upon a petition for amendment of certification duly filed under §§ 13 & 14 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 stipulation of amendment of certification.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

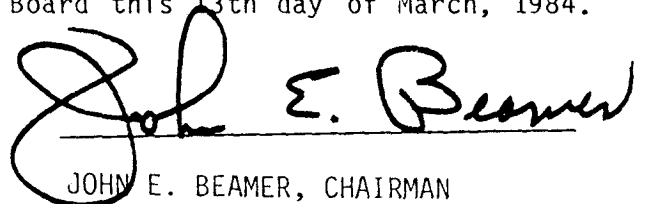
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 1155 and the certification of AFSCME Local 620 in that case be and hereby is amended to read as follows:

INCLUDED: All employees of the City of Cedar Rapids in the following Departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department, Humane Shelter; and Housing Inspector and all employees who are employed for more than four months in the job classification of Community Center Maintenance Worker, and employees in the job classification of Community Center Maintenance Worker I and Community Center Maintenance Worker II.

EXCLUDED: Professional employees, Confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE by the Public Employment Relations Board this 13th day of March, 1984.


JOHN E. BEAMER, CHAIRMAN

FILED
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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:
CITY OF CEDAR RAPIDS,
PUBLIC EMPLOYER
AND
AFSCME, LOCAL 620
CERTIFIED EMPLOYEE
ORGANIZATION/PETITIONER

CASE NO. 1155
ORDER
(Amending Case No. 62)

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 adding the job classifications of Building Code Specialist and Welder - Automotive Equipment Mechanic II to the previously determined 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;

ORDER

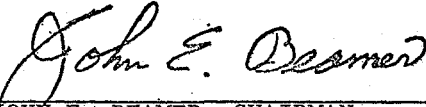
IT IS HEREBY ORDERED that the bargaining unit previously determined in case number 62 and the certification of AFSCME local 620 in that case be and hereby are amended to read as follows:

INCLUDED: All employees^{3/} of the City of Cedar Rapids in the following departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department and Humane Shelter. ^{3/} List of job classifications attached - Exhibit A

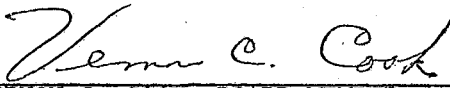
EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE at Des Moines, Iowa this 16th day of May, 1978.

PUBLIC EMPLOYMENT RELATIONS BOARD



JOHN E. BEAMER, CHAIRMAN



VERNON C. COOK, BOARD MEMBER



JOHN R. LOIHL, BOARD MEMBER

EXHIBIT A

DECISION AND ORDER

CASE NOS. 53 & 62

ENGINEERING DEPARTMENT

Civil Engineering Construction Inspector
 Civil Engineering Senior Aide
 Civil Engineering Aide

BUILDING DEPARTMENT

Building Chief Inspector
 Heating and Air-Conditioning Inspector
 Building Inspector
 Electrical Chief Inspector
 Plan Checker
 Zoning Inspector
 Electrical Inspector
 Plumbing Inspector
 Plumbing Chief Inspector
 Sign Inspector Trainee

CITY HALL MAINTENANCE DEPARTMENT

Seasonal Laborer I
 Building Maintenance Worker I
 Building Maintenance Worker II

CONTINGENT DEPARTMENT

Aviation Mechanic-Technician

STREETS DEPARTMENT

Streets Maintenance Worker I
 Streets Maintenance Worker II
 Streets Equipment Operator I
 Streets Equipment Operator II
 Streets Equipment Operator III
 Traffic Control Maintenance Worker I
 Automotive Equipment Mechanic I
 Automotive Equipment Mechanic II
 Machinist-Welder
 Building Maintenance Worker I
 Building Maintenance Worker II
 Building Maintenance Worker III
 Seasonal Laborer II
 Storekeeper
 Cement Finisher
 Automotive Equipment Body Mechanic
 Automotive Equipment Service Worker
 Building Maintenance Supervisor
 Welder - Automotive Equipment Mechanic II*

FORESTRY DEPARTMENT

Urban Forestry Operations Assistant
 Urban Forester I
 Urban Forester II
 Automotive Equipment Mechanic II
 Seasonal Laborer I
 Seasonal Laborer II
 Equipment Operator I

*Addition and change of job classifications

TRAFFIC ENGINEERING DEPARTMENT

Parking Meter Technician I
 Traffic Control Maintenance Worker I
 Traffic Control Maintenance Worker II
 Traffic Signal Technician I
 Traffic Signal Technician II
 Traffic Engineering Aide
 Building Maintenance Worker I
 Building Maintenance Worker II

SEWER MAINTENANCE DEPARTMENT

Sewer Maintenance Worker I
 Sewer Maintenance Worker II
 Sewer Maintenance Worker III

SANITATION DEPARTMENT

Solid Waste Collection Driver I
 Solid Waste Collection Driver II
 Solid Waste Collector
 Building Maintenance Worker I
 Building Maintenance Worker II
 Solid Waste Disposal Equipment Operator
 Automotive Equipment Mechanic I
 Automotive Equipment Service Worker
 Automotive Equipment Mechanic II
 Revenue Fee Collector

WATER POLLUTION CONTROL DEPARTMENT

Water Pollution Control Plant Operator I
 Water Pollution Control Plant Operator II
 Water Pollution Control Maintenance Repair Worker I
 Water Pollution Control Maintenance Repair Worker II
 Water Pollution Control Equipment Mechanic I
 Water Pollution Control Equipment Mechanic II
 Water Pollution Control Electrician I
 Water Pollution Control Electrician II
 Water Pollution Control Laboratory Analyst
 Water Pollution Control Instrument Technician
 Water Pollution Control Maintenance Worker
 Water Pollution Control Electronics Technician

MEMORIAL COMMISSION DEPARTMENT

Building Maintenance Worker I
 Building Maintenance Worker II

RIVERFRONT DEPARTMENT

Parks and Grounds Equipment Operator I
 Parks and Grounds Equipment Operator II

PARKS DEPARTMENT

Parks and Grounds Equipment Operator I
 Parks and Grounds Equipment Operator II
 Parks and Grounds Maintenance Worker I
 Parks and Grounds Maintenance Worker II
 Seasonal Laborer I
 Horticulturist Assistant
 Seasonal Laborer II
 Zoo Supervisor
 Automotive Equipment Mechanic I
 Automotive Equipment Mechanic II

RECREATION DEPARTMENT

Parks and Grounds Maintenance Repair Worker I
Parks and Grounds Maintenance Repair Worker II
Recreation Center Activity Leader
Storekeeper
Lifeguard
Instructor - Arts and Crafts
Building Maintenance Worker I
Building Maintenance Worker II
Skating Rink Supervisor

WATER WORKS DEPARTMENT

Water Plant Operator
Water Plant Maintenance Repair Worker I
Water Plant Maintenance Repair Worker II
Water System Maintenance - Repair Worker I
Water System Maintenance - Repair Worker II
Water Utility Service Representative I
Water Utility Service Representative II
Building Maintenance Worker I
Building Maintenance Worker II
Water Meter Reader
Water System Engineering Technician
Water Plant Instrument Technician
Water Laboratory Analyst
Automotive Equipment Mechanic I
Automotive Equipment Mechanic II
Water Plant Electrician
Water Plant Senior Electrician
Water System Equipment Operator

HUMANE SHELTER

Animal Control Officer
Animal Control Maintenance Worker

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:
CITY OF CEDAR RAPIDS,
PUBLIC EMPLOYER
AND
(AFSCME) AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO,
LOCAL #620
PETITIONER

CASE NO. 62

ORDER OF CERTIFICATION

NOW on this 18th day of November, 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that American Federation of State, County & Municipal Employees, #620, 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 American Federation of State, County & Municipal Employees, #620 should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of City of Cedar Rapids a public employer, in the following bargaining unit:

INCLUDED: All employees ^{3/} of the City of Cedar Rapids in the following departments: Engineering Department, Building Department, City Hall Maintenance Department, Contingent Department, Streets Department, Forestry Department, Traffic Engineering Department, Sewer Maintenance Department, Sanitation Department, Water Pollution Control Department, Memorial Commission Department, River Front Department, Parks Department, Recreation Department, Water Works Department and Humane Shelter.

^{3/} A list of the job classifications which are included in this unit is attached as Exhibit A. Certain employees who were listed in Employer's Exhibit 7 as having no job title would, notwithstanding their exclusion from Exhibit A, be in the unit pursuant to the agreement of the parties as set forth in Employer's Exhibit 7, which lists the names of eligible employees.

EXCLUDED: Professional employees, confidential employees, supervisors, clerical and secretarial employees, all persons excluded by Section 4 of the Act and all other city employees.

DONE by the Public Employment Relations Board


Edward F. Kolker, Chairman