

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 231 (Professional) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Linn County:

INCLUDED: All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Environmental Health Specialist, Youth Counselor, Youth Worker, Systems Software Specialist, Network Specialist, System Analyst, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Training Coordinator, Geographic Information Specialist, Planner, Quality Assurance Specialist, Utilization Review Specialist, Case Manager, Radon Project Coordinator, Administrative Assistant I, Administrative Assistant II, Senior Air Pollution Control Specialist and Elderly Case Management Coordinator.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by Iowa Code section 20.4.

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: )  
 )  
LINN COUNTY, )  
Public Employer, )  
 )  
and ) CASE NO. 6746  
 )  
AMERICAN FEDERATION OF STATE, )  
COUNTY & MUNICIPAL EMPLOYEES, LOCAL )  
231, )  
Petitioner/Certified )  
Employee Organization. )

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## 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. 549, and amended in Case Nos. 1967, 3018, 3730, 4461, 5335, 5868, 6334, 6342 and 6704, and the certification of the American Federation of State, County & Municipal Employees, Local 231, is amended to provide:

INCLUDED: All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Environmental Health Specialist, Youth Counselor, Youth Worker, Systems Software Specialist, Network Specialist, System Analyst, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Training Coordinator, Geographic Information Specialist, Planner, Quality Assurance Specialist, Utilization Review Specialist, Case Manager, Radon Project Coordinator, Administrative Assistant I, Administrative Assistant II, Senior Air Pollution Control Specialist and Elderly Case Management Coordinator.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, the 15th day of December, 2003.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:

  
James R. Riordan, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
LINN COUNTY,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 6704
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY & MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
Certified Employee	)	
Organization.	)	

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 IOWA 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. 79 and the certification issued in Case No. 549 and amended in Case Nos. 1967, 3018, 3730, 4461, 5335, 5868, 6334, and 6342, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to provide:

INCLUDED: All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Environmental Health Specialist, Youth Counselor, Youth Worker, Systems Software Specialist, Network Specialist, System Analyst, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Training Coordinator, Geographic Information Specialist, Planner, Quality Assurance Specialist, Utilization Review Specialist, Case Manager, Radon Project Coordinator, Administrative Assistant II, Senior Air Pollution Control Specialist and Elderly Case Management Coordinator.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, the 29th day of September, 2003.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:

  
James R. Riordan, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
LINN COUNTY,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO. 6342
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY & MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
Certified Employee	)	
Organization.	)	

FILED  
 PUBLIC EMPLOYMENT  
 RELATIONS BOARD  
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**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 (2001) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Settlement Agreement and Stipulation of Bargaining Unit of professional employees. Said Stipulation was tentatively approved by the Board and adds the position of Administrative Assistant II to the existing list of positions specifically included in the bargaining unit; 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. 79, and the certification issued in Case No. 549 and amended in Case Nos. 1967, 3018, 3730, 4461, 5335, 5868, and 6334, and the certification of AFSCME Local 231, is amended to read as follows:


INCLUDED: All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Early Childhood Teacher, Air Pollution Control Specialist, Public Health

Nurse, Environmental Chemist, Environmental Health Specialist, Youth Counselor, Youth Worker, Sr. Residential Worker, Systems Software Specialist, Network Specialist, System Analyst, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Training Coordinator, Geographic Information Specialist, Planner, Quality Assurance Specialist, Utilization Review Specialist, Case Manager, Radon Project Coordinator, and Administrative Assistant II.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by section 4 of the Act.

DATED at Des Moines, Iowa this 8th day of August, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
JAMES R. RIORDAN, BOARD MEMBER

cc: Trude Elliott  
Tom Anthony



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
LINN COUNTY,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO. 6334
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY AND MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
Certified Employee	)	
Organization.	)	

FILED  
 2001 MAY 16 PM 12:59  
 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 20.15 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 of employees of Linn County, Iowa, initially determined in PERB Case No. 79 and amended in Case Nos. 1967, 3018, 3730, 4461, 5335, and 5868, and the certification of the American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

INCLUDED: All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Environmental Health Specialist, Youth Counselor, Youth Worker, Sr. Residential Worker, Systems Software Specialist, Network Specialist, System Analyst, Air Permitting Engineer,

Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Training Coordinator, Geographic Information Specialist, Planner, Quality Assurance Specialist, Utilization Review Specialist, Case Manager, and Radon Project Coordinator.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by section 4 of the Act.

Dated at Des Moines, Iowa, the 16th day of May, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Richard P. Moore  
Richard P. Moore, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,	)	
Public Employer/Petitioner,	)	
	)	
and	)	CASE NO. 5868
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY AND MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
Certified Employee	)	
Organization.	)	

**ORDER NUNC PRO TUNC**

On October 19, 1998, the Public Employment Relations Board issued an Order of Amendment of Bargaining Unit and Certification in the above-captioned case. The positions of Placement Coordinator and Training Coordinator were inadvertently identified as a single position.

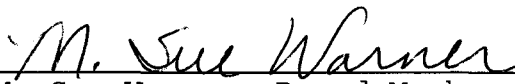
**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 549, and amended in Case Nos. 1967, 3018, 3730, 4461 and 5335, and the certification of American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

**INCLUDED: All professional employees of Linn County, Iowa,** including: Program Mgr., Social Worker, Social Development Teacher, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Sanitarian, Youth Counselor, Youth Worker, Sr. Residential Worker, Systems Software Specialist, Micro Specialist, System Analyst, Healthy Foundations Project Coordinator, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, Placement Coordinator and Training Coordinator.

**EXCLUDED:** Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 22nd day of October, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
M. Sue Warner, Board Member

cc: Trude Elliott  
Sarah Little  
Doug Peters

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,	)	
Public Employer/Petitioner,	)	
	)	
and	)	CASE NO. 5868
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY AND MUNICIPAL EMPLOYEES,	)	
LOCAL 231,	)	
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 (1997) 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 adds the position of Social Work Team Leader to the existing list of positions specifically included in the bargaining unit, removes the position of Planning & Development Coordinator from the existing list of positions specifically included in the bargaining unit, and adds the positions of Worksite and Facility Coordinators to the existing list of positions specifically excluded from the bargaining unit; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 549, and amended in Case Nos. 1967, 3018, 3730, 4461 and 5335, and the certification of American Federation of State, County and Municipal Employees, Local 231, is amended to read as follows:

**INCLUDED:** All professional employees of Linn County, Iowa, including: Program Mgr., Social Worker, Social Development Teacher, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Sanitarian, Youth Counselor, Youth Worker, Sr. Residential Worker, Systems Software Specialist, Micro Specialist, System Analyst, Healthy Foundations Project Coordinator, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator, Production Coordinator, Home Health Care Service Coordinator, Victim Witness Coordinator, Victim Witness Program Lead Worker, Social Work Team Leader, and Placement and Training Coordinator.

**EXCLUDED:** Maintenance employees, clerical employees, technical and para-professional employees, supervisors, confidential employees, including the Worksite and Facility Coordinators, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 19th day of October, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
RICHARD P. MOORE, CHAIR

cc: Trude Elliott  
Sarah Little

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,	)	
Public Employer,	)	
	)	
and	)	CASE NO. 5335
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY and MUNICIPAL EMPLOYEES,	)	
LOCAL 231 (Professional),	)	
Petitioner.	)	

STATE OF IOWA  
PUBLIC EMPLOYMENT  
RELATIONS BOARD  
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**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 (1995) 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 changes certain classification titles in the existing list of positions specifically included in and excluded from the bargaining unit; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed, therefore:

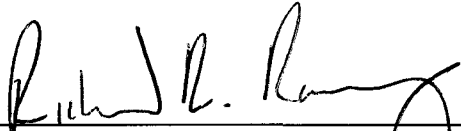
**IT IS THEREFORE ORDERED** that the bargaining unit, previously determined in Case No. 79, certified in Case No. 549, and amended in Case Nos. 1967, 3018, 3730 and 4461, and the certification of American Federation of State, County and Municipal Employees, Local 231 (Professional), is amended to read as follows:

**INCLUDED:** All professional employees of Linn County, including: Program Mgr., Social Worker, Social Development Teacher, Early Childhood Teacher, Air Pollution Control Specialist, Public Health Nurse, Environmental Chemist, Sanitarian, Youth Counselor, Youth Worker, Vocational Coordinator, Placement Coordinator, Sr. Residential Worker, Systems Software Specialist, Micro Specialist, Systems Analyst, Decategorization Coordinator, Worksite Coordinator, Healthy Foundations Project Coordinator, Air Permitting Engineer, Lead Project Coordinator, Funding Services/Intake Coordinator.

**EXCLUDED:** Maintenance employees, clerical employees, technical and para-professional employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 14<sup>th</sup> day of July, 1995.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
RICHARD R. RAMSEY, CHAIRMAN

cc: Trude Elliott  
Sarah Little  
Jan Corderman  
Jean Oxley



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CEO 376

LINN COUNTY,  
Public Employer,  
and

AMERICAN FEDERATION OF STATE,  
COUNTY and MUNICIPAL EMPLOYEES,  
LOCAL 231,  
Petitioner.

FILED

CASE NO. 4461

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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 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:

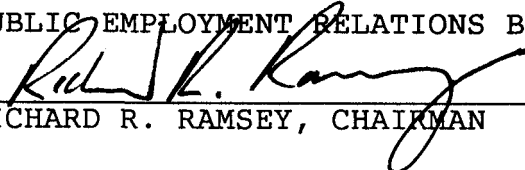
**IT IS HEREBY ORDERED** that the bargaining unit previously determined in Case No. 79 and amended in Case No. 3730 and the certification of 3730, is amended to read as follows:

**INCLUDED:** All professional employees of Linn County, Iowa, including program manager, production manager, social worker, certified pre-school teacher, social development teacher, early childhood teacher, air pollution control specialist, public health nurse, laboratory technician, sanitarian, youth counselor, youth worker, vocational coordinator, placement coordinator, senior residential worker, options nurse, systems software specialist, micro specialist and systems analyst.

**EXCLUDED:** Maintenance employees, clerical employees, technical and paraprofessional employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 13th day of June, 1991.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD R. RAMSEY, CHAIRMAN

cc: Trude Elliott  
Don Magnuson

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

LINN COUNTY,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NO. 3730
AMERICAN FEDERATION OF STATE, COUNTY	)	
AND MUNICIPAL EMPLOYEES (AFSCME),	)	
	)	
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 and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Board a Stipulation of 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:

ORDER


IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 79, should be and hereby is, amended to read as follows:

INCLUDED: All professional employees of Linn County, Iowa, including Options Program Manager, Options Production Manager, Social Services Associate, Social Worker I, II, Certified Pre-School Teacher, Air Pollution Control Specialist, Public Health Nurse, Laboratory Technician, Lead Teacher for Profoundly & Severely Retarded Adults, Sanitarian, Youth Worker, Youth Counselor, Systems Analyst, Social Service Worker, Client Supervisor, Residential Worker III, Micro Specialist, Software Specialist, and Early Childhood Teacher.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 23rd day of June, 1988.

FOR THE PUBLIC EMPLOYMENT RELATIONS BOARD

  
A handwritten signature in cursive script, appearing to read "Richard R. Ramsey", is written over a horizontal line.

RICHARD R. RAMSEY, CHAIRMAN

## BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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LINN COUNTY,	)	
	)	
Public Employer/Petitioner,	)	
	)	
and	)	
	)	CASE NO. 3018
AFSCME LOCAL 231,	)	
	)	
Certified Employee Organization.	)	

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## 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;

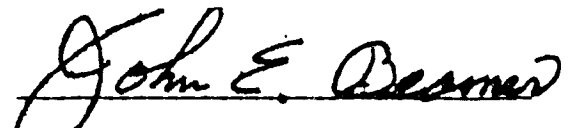
## ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 79 and the certification of Linn County in that case be and hereby is amended to read as follows:

INCLUDED: All professional employees of Linn County, Iowa, including (SEE ATTACHED)

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

DONE by the Public Employment Relations Board this 19th day of July, 1985.

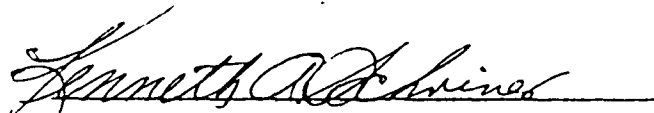
  
JOHN E. BEAMER, CHAIRMAN

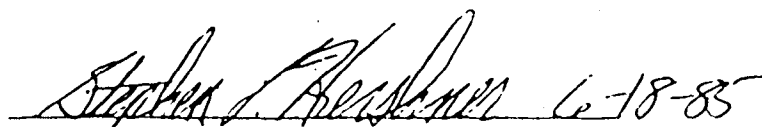
Bargaining Unit No. 4 (Case No. 79)

PROFESSIONAL

Handicapped Systems Program Manager  
Handicapped Systems Production Manager  
Social Services Associate  
Social Worker I, II  
Registered Nurse  
Pharmacist  
Activities Coordinator  
Certified Pre-School Teacher  
Air Pollution Control Specialist  
Public Health Nurse  
Laboratory Technician  
Lead Teacher for Profoundly &  
Severely Retarded Adults  
Sanitarian  
Youth Worker  
Youth Counselor  
Basic Living Skills Instructor  
Systems Analyst

Psychiatric Staff Nurse  
Social Service Worker  
Client Foreman  
(Placement Adjustment Counselor)  
Residential Worker II, III

  
Kenneth A. Schriner  
EMPLOYER

  
Stephen L. Hershner  
UNION

## BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

LINN COUNTY BOARD OF SUPERVISORS,  
EMPLOYER/PETITIONER

AND

AFSCME LOCAL 231,  
EMPLOYEE ORGANIZATION

CASE NO. 1967

(Amending Case No. 79)

## 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 deleting the job classifications of Assistant County Attorney I and II from 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, 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 79 and the certification of AFSCME Local 231 in that case be and hereby are amended to read as follows:

INCLUDED: All professional employees of Linn County, Iowa, including Handicapped Systems Workshop Manager; Social Services Associate; Social Worker I, II; Registered Nurse; Pharmacist; Activities Aide; Activities Specialist; Activities Coordinator; Education Coordinator; Day Care Instructor III; Sanitarian I, II, Air Pollution Control Officer I; Public Health Nurse I, II; Laboratory Technician I; Community Aide; Lead Teacher for Profoundly & Severely Retarded Adults; Vocational Specialist; Youth Worker I, II; Youth Counselor I, II; Basic Living Skills Instructor; Education Assistant; Accounts Manager; and Systems Analyst.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, Assistant County Attorney I, II, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 17th day of June, 1981.

  
JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:  
LINN COUNTY BOARD OF SUPERVISORS,  
Public Employer/Petitioner  
and  
AFSCME (AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES),  
Certified Employee Organization

CASE NO. 1456

DECISION AND ORDER

Upon a petition duly filed under Sections 13 and 14 of the Public Employment Relations Act, the parties waived hearing and filed with the Public Employment Relations Board a Stipulation of 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, the Board finds:

1. The Employer is a public employer within the meaning of Section 3.1 of the Act.
2. The Petitioner is an employee organization within the meaning of Section 3.4 of the Act.
3. The following constitutes a unit appropriate for the purposes of collective bargaining within the meaning of Section 13.2 of the Act:

CLERICAL UNIT

INCLUDED: All clerical employees of Linn County, Iowa, including Communication Aide; Clerk I; Clerk II; Clerk Typist I, II, III; Secretary I, II, III; Microfilm Technician; Account Clerk I, II, III; Data Control Clerk; Key punch Operator; Intake Technician; and Land Transfer Clerk.

EXCLUDED: Deputies, maintenance employees, technical paraprofessional employees, professional employees, supervisors, confidential employees and all other persons excluded by Section 4 of the Act.

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MAINTENANCE UNIT

INCLUDED: All Linn County, Iowa, maintenance employees including Custodian; Head Custodian; Building Maintenance Worker; Automotive Service Worker; Automotive Mechanic Helper; Automotive Mechanic I, II, III; Laborer I, II; Motor Equipment Operator I, II, III; Labor Supervisor I, II; Landfill Attendant; Elevator Operator; Laundry Worker; Cook; Head Cook; Farmer; Nurse Aide I, II; Driver/Custodian; Psychiatric Aide I, II; Parking Lot Attendant; Van Driver; Parts Worker; LIFTS Dispatcher; and LIFTS Driver.

EXCLUDED: Technical and para-professional employees, clerical employees, professional employees, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

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PROFESSIONAL UNIT

INCLUDED: All professional employees of Linn County, Iowa, including Handicapped Systems Workshop Manager; Social Services Associate; Social Worker I, II; Registered Nurse; Pharmacist; Activities Aide; Activities Specialist; Activities Coordinator; Education Coordinator; Day Care Instructor III; Sanitarian I, II; Air Pollution Control Officer I; Public Health Nurse I, II; Laboratory Technician I; Community Aide; Lead Teacher for Profoundly & Severely Retarded Adults; Vocational Specialist; Youth Worker I, II; Youth Counselor I, II; Basic Living Skills Instructor; Assistant County Attorney I, II; Education Assistant; Accounts Manager; and Systems Analyst.

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors, and all other persons excluded by Section 4 of the Act.

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TECHNICAL AND PARA-PROFESSIONAL UNIT

INCLUDED: All technical and para-professional employees of Linn County, Iowa, including Programmer; Programmer/Analyst; Investigator I, II; Engineering Aide I, II; Engineering Technician I, II; Engineering Associate; Junior Accountant; Building Inspector; Electrical Inspector; Laboratory Aide; Handicapped Systems Workshop Supervisor; Income Maintenance Worker I, II; Day Care Instructor Aide; Day Care Instructor I, II; Dietician; Matron I, II; Bailiff; Chief Bailiff; Computer Operator I, II; Sanitarian Technician; Licensed Practical Nurse; Day Activity Program Aide - Health Center; Outreach Worker.

EXCLUDED: Maintenance employees, clerical employees, professional employees, confidential employees, supervisors and all other persons excluded by Section 4 of the Act.

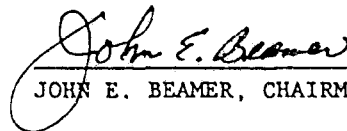
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AMENDED ORDER

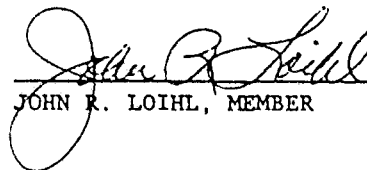
IT IS HEREBY ORDERED that the original bargaining units and the certifications with respect thereto be, and the same hereby are, amended as described above.

DATED at Des Moines, Iowa, this 11th day of July, 1979.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
JOHN E. BEAMER, CHAIRMAN

  
VERNON C. COOK, MEMBER

  
JOHN R. LOIHL, MEMBER

## BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

LINN COUNTY,  
PUBLIC EMPLOYER

CASE NO. 549

AND

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO,  
LOCAL #231,  
PETITIONER

ORDER OF CERTIFICATION

NOW on this 10th day of December, 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that American Federation of State, County and Municipal Employees, AFL-CIO, Local #231 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 and Municipal Employees, AFL-CIO, Local #231 should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of Linn County a public employer, in the following bargaining unit:

INCLUDED: All professional employees of Linn County, Iowa, including assistant county attorneys, activities directors, nurses, and pharmacists in the County Care Facility; safety director in the office of the Board of Supervisors; assistant engineers in the County Engineer's office; community program aides and social work associates employed by Linn County in the Department of Social Services; nurses, sanitarians, laboratory technicians, milk sanitarians, and air pollution technicians in the Health Department; social workers (MSW and BA), resource teachers, contract procurement specialists, supervisor-St. Luke's Shop, on-sight supervisor-Squaw Creek, basic living skills instructors, planning analyst/grantswriter, and information and referral supervisor in the Health Center; psychiatrists, psychologists, psychiatric social workers, after-care coordinators, social work associate, and social worker, case manager in the Psychiatric Clinic;

EXCLUDED: Maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors, and all persons excluded by Section 4 of the Act

DONE by the Public Employment Relations Board.

  
John R. Loihl, Board Member

STATE OF IOWA  
BEFORE THE  
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

LINN COUNTY,  
PUBLIC EMPLOYER/PETITIONER

AND

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO,  
PETITIONER/INTERVENOR

AND

LINN COUNTY SHERIFF'S PROTECTIVE  
ASSOCIATION,  
PETITIONER

CASE NOS. 61  
77  
78  
79  
308

DECISION AND ORDER

Upon petitions filed under Sections 13 and 14 of the Public Employment Relations Act, a hearing was held before the Public Employment Relations Board (hereinafter referred to as the Board), Members Cook and Loihl, on April 8 and 9, and June 11, 1975. The Employer appeared by its Assistant County Attorney, James Affeldt; American Federation of State, County and Municipal Employees (AFSCME) appeared by Donald Anderson; and Linn County Sheriff's Protective Association appeared by its President, Darold Smith. In addition, George Hamilton appeared on behalf of the Linn County Conservation Board, and Harlan Doehrmann appeared on behalf of the Linn County Conservation Board Employees Association. All parties had full opportunity to present evidence.

unit for purposes of collective bargaining within the meaning of Section 13(2) of the Act.

4. Juvenile Probation Officers.

It is clear from Chapter 231 of the Code of Iowa and from the stipulation entered into by the parties in this case that Juvenile Probation Officers are hired by the Juvenile Court Judge; that the Juvenile Court Judge sets their salaries; and that they serve "at the pleasure of the juvenile court judge." In essence, the employment of Juvenile Probation Officers is entirely within the control of the Juvenile Court Judge. For this reason, the Board finds that Juvenile Probation Officers are "employees of such judges and courts" within the meaning of Section 4(7) of the Act, and are therefore excluded from any bargaining unit.

The Appropriate Units

In view of the findings and conclusions above, the Board finds that the following units are appropriate for purposes of collective bargaining within the meaning of Section 13(2) of the Act:<sup>3/</sup>

1. All Linn County maintenance employees including janitors, parking lot attendants, building custodians and elevator operators in the Department of Court House Services; all employees of the County Care Facility except those listed in Unit No. 4 below; all maintenance employees in the County Engineer's office; housekeepers, cooks, bus/truck drivers, and elevator operators in the Health Center; landfill personnel in the Health Department;  
But excluding technical and para-professional employees (as set forth in Unit No. 2 below), clerical employees, professional employees, confidential employees, supervisors, and all persons excluded by Section 4 of the Act.
2. All technical and para-professional employees of Linn County, Iowa, including deputy

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<sup>3/</sup> In the absence of a petition for representative determination (certification) for employees of the Conservation Board as a separate unit, the Board deems it unnecessary to determine in this proceeding what employees would be included in such unit.

building inspectors, zoning enforcement officers, and senior engineering technicians in the Building and Zoning Department; programmers and computer operators in the Data Processing Department; engineering technicians, engineering aides, and junior engineering aides in the Engineer's office; income maintenance workers employed by Linn County in the Department of Social Services; lead teachers, assistant teachers, aides, workshop foremen, client supervisors, and information and referral aides in the Health Center; sanitarian technicians and laboratory technicians in the Health Department; investigators in the County Attorney's office; investigators in the Friend of the Court office;

But excluding maintenance employees, clerical employees, professional employees, confidential employees, supervisors and all persons excluded by Section 4 of the Act.

3. All clerical employees of Linn County, Iowa, including senior account clerks, clerk-typists, and clerks in the Auditor's office (voter registration); secretaries in the Building and Zoning Department; legal dictaphone typists and clerk-stenographers in the County Attorney's office; all employees in the Clerk of Court's office; secretaries in the County Care Facility; clerk-typists in the County Engineer's office; switchboard operators and mailroom clerks in the Department of Court House Services; data control clerks and keypunch operators in the Data Processing Department; clerks, clerk-typists, receptionists and file clerks in the Department of Social Services; clerks in the Equal Employment Opportunity office; accounting administrators, legal dictaphone typists, and legal secretary interns in the Friend of the Court office; clerk-typists, bookkeepers, secretaries and fee assessors in the Health Center; legal dictaphone typists, principal secretaries and clerk-typists in the Juvenile Probation Office; financial clerks, receptionists, child intake technicians, typists, clerk-typists, secretaries, records typists, and file clerks in the Psychiatric Clinic; all employees in the County Recorder's office; legal dictaphone typists, clerk-typists, and clerks in the Sheriff's office. Clerk-typists, account clerks and secretaries in the Health Department; all employees in the Treasurer's office; and clerk-typists and clerk-stenographers in the Department of Veterans Affairs;

But excluding deputies, maintenance employees, technical and para-professional employees, professional employees, supervisors, confidential employees and all persons excluded by Section 4 of the Act.

4. All professional employees of Linn County, Iowa, including assistant county attorneys; activities directors, nurses, and pharmacists in the County Care Facility;

safety director in the office of the Board of Supervisors; assistant engineers in the County Engineer's office; community program aides and social work associates employed by Linn County in the Department of Social Services; nurses, sanitarians, laboratory technicians, milk sanitarians, and air pollution technicians in the Health Department; social workers (MSW and B.A.), resource teachers, contract procurement specialists, supervisor--St. Luke's Shop, on-sight supervisor Squaw Creek, basic living skills instructors, planning analyst/grantswriter, and information and referral supervisor in the Health Center; psychiatrists, psychologists, psychiatric social workers, after-care coordinator, social work associate, and social worker, case manager in the Psychiatric Clinic;

But excluding maintenance employees, clerical employees, technical and para-professional employees, juvenile probation officers, confidential employees, supervisors, and all persons excluded by Section 4 of the Act.

5. All deputy sheriffs appointed by the Civil Service Commission of Linn County, including sergeants and deputies;

But excluding the sheriff, first and second deputies, all employees not appointed by the Civil Service Commission, and all persons excluded by Section 4 of the Act.

#### ORDER

IT IS HEREBY ORDERED that separate elections be conducted in Unit Nos. 1 and 5 above (Case Nos. 61 and 308)<sup>4/</sup> under the supervision and direction of the Public Employment Relations Board, at such times and places as determined by the Board. Eligible to vote are all employees of Linn County, Iowa whose classifications are set forth in Unit Nos. 1 and 5, and who were employed during the payroll period immediately preceding the date below and who are also employed in their respective bargaining unit on the date of the election.

IT IS FURTHER ORDERED that the public employer in this case submit to the Board within seven days alphabetical

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<sup>4/</sup> Petitions for bargaining representative determination (election petitions) have not been filed for employees in Unit Nos. 2, 3 and 4.

lists of the names, addresses and job classifications of all the eligible voters in each of the units described above (Units 1 and 5).

DATED at Des Moines, this 9th day of July, 1975.

PUBLIC EMPLOYMENT RELATIONS BOARD

*Vernon C. Cook*

VERNON C. COOK, BOARD MEMBER

*John R. Lothl*

JOHN R. LOIHL, BOARD MEMBER