

**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:                 | ) |         |
|                                   | ) |         |
| State of Iowa (Board of Regents), | ) |         |
| Public Employer,                  | ) | BU-1085 |
|                                   | ) |         |
| and                               | ) |         |
|                                   | ) |         |
| SEIU Local 199 (Health Care),     | ) |         |
| 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 SEIU Local 199 (Health Care) 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.

**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.**

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IT IS THEREFORE ORDERED that SEIU Local 199 (Health Care) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of State of Iowa (Board of Regents):

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

EXCLUDED: All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

**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.**

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## Appendix A

### CLASSIFICATIONS INCLUDED

Activities Therapist  
Advanced Practice Nurse (Patient Care)  
Advanced Registered Nurse Practitioner (Patient Care)  
Andrology Technician  
Audiologist  
Audiologist II  
Blood Donor Center Nurse I  
Blood Donor Center Nurse II  
Cardiovascular Perfusionist  
Clinical Laboratory Scientist I  
Clinical Laboratory Scientist II  
Clinical Laboratory Specialist – Pathology  
Clinical Laboratory Technologist I  
Clinical Pharmacist (Patient Care)  
Clinical Psychologist  
Clinical Specialist, PT  
Counselor – Substance Abuse  
Cytogenetics Lab Specialist I  
Cytogenetics Lab Specialist II  
Cytotechnologist  
Dental Hygienist  
Dietician I  
Dietician II  
Dosimetrist I  
Dosimetrist II  
Echographic Diagnostic Assistant  
Education Consultants  
Educator  
Electroneurodiagnostic Technician  
Embryologist  
Hospital Mortician  
Imaging Technologist  
Neonatal Nurse Practitioner  
Nuclear Medicine Technologist  
Occupational Therapist  
Ocularist I  
Ocularist II  
Ophthalmic Photographer I

**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.**

Ophthalmic Photographer II  
Ophthalmic Professional I  
Ophthalmic Professional II  
Optician  
Optometrist I  
Optometrist II  
Physical Therapy  
Physician's Assistant  
Psychometrist  
Radiation Therapist  
Rehabilitation Assistant  
Respiratory Therapist  
Senior Activities Therapist  
Senior Imaging Technologist  
Senior Nuclear Medicine Technologist  
Senior Occupational Therapist  
Senior Physical Therapist  
Senior Psychometrist  
Senior Radiation Therapist  
Senior Respiratory Therapist  
Social Work Specialist I  
Social Work Specialist II (Patient Care)  
Social Worker I  
Social Worker II  
Social Worker III  
Sonographer  
Speech Pathologist I  
Speech Pathologist II  
Staff Nurse I  
Staff Nurse II  
Staff Pharmacist I  
Staff Pharmacist II  
Utilization Review Assistant

**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.**

## Appendix B

### CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy  
Advanced Practice Nurse (Supervisory)  
Assistant Nurse Manager  
Assistant, Staff Development  
Blood Donor Nurse III  
Chief Diagnostic Radiologic Technologist  
Chief EFG Technologist  
Chief Nuclear Pharmacist  
Clinical Section Manager, Pathology  
Clinical Coordinator Radiology  
Clinical Lab Technologist III  
Clinical Lead Lab Scientist – Pathology  
Clinical Lead Lab Scientist (EV) – Pathology  
Clinical Pharmacist (Supervisory)  
Clinical Pharmacy Specialist  
Clinical Supervisor Physical Therapy  
Hospitalist  
Lab Coordinator  
Nurse Clinician – Specialty (Supervisory)  
Nursing Supervisor  
Patient Representative  
Pharmacy Practice Specialist  
Pharmacy Supervisor  
Pharmacy Technician Supervisor  
Respiratory Therapy Supervisor  
Senior Audiologist  
Senior Speech Pathologist  
Social Work Specialist II (Supervisory)  
Staff Nurse Anesthetist II

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

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

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|                                        |   |               |
|----------------------------------------|---|---------------|
| IN THE MATTER OF:                      | ) |               |
|                                        | ) |               |
| STATE OF IOWA (BOARD OF REGENTS),      | ) |               |
| Public Employer,                       | ) |               |
|                                        | ) |               |
| and                                    | ) | CASE NO. 7349 |
|                                        | ) |               |
| SERVICE EMPLOYEES INTERNATIONAL UNION, | ) |               |
| LOCAL 199,                             | ) |               |
| Petitioner/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 (2005) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board both a Stipulation and Corrected Stipulation of Bargaining Unit. Said Corrected Stipulation was tentatively approved by the Board and deletes the presently included classifications of "Activities Therapist II" and "Clinical Teacher (Psychiatry)" from the list of classifications specifically included in the bargaining unit; replaces the presently included classification of "Senior Radiation Therapist Technologist", "Clinical Laboratory Scientist" and "Domismetrism", with the classifications of "Senior Radiation Therapist", "Clinical Laboratory Scientist I", "Clinical Laboratory Scientist II", "Dosimetrism I" and "Dosimetrism II"; adds the classifications of "Andrology Technician", "Cytogenetics Lab Specialist I" and "Cytogenetics Lab Specialist II", "Educator", "Electroneurodiagnostic Technician", "Imaging Technologist", "Neonatal Nurse Practitioner", "Ophthalmic Photographer I", "Ophthalmic Photographer II", "Radiation

Therapist", and "Rehabilitation Assistant", to the list of classifications specifically included within the proposed unit; and adds the classification of "Hospitalist" to the list of classifications 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:


IT IS THEREFORE ORDERED that the bargaining unit previously determined in Case No. 5834 and amended in Case No. 6507, and the certification amended in Case No. 6133 of Service Employees International Union, Local 199, is amended to read as follows:

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

EXCLUDED: All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 19th day of December, 2006.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
\_\_\_\_\_  
James R. Riordan, Chair

cc: Tom Evans  
Mollie Anderson  
Kevin Ward  
Kim Miller  
Matthew Glasson

# Appendix A

## CLASSIFICATIONS INCLUDED

Activities Therapist  
Advanced Practice Nurse (Patient Care)  
Advanced Registered Nurse Practitioner (Patient Care)  
Andrology Technician  
Audiologist  
Audiologist II  
Blood Donor Center Nurse I  
Blood Donor Center Nurse II  
Cardiovascular Perfusionist  
Clinical Laboratory Scientist I  
Clinical Laboratory Scientist II  
Clinical Laboratory Specialist – Pathology  
Clinical Laboratory Technologist I  
Clinical Pharmacist (Patient Care)  
Clinical Psychologist  
Clinical Specialist, PT  
Counselor – Substance Abuse  
Cytogenetics Lab Specialist I  
Cytogenetics Lab Specialist II  
Cytotechnologist  
Dental Hygienist  
Dietician I  
Dietician II  
Dosimetrist I  
Dosimetrist II  
Echographic Diagnostic Assistant  
Education Consultants  
Educator  
Electroneurodiagnostic Technician  
Embryologist  
Hospital Mortician  
Imaging Technologist  
Neonatal Nurse Practitioner  
Nuclear Medicine Technologist  
Occupational Therapist  
Ocularist I  
Ocularist II  
Ophthalmic Photographer I  
Ophthalmic Photographer II  
Ophthalmic Professional I



Ophthalmic Professional II  
Optician  
Optometrist I  
Optometrist II  
Physical Therapy  
Physician's Assistant  
Psychometrist  
Radiation Therapist  
Rehabilitation Assistant  
Respiratory Therapist  
Senior Activities Therapist  
Senior Imaging Technologist  
Senior Nuclear Medicine Technologist  
Senior Occupational Therapist  
Senior Physical Therapist  
Senior Psychometrist  
Senior Radiation Therapist  
Senior Respiratory Therapist  
Social Work Specialist I  
Social Work Specialist II (Patient Care)  
Social Worker I  
Social Worker II  
Social Worker III  
Sonographer  
Speech Pathologist I  
Speech Pathologist II  
Staff Nurse I  
Staff Nurse II  
Staff Pharmacist I  
Staff Pharmacist II  
Utilization Review Assistant

## Appendix B

### CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy  
Advanced Practice Nurse (Supervisory)  
Assistant Nurse Manager  
Assistant, Staff Development  
Blood Donor Nurse III  
Chief Diagnostic Radiologic Technologist  
Chief EFG Technologist  
Chief Nuclear Pharmacist  
Clinical Section Manager, Pathology  
Clinical Coordinator Radiology  
Clinical Lab Technologist III  
Clinical Lead Lab Scientist – Pathology  
Clinical Lead Lab Scientist (EV) – Pathology  
Clinical Pharmacist (Supervisory)  
Clinical Pharmacy Specialist  
Clinical Supervisor Physical Therapy  
Hospitalist  
Lab Coordinator  
Nurse Clinician – Specialty (Supervisory)  
Nursing Supervisor  
Patient Representative  
Pharmacy Practice Specialist  
Pharmacy Supervisor  
Pharmacy Technician Supervisor  
Respiratory Therapy Supervisor  
Senior Audiologist  
Senior Speech Pathologist  
Social Work Specialist II (Supervisory)  
Staff Nurse Anesthetist II

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                                   |   |               |
|-----------------------------------|---|---------------|
| IN THE MATTER OF:                 | ) |               |
|                                   | ) |               |
| STATE OF IOWA (BOARD OF REGENTS), | ) |               |
| Public Employer,                  | ) |               |
|                                   | ) |               |
| and                               | ) | CASE NO. 6507 |
|                                   | ) |               |
| SERVICE EMPLOYEES INTERNATIONAL   | ) |               |
| UNION, LOCAL 199,                 | ) |               |
| Certified Employee                | ) |               |
| Organization.                     | ) |               |

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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, Code of Iowa (2001) 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 deletes the classifications of Clinical Lab Scientist (Eve), Clinical Lab Scientist (Night) and Clinical Lab Scientist-Pathology from the list of those classifications specifically included in the bargaining unit and to replace them on that list with the classification of Clinical Laboratory Scientist, adds the classifications of Advanced Registered Nurse Practitioner (Patient Care), Cardiovascular Perfusionist, Cytotechnologist, Hospital Mortician and Sonographer to the list of classifications specifically included in the bargaining unit and deletes the classifications of Cardiovascular Perfusionist, Clinical Lead Lab Scientist (EV)-Pathology, Cytotechnologist, Embryologist and Sonographer from the list of those classifications specifically excluded from the bargaining unit and adds the classification of Advanced Registered Nurse

Practitioner (Supervisory) to the list of classifications 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:

**IT IS THEREFORE ORDERED** that the bargaining unit previously determined in Case No. 5834, and the certification amended in Case No. 6133, and the certification of Service Employees International Union, Local 199, is amended to read as follows:

**INCLUDED:** All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

**EXCLUDED:** All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 21st day of August, 2002.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
James R. Riordan, Chair

cc: Joseph Flynn  
Matthew Glasson  
Charles Wright  
Kevin Ward  
Diana Leventry

## APPENDIX A

### CLASSIFICATIONS INCLUDED

Activities Therapist  
Activities Therapist II  
Advanced Practice Nurse (Patient Care)  
Advanced Registered Nurse Practitioner (Patient Care)  
Audiologist  
Audiologist II  
Blood Donor Center Nurse I  
Blood Donor Center Nurse II  
Cardiovascular Perfusionist  
Clinical Laboratory Scientist  
Clinical Laboratory Specialist-Pathology  
Clinical Laboratory Technologist I  
Clinical Pharmacist (Patient Care)  
Clinical Psychologist  
Clinical Specialist, PT  
Clinical Teacher (Psychiatry)  
Counselor-Substance Abuse  
Cytotechnologist  
Dental Hygienist  
Dietician I  
Dietician II  
Dosimetrist  
Echographic Diagnostic Assistant  
Education Consultants  
Embryologist  
Hospital Mortician  
Nuclear Medicine Technologist  
Nurse Clinician-Specialty (Patient Care)  
Occupational Therapist  
Ocularist I  
Ocularist II  
Ophthalmic Professional I  
Ophthalmic Professional II  
Optician  
Optometrist I  
Optometrist II  
Physical Therapist  
Physician's Assistant  
Psychometrist  
Respiratory Therapist  
Senior Activities Therapist  
Senior Imaging Technologist  
Senior Nuclear Medicine Technologist  
Senior Occupational Therapist  
Senior Physical Therapist  
Senior Psychometrist  
Senior Radiation Therapist Technologist  
Senior Respiratory Therapist  
Social Work Specialist I  
Social Work Specialist II (Patient Care)

Social Worker I  
Social Worker II  
Social Worker III  
Speech Pathologist I  
Speech Pathologist II  
Sonographer  
Staff Nurse I  
Staff Nurse II  
Staff Pharmacist I  
Staff Pharmacist II  
Utilization Review Assistant

## APPENDIX B

### CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy  
Advanced Practice Nurse (Supervisory)  
Advanced Registered Nurse Practitioner (Supervisory)  
Assistant Nurse Manager  
Assistant, Staff Development  
Blood Donor Nurse III  
Chief Diagnostic Radiologic Technologist  
Chief EEG Technologist  
Chief Nuclear Pharmacist  
Clinical Section Manager, Pathology  
Clinical Coordinator Radiology  
Clinical Lab Technologist III  
Clinical Lead Lab Scientist-Pathology  
Clinical Operations Coordinator-Pathology  
Clinical Pharmacist (Supervisory)  
Clinical Pharmacy Specialist  
Clinical Supervisor Physical Therapy  
Lab Coordinator  
Nurse Clinician-Specialty (Supervisory)  
Nursing Supervisor  
Patient Representative  
Pharmacy Practice Specialist  
Pharmacy Supervisor  
Pharmacy Technician Supervisor  
Respiratory Therapy Supervisor  
Senior Audiologist  
Senior Speech Pathologist  
Social Work Specialist II (Supervisory)  
Staff Nurse Anesthetist II

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                                       |   |               |
|---------------------------------------|---|---------------|
| IN THE MATTER OF:                     | ) |               |
|                                       | ) |               |
| STATE OF IOWA, BOARD OF REGENTS       | ) |               |
| Public Employer,                      | ) |               |
|                                       | ) |               |
| and                                   | ) | CASE NO. 6133 |
|                                       | ) |               |
| SERVICE EMPLOYEES INTERNATIONAL UNION | ) |               |
| LOCAL 150,                            | ) |               |
| Certified Employee                    | ) |               |
| Organization/Petitioner.              | ) |               |

**AMENDMENT OF CERTIFICATION**

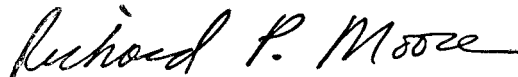
A petition for amendment of certification was duly filed under Rule 4.8 of the Public Employment Relations Board [Board or PERB] Rules. Said petition has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB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

**IT IS THEREFORE ORDERED** that the certification of Service Employees International Union, Local 150, issued in Case No. 5834, is amended to read as follows:

**Service Employees International Union, Local #199**

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

PUBLIC EMPLOYMENT RELATIONS BOARD



Richard P. Moore, Chair

cc: Matthew Glasson  
Joseph Flynn



STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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PUBLIC EMPLOYMENT  
RELATIONS BOARD

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|                                 |   |               |
|---------------------------------|---|---------------|
| IN THE MATTER OF:               | ) |               |
|                                 | ) |               |
| STATE OF IOWA (BOARD OF         | ) |               |
| REGENTS),                       | ) |               |
| Public Employer,                | ) |               |
|                                 | ) |               |
| and                             | ) | CASE NO. 5834 |
|                                 | ) |               |
| SERVICE EMPLOYEES INTERNATIONAL | ) |               |
| UNION, LOCAL 150,               | ) |               |
| Petitioner.                     | ) |               |

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**ORDER OF CERTIFICATION**

The Public Employment Relations Board [Board or PERB] has been advised that an election was conducted pursuant to Order of the Board; that a majority of the ballots were cast for Service Employees International Union, Local 150, an employee organization; that no objections to the election have been filed, and that said employee organization has complied with all requirements of the Public Employment Relations Act, Chapter 20, Code of Iowa (1997) and the Rules thereunder:

**IT IS THEREFORE ORDERED** that Service Employees International Union, Local 150, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the State of Iowa (Board of Regents), a public employer, in the following bargaining unit:

**INCLUDED:** All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

**EXCLUDED:** All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled

for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 11th day of August, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD

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

APPENDIX A

**CLASSIFICATIONS INCLUDED**

Activities Therapist  
Activities Therapist II  
Advanced Practice Nurse (Patient Care)  
Audiologist  
Audiologist II  
Blood Donor Center Nurse I  
Blood Donor Center Nurse II  
Clinical Lab Scientist (Eve)  
Clinical Lab Scientist (Night)  
Clinical Laboratory Scientist - Pathology  
Clinical Laboratory Specialist - Pathology  
Clinical Laboratory Technologist I  
Clinical Pharmacist (Patient Care)  
Clinical Psychologist  
Clinical Specialist, PT  
Clinical Teacher (Psychiatry)  
Counselor - Substance Abuse  
Dental Hygienist  
Dietitian I  
Dietitian II  
Dosimetrist  
Echographic Diagnostic Assistant  
Education Consultants  
Nuclear Medicine Technologist  
Nurse Clinician - Specialty (Patient Care)  
Occupational Therapist  
Ocularist I  
Ocularist II  
Ophthalmic Professional I  
Ophthalmic Professional II  
Optician  
Optometrist I  
Optometrist II  
Physical Therapist  
Physician's Assistant  
Psychometrist  
Respiratory Therapist  
Senior Activities Therapist  
Senior Imaging Technologist  
Senior Nuclear Medicine Technologist  
Senior Occupational Therapist  
Senior Physical Therapist  
Senior Psychometrist  
Senior Radiation Therapist Technologist  
Senior Respiratory Therapist  
Social Work Specialist I  
Social Work Specialist II (Patient Care)  
Social Worker I  
Social Worker II

APPENDIX A - CONTINUED

Social Worker III  
Speech Pathologist I  
Speech Pathologist II  
Staff Nurse I  
Staff Nurse II  
Staff Pharmacist I  
Staff Pharmacist II  
Utilization Review Assistant

## APPENDIX B

### CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy  
Advanced Practice Nurse (Supervisory)  
Assistant Nurse Manager  
Assistant, Staff Development  
Blood Donor Nurse III  
Cardiovascular Perfusionist  
Chief Diagnostic Radiologic Technologist  
Chief EEG Technologist  
Chief Nuclear Pharmacist  
Clinical Section Manager, Pathology  
Clinical Coordinator Radiology  
Clinical Lab Technologist III  
Clinical Lead Lab Scientist - Pathology  
Clinical Lead Lab Scientist (EV) - Pathology  
Clinical Operations Coordinator - Pathology  
Clinical Pharmacist (Supervisory)  
Clinical Pharmacy Specialist  
Clinical Supervisor Physical Therapy  
Cytotechnologist  
Embryologist  
Lab Coordinator  
Nurse Clinician - Specialty (Supervisory)  
Nursing Supervisor  
Patient Representative  
Pharmacy Practice Specialist  
Pharmacy Supervisor  
Pharmacy Technician Supervisor  
Respiratory Therapy Supervisor  
Senior Audiologist  
Senior Speech Pathologist  
Social Work Specialist II (Supervisory)  
Sonographer  
Staff Nurse Anesthetist II

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA  
PUBLIC EMPLOYER

AND

IOWA HIGHER EDUCATION ASSOCIATION,  
STAFF EMPLOYEES COLLECTIVE ORGANIZATION,  
AMERICAN FEDERATION OF STATE, COUNTY AND  
MUNICIPAL EMPLOYEES,  
PETITIONERS AND/OR INTERVENORS

Case Nos. 365, 366,  
632, and 640

IN THE MATTER OF:

STATE OF IOWA,  
PUBLIC EMPLOYER

AND

IOWA BRAILLE EDUCATION ASSOCIATION, IOWA  
SCHOOL FOR THE DEAF EDUCATION ASSOCIATION,  
PETITIONERS AND/OR INTERVENORS

Case Nos. 364, 389,  
and 522.

IN THE MATTER OF:

PROFESSIONAL SECURITY COUNCIL OF THE IOWA  
ASSOCIATION OF NURSES,  
PETITIONER

AND

STATE OF IOWA,  
PUBLIC EMPLOYER

Case Nos. 363, 641,  
642, 681, and 682.

DECISION AND ORDER

Edward F. Kolker, Chairman. Hearings on the merits of the above entitled matters were conducted by the Public Employment Relations Board (hereinafter the Board) during August, September and November, 1976. Briefs of the parties were filed in October, 1976, and January, 1977. Because of the interrelation of issues among the cases, and our judgment that determination of bargaining units for state employees should be accomplished in a comprehensive fashion, we have consolidated the cases for decision. In doing so, however, we have attempted to segregate the basic

2. A single statewide bargaining unit consisting of fiscal and staff employees of the State of Iowa, excluding the professional fiscal and staff employees of the Regents.

3. A single statewide bargaining unit consisting of professionals in engineering, excluding those professionals in engineering employed by the Regents.

The specific composition of the above described units is more fully set forth in the Order, Infra.

III. State Patient Care Employees (Case Nos. 363 & 681);  
Tertiary Health Care Employees (Case Nos. 641 & 682)

A. FINDINGS OF FACT

Excluding patient care employees of the University of Iowa Hospital complex, the state employs approximately 370 employees in this category, the overwhelming majority of whom are registered nurses. Other occupational specialities within this grouping are physical therapists, activities specialists, social workers, laboratory technicians and others. The University of Iowa hospitals employ approximately 930 patient care employees, which for purposes of these cases have been denominated as tertiary health care employees. Of these employees, approximately 682 are registered nurses, and the remainder consists of audiologists, laboratory technicians, psychologists, therapists, social workers, pharmacists and others. With respect to the patient care employees outside the University hospital setting, the state seeks a statewide unit consisting of all such employees, whereas the Iowa Association of Nurses seeks to carve out a separate unit consisting solely of registered nurses from among those employees. With respect to tertiary patient care employees, the Regents seek a single unit of all such employees, whereas the Iowa Association of Nurses seeks a separate unit for all nurses employed by the Regents. Thus, the issue is one of separate treatment for

medical consultants, chief medical consultant-disability determination division, and directors of student health services;

EXCLUDED: Managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act,

Unit 8.

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals, as set forth under "Inclusions" in Appendix G;

EXCLUDED: All persons holding classifications as set forth under "Exclusions" in Appendix G; managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

Unit 9.

INCLUDED: All professional employees of the State of Iowa engaged in patient care, as set forth under "Inclusions" in Appendix H;

EXCLUDED: All professional employees engaged in tertiary health care at the University of Iowa Hospitals; all persons holding classifications as set forth under "Exclusions" in Appendix H; managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

Petitions for representative determination (election petitions) have not been filed for the employees in Units 2, 4, 5, 6 and 7 above. Further, although such petitions are on file for certain employees in Units 1, 3, 8 and 9, due to the determinations of units different than those requested by the petitioners, election orders are withheld pending further investigation of the interest showings previously submitted. To facilitate such investigation, and pursuant to Rule 4.3(3) the employer is directed, as set forth below, to submit to the Board lists of employees in those units. Should further evidence of interest be necessary to fulfill the requirement of Section 14(2)(b) of

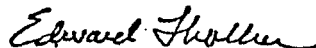


the Act, Rule 4.4(4) shall apply. Therefore,

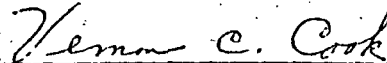
IT IS FURTHER ORDERED that the public employer submit to the Board within fourteen days alphabetical lists of the names and job classifications of the employees in Units 1, 3, 8 and 9 above.

DATED at Des Moines, Iowa this 3rd day of March, 1977.

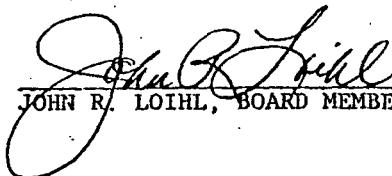
PUBLIC EMPLOYMENT RELATIONS BOARD



EDWARD F. KOLKER, CHAIRMAN



VERNON C. COOK, BOARD MEMBER



JOHN R. LOIHL, BOARD MEMBER

## APPENDIX G

### INCLUSIONS

|                                   |                                                    |
|-----------------------------------|----------------------------------------------------|
| Asst., Nurse Employment           | Recreation Therapist (Activities)                  |
| Asst., Nurse Development          | Psychometrist                                      |
| Asst., Staff Development, Nursing | Sr. Activities Therapist                           |
| Audiologist I                     | Sr. Asst. Staff & Progr. Dev.<br>(Nursing Service) |
| Audiologist II                    | Sr. Occupational Therapist                         |
| Clinical Lab. Technologist I      | Sr. Ocularist                                      |
| Clinical Psychologist             | Sr. Physical Therapist                             |
| Clinical Teacher (Psychiatry)     | Sr. Psychometrist                                  |
| Dental Hygienist                  | Social Worker I                                    |
| Dietician I                       | Social Worker II                                   |
| Dietician II                      | Social Worker III                                  |
| Donor Center Nurse I              | Social Worker Specialist I                         |
| Donor Center Nurse II             | Social Worker Specialist II                        |
| Dosimetrist                       | Speech Pathologist I                               |
| Lab Orthodontist                  | Speech Pathologist II                              |
| Nuclear Medical Technologist      | Staff Nurse                                        |
| Nurse Clinician I                 | Staff Pharmacist I                                 |
| Occupational Therapist            | Staff Pharmacist II                                |
| Ocularist II                      | Utilization Review Coordinator                     |
| Orthopist                         | Graduate Nurses                                    |
| Physical Therapist                |                                                    |
| Physicians Assistant              |                                                    |

### EXCLUSIONS

|                                                    |                                                  |
|----------------------------------------------------|--------------------------------------------------|
| Asst. Dir., Dietary                                | Dietary Assistant                                |
| Asst. Dir., Iowa Mental Health<br>Authority        | Director, Drug Info. Etc.                        |
| Asst. Dir., Nursing                                | Director, Occup. Therapy                         |
| Asst. Dir., Pharmacy Service                       | Director, Dietary                                |
| Asst. Mgr., Central Sterilizing Serv.              | Director of Nursing                              |
| Assoc. Dir., Nursing for Deliv.<br>of Nursing Care | Director, Occup. Therapy<br>(Oakdale)            |
| Assoc. Dir., Nursing Staff & Devel.<br>Program     | Director Occup. Therapy<br>(Psych.)              |
| Assoc. Dir., Social Service                        | Director, Pharmacy                               |
| Assoc. Chief, Psych. Social Service                | Director, Physical Therapy                       |
| Chief Clinical Lab Tech.                           | Director, Rec. Therapy                           |
| Chief EEG Tech.                                    | Director, Social Service                         |
| Chief Respiratory Therapist                        | Manager, Central Sterilizing Serv.               |
| Chief, Psych. Social Service                       | Nurse Clinician II                               |
| Clinical Lab Tech. II                              | Nurse Clinician III                              |
| Clinical Nurse Sp. I                               | Nurse Epidemiologist                             |
| Clinical Nurse Sp. II                              | Outclinic Coord., Hospital School                |
| Clinical Nurse Sp. III                             | Patient Care Evaluator                           |
| Clinical Supervisor of Physical<br>Therapy         | Pharmacy Supervisor                              |
| Coordinator, Alcoholism Program                    | Sr. Asst. Nursing Staff &<br>Progr. Devel.       |
| Coordinator, Clinical Pharmacy Serv.               | Staffing Assoc., Nursing                         |
| Coordinator, Staff Development                     | Supervising Histologist                          |
|                                                    | Supervising Orthoptist                           |
|                                                    | Supervisor, Psych. Services<br>(Hospital School) |
|                                                    | Supervisor, Physical Therapy                     |
|                                                    | Supervisor of Service Hospital<br>Dietary        |
|                                                    | Supervisor, Extracorp. Tech.                     |
|                                                    | Tech. Oper. Dir. (Pharmacy)                      |