

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:)	
CITY OF SPENCER,)	
Public Employer/Petitioner,)	
and)	CASE NO. 102541
SPENCER EMPLOYEES)	
ASSOCIATION, INC.)	
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 rules, and no objections to the proposed decision were filed.

IT IS THEREFORE ORDERED that the bargaining unit of employees of the City of Spencer, initially determined in PERB Case No. 813 and amended in Case Nos. 1889, 8008, 8767, and the certification of Spencer Employees Association, Inc., are amended to read as follows:

INCLUDED: All full-time employees of the City of Spencer except those excluded below.

EXCLUDED: Deputy city manager, finance director, city clerk, city hall administrative assistant, finance assistant, fire chief, deputy fire chief, police chief, police captains, police lieutenants, police communications supervisor,

all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, public works director, assistant public works director, street division superintendent, city manager, director of golf operations, planning director, parks and recreation director, solid waste superintendent, landfill superintendent, cemetery superintendent, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all persons excluded by Iowa Code section 20.4.

DATED at Des Moines, Iowa, this 9th day of March, 2021.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: Mary T. Gannon
Mary T. Gannon, Board Member

Electronically filed.
Served via eFlex.

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 Spencer,)	
Public Employer,)	BU-0556
)	
and)	
)	
Spencer Employees Association,)	
Incorporated (Public Works),)	
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 Spencer Employees Association, Incorporated (Public Works) 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 Spencer Employees Association, Incorporated (Public Works) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of City of Spencer:

INCLUDED: All full-time employees of the City of Spencer except those excluded below.

EXCLUDED: City treasurer, city clerk, city clerk's secretarial staff, fire chief, deputy fire chief, police chief, police captains, police lieutenants, all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, superintendent of public works, assistant superintendent of public works, confidential secretary to the superintendent of public works, street division superintendent, waste treatment division superintendent, city building inspector, city manager, golf course superintendent, planning director, finance officer, police communications supervisor, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all 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

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 Spencer,)	
Public Employer,)	BU-0556
)	
and)	
)	
Spencer Employees Association,)	
Incorporated (Public Works),)	
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 Spencer Employees Association, Incorporated (Public Works) 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.

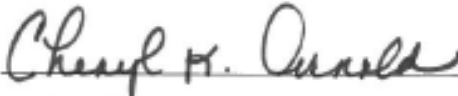
IT IS THEREFORE ORDERED that Spencer Employees Association, Incorporated (Public Works) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of City of Spencer:

INCLUDED: All full-time employees of the City of Spencer except those excluded below.

EXCLUDED: City treasurer, city clerk, city clerk's secretarial staff, fire chief, deputy fire chief, police chief, police captains, police lieutenants, all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, superintendent of public works, assistant superintendent of public works, confidential secretary to the superintendent of public works, street division superintendent, waste treatment division superintendent, city building inspector, city manager, golf course superintendent, planning director, finance officer, police communications supervisor, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all persons excluded by 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:

CITY OF SPENCER,
Public Employer/Petitioner,

and

SPENCER EMPLOYEES ASSOCIATION,
Certified Employee Organization.

CASE NO. 8767

RECEIVED
2014 JUN -4 AM 9:49
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.

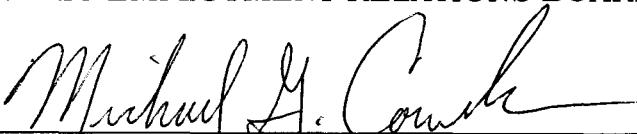
IT IS THEREFORE ORDERED that the bargaining unit of employees of the City of Spencer initially determined in PERB Case No. 813, and amended in Case Nos. 1889 and 8008, and the certification of the Spencer Employees Association, is amended to provide:

INCLUDED: All full-time employees of the City of Spencer except those excluded below.

EXCLUDED: City treasurer, city clerk, city clerk's secretarial staff, fire chief, deputy fire chief, police chief, police captains, police lieutenants, all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, superintendent of public works, assistant superintendent of public works, confidential secretary to the superintendent of public works, street division superintendent, waste treatment division superintendent, city building inspector, city manager, golf course superintendent, planning director, finance officer, police communications supervisor, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all persons excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, this 4th day of June, 2014.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: 
Michael G. Cormack, Chair

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF)
)
CITY OF SPENCER,)
Petitioner/Public Employer,)
)
and)
)
SPENCER EMPLOYEES ASSOCIATION,)
Petitioner/Certified Employee)
Organization)

CASE NO 8008

2008 MAY 21 AM 10 05
PUBLIC EMPLOYMENT
RELATIONS BOARD

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AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

A joint petition for amendment of bargaining unit duly filed pursuant to Iowa Code section 20.13 and PERB rule 621-4 6(20), contained an agreement to amend the bargaining unit, 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' agreement 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 Nos 813 and amended in Case No. 1889 and the certification of the Spencer Employees Association, is amended to provide:

INCLUDED All full-time employees of the City of Spencer except those excluded below

EXCLUDED City treasurer, city clerk, city clerk's secretarial staff, fire chief, deputy fire chief, police chief, police captains, police lieutenants, all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, superintendent of public works, assistant superintendent of public works, confidential secretary to the superintendent of public works, street division superintendent, waste treatment division superintendent, city building inspector, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all persons excluded by section 4 of the Act

Dated at Des Moines, Iowa, this 21st day of May, 2008

PUBLIC EMPLOYMENT RELATIONS BOARD

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

Copies to Don Hemphill
Michael Zenor
Rick Geidl

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF)	
)	
CITY OF SPENCER,)	
Public Employer,)	
)	
and)	CASE NO. 1889
)	
SPENCER EMPLOYEE'S)	(Amending Case No 813)
ASSOCIATION, INC.)	
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 removing the job classification of uniformed police officers 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 No. 813 and the certification of the Spencer Employee's Association, Inc. in that case be and hereby is amended to read as follows.

INCLUDED: All fulltime employees of the City of Spencer except those excluded below.

EXCLUDED· City Treasurer, City Clerk, City Clerk's secretarial staff, Fire Chief, Police Chief, police captains, police lieutenants, all other uniformed police officers, chief dispatcher/confidential secretary to the police chief, superintendent of public works, assistant superintendent of public works, confidential secretary to the superintendent of public works, street division superintendent, waste treatment division superintendent, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Municipal Park Board, and all persons excluded by section 4 of the Act

DONE by the Public Employment Relations Board this 3rd
day of March, 1981.


JOHN R. LOIHL, BOARD MEMBER

STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF
CITY OF SPENCER, IOWA,
PUBLIC EMPLOYER
AND
SPENCER EMPLOYEES ASSOCIATION,
PETITIONER

CASE NO. 813

ORDER OF CERTIFICATION

NOW on this 15th day of December, 1976, the Board being advised that an election was conducted pursuant to Order of the Board, and that Spencer Employees 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 Spencer Employees Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of the City of Spencer, Iowa, a public employer, in the following bargaining unit:

INCLUDED- All employees of the City of Spencer

EXCLUDED City Treasurer, City Clerk, City Clerk's secretarial staff, Fire Chief, Police Chief, Police Captains, Police Lieutenants, Chief Dispatcher/confidential secretary to the Police Chief, Superintendent of Public Works, Assistant Superintendent of Public Works, Confidential Secretary to the Superintendent of Public Works, Street Division Superintendent, Waste Treatment Division Superintendent, seasonal employees, all employees who work 20 hours per week or less, all employees of the Spencer Municipal Hospital, Spencer Municipal Utilities, Spencer Municipal Library and Spencer Park Board, and all persons excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

John R. Loihl
JOHN R. LOIHL, BOARD MEMBER