

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:)	
)	
Northeast Iowa Community College, Public Employer,)	BU-0458
)	
and)	
)	
Northeast Iowa Community College Higher Education Association, 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 Northeast Iowa Community College Higher Education Association 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 and no postelection challenges were filed pursuant to PERB subrule 15.2(4). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that Northeast Iowa Community College Higher Education Association is hereby recertified as the exclusive bargaining

representative of the following bargaining unit of employees of Northeast Iowa
Community College:

INCLUDED: All full-time and part-time regular teaching faculty, as well as other full-time and part-time non-teaching professionals who are primarily involved in the instruction and/or advising of students. These non-teaching professionals include, but are not be limited to: Learning Center Professionals, Counselors, Success Coaches and Enrollment Professionals.

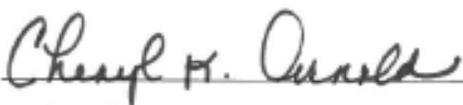
Faculty will be classified as part-time regular after teaching a total of at least 30 credits for any four terms in two consecutive academic years or an average of at least 11.5 contact hours per week for any four terms in two consecutive academic years. Part-time regular status would start at the beginning of the next academic year.

Part-time non-teaching professionals who work an average of 20 or more hours per week.

EXCLUDED: Supervisory employees, adjunct faculty, persons included in the Northeast Iowa Community College Support Staff Association bargaining unit, and all others excluded under Iowa Code section 20.4.

DATED at Des Moines, Iowa, this 12th day of November, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  _____
Cheryl K. Arnold, Chairperson

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

NORTHEAST IOWA COMMUNITY
COLLEGE,

Public Employer,

and

NORTHEAST IOWA COMMUNITY
COLLEGE HIGHER EDUCATION
ASSOCIATION,

Certified Employee
Organization/Petitioner.

CASE NO. 102325

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 rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit of employees of the Northeast Iowa Community College, initially determined in PERB Case No. 228 and amended in Case Nos. 2340, 3073, 3904 and 100064, and the certification of the Northeast Iowa Community College Higher Education Association, are amended to read as follows:

INCLUDED: All full-time and part-time regular teaching faculty, as well as other full-time and part-time non-teaching professionals who are primarily involved in the instruction and/or advising of students. These non-teaching professionals include, but are not be limited to: Learning Center Professionals, Counselors, Success Coaches and Enrollment Professionals.

Faculty will be classified as part-time regular after teaching a total of at least 30 credits for any four terms in two consecutive academic years or an average of at least 11.5 contact hours per week for any four terms in two consecutive academic years. Part-time regular status would start at the beginning of the next academic year.

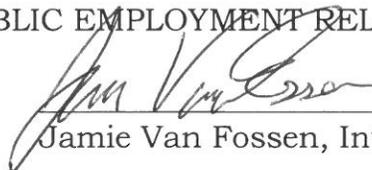
Part-time non-teaching professionals who work an average of 20 or more hours per week.

EXCLUDED: Supervisory employees, adjunct faculty, persons included in the Northeast Iowa Community College Support Staff Association bargaining unit, and all others excluded under Iowa Code section 20.4.

DATED at Des Moines, Iowa, this 6th day of June, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:



Jamie Van Fossen, Interim Chair

Electronically filed.
Served via eFlex.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
)	
NORTHEAST IOWA TECHNICAL)	
INSTITUTE,)	
Public Employer,)	
)	
and)	CASE NO. 100064
)	
AREA ONE HIGHER EDUCATION)	
ASSOCIATION,)	
Certified Employee Organization/)	
Petitioner.)	

AMENDMENT OF CERTIFICATION

The Area One Higher Education Association filed a petition for amendment of certification with the Public Employment Relations Board (PERB) seeking to amend its certification to reflect the renaming of the employee organization to Northeast Iowa Community College Higher Education Association. The name change is more representative of the members of the Association and the public employer.

The Area One Higher Education Association is the certified representative of the bargaining unit of community college employees described in PERB Case No. 228 and as amended in PERB Case Nos. 2340, 3074, and 3904. It is as follows:

INCLUDED: All faculty, preparatory career instructors, and learning center instructors whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; counselors, librarians, financial aid officer, registrar, admissions representative, and student activities representative who are regularly employed for 20 or more hours per week.

- 1) A minimum of 10.0 contact hours per week for at least three of the four quarters per academic year, or
- 2) A minimum of 110.0 contact hours per quarter for at least three of the four quarters per academic year.

EXCLUDED: Superintendent, assistant superintendent, administrative assistant, business manager, adjunct faculty and all others excluded under Iowa Code section 20.4.

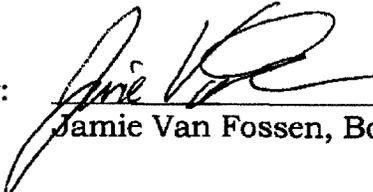
A public notice of PERB's proposed decision to grant the requested amendment was issued and posted in accordance with PERB subrule 621-4.8(2). Additionally, PERB's proposed decision reflects the public employer's previous name change to Northeast Iowa Community College. No objections to the proposed decision were filed within the time specified in that notice.

IT IS THEREFORE ORDERED that the certification of the Area One Higher Education Association as the exclusive bargaining representative for certain employees of Northeast Iowa Community College is hereby amended. The composition of the unit remains unchanged while the certified representative will hereafter be identified as "Northeast Iowa Community College Higher Education Association."

DATED at Des Moines, Iowa, this 15th day of December, 2015.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:



Jamie Van Fossen, Board Member

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD 3315V-3 PH 4:27

PUBLIC EMPLOYMENT
RELATIONS BOARD

NORTHEAST IOWA TECHNICAL INSTITUTE, PUBLIC EMPLOYER)	
AND)	CASE NO. 3904
AREA ONE HIGHER EDUCATION ASSOCIATION, PETITIONER/CERTIFIED EMPLOYEE ORGANIZATION)	

SUPPLEMENT TO PROPOSED DECISION AND ORDER

BE IT REMEMBERED that the undersigned issued a Proposed Decision and Order in the above-captioned case on November 3, 1989. The Order therein directed the parties to meet with the undersigned to fashion a unit description commensurate with the proposed decision wherein the positions of preparatory career instructors, registrar, admissions representatives, student activities representatives and financial aid officer were found to be appropriate for inclusion into the professional bargaining unit at Northeast Iowa Technical Institute. A meeting was conducted pursuant to the proposed order via telephone conference call at 10:00 a.m., on November 8, 1989, in which the representatives of the parties and the undersigned agreed to the unit description provided below.

Accordingly, I issue the following proposed supplemental:

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 228 as amended in Case Nos. 2340 and 3073 and the certification of Area One Higher Education Association be, and hereby is, amended to read as follows:

INCLUDED: All faculty, preparatory career instructors, and learning center instructors whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; counselors, librarians, financial aid officer, registrar, admissions representative, and student activities representative who are regularly employed by Northeast Iowa Technical Institute for 20 or more hours per week.

1) A minimum of 10.0 contact hours per week for at least three of the four quarters per academic year, or

2) A minimum of 110.0 contact hours per quarter for at least three of the four quarters per academic year.

EXCLUDED: Superintendent, assistant superintendent, administrative assistant, business manager, adjunct faculty and all others excluded under Section 4 of the Public Employment Relations Act.

DATED at Des Moines, Iowa this 8th day of November, 1989.

Charles E. Boldt

CHARLES E. BOLDT
ADMINISTRATIVE LAW JUDGE

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

NORTHEAST IOWA TECHNICAL INSTITUTE)	
)	
Public Employer,)	
)	
and)	CASE NO. 3073
)	
AREA ONE HIGHER EDUCATION ASSOCIATION)	
)	
Petitioner.)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

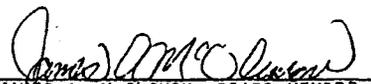
Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of amendment of bargaining unit.

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 228 and the certification of Area One Higher Education Association, be and hereby is amended to read as follows:

- INCLUDED:** All faculty and counselors employed by Northeast Iowa Technical Institute whose positions require certification by the Iowa Department of Public Instruction and whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; all learning center instructors whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; and librarians whose positions require certification by the Department of Public Instruction. Scheduled contact hours criteria include either:
- 1) A minimum of 10.0 contact hours per week for at least three of the four quarters per academic year, or
 - 2) A minimum of 110.0 contact hours per quarter for at least three of the four quarters per academic year.
- EXCLUDED:** Superintendent, assistant superintendents; administrative assistant; business manager; department chairpersons; coordinators of activities, placement and financial aids, and admissions; adult education coordinators; adjunct faculty and all others excluded under Section 4 of the Public Employment Relations Act.

DATED at Des Moines, Iowa this 12th day of February, 1986.


 JAMES A. MCCLIMON, BOARD MEMBER

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

NORTHEAST IOWA TECHNICAL INSTITUTE,)	
)	
PUBLIC EMPLOYER)	
)	
AND)	CASE NO. 2340
)	
AREA I HIGHER EDUCATION ASSOCIATION,)	
)	(Amending Case No. 228)
CERTIFIED EMPLOYEE)	
ORGANIZATION/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 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 the Board having no objections:

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 228 and the certification of the Area I Higher Education Association in that case be and hereby are amended to read as follows:

INCLUDED: All faculty employed by Northeast Iowa Technical Institute whose positions require certification by the Iowa Department of Public Instruction and whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; all learning center instructors whose individual schedules meet one of the criteria pertaining to scheduled contact hours set forth below; and librarians whose positions require certification by the Department of Public Instruction. Scheduled contact hours criteria include either:

- 1). A minimum of 10.0 contact hours per week for at least three of the four quarters per academic year, or
- 2). A minimum of 110.0 contact hours per quarter for at least three of the four quarters per academic year.

EXCLUDED: Superintendent; assistant superintendents; administrative assistant; business manager; department chairpersons; coordinators of activities, placement and financial aids, guidance and counseling, and admissions; adult education coordinators; adjunct faculty and all others excluded under Section 4 of the Public Employment Relations Act.

DONE by the Public Employment Relations Board this 29th day of March, 1983.



 JOHN E. BEAMER, CHAIRMAN

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

NORTHEAST IOWA VOCATIONAL-TECHNICAL
SCHOOL,
PUBLIC EMPLOYER

AND

AREA I HIGHER EDUCATION ASSOCIATION,
PETITIONER

CASE NO. 228

ORDER OF CERTIFICATION

NOW on this 23rd day of December, 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that Area I Higher Education Association, 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 Area I Higher Education Association should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of Northeast Iowa Vocational-Technical School a public employer, in the following bargaining unit:

INCLUDED: All faculty employed by the Northeast Vocational-Technical School, including librarians, and proctors.

EXCLUDED: Superintendent; assistant superintendents; administrative assistant; business manager; department heads; coordinators of activities, placement and financial aids, guidance and counseling, and admission; senior adult education coordinators; adult education coordinators; adjunct faculty, and all others excluded under Section 4 of the Act.

DONE by the Public Employment Relations Board