

**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:	)	
	)	
Tama County,	)	
Public Employer,	)	BU-1225
	)	
and	)	
	)	
Teamsters Local 238 (Sheriff),	)	
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 Teamsters Local 238 (Sheriff) 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 Teamsters Local 238 (Sheriff) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Tama County:

INCLUDED: All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Deputies, Jailers and Clerks.

EXCLUDED: Sheriff, Chief Deputy, Communications Supervisor, Dispatchers, supervisory personnel, confidential employees, and all others 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 POSTING. 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:	)	
Tama County,	)	
Public Employer,	)	
and	)	BU-1225
Teamsters Local 238 (Sheriff),	)	
Certified Employee Organization.	)	

ORDER OF RECERTIFICATION

The Public Employment Relations Board filed a Notice of Intent to Conduct a Retention and Recertification Election on August 26, 2019, in which it directed Tama County to e-mail a voter eligibility list to the agency on or before September 3, 2019. Tama County did not e-mail the list to the agency in a timely manner pursuant to PERB subrules 15.2(2), 15.5(2), and 15.5(4). Being so advised, the Board finds that pursuant to PERB subrule 15.5(4)(b), Teamsters Local 238 (Sheriff) should continue as the exclusive bargaining representative for the bargaining unit described below and an Order of Recertification should be issued.

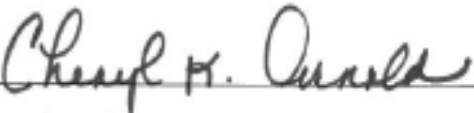
IT IS THEREFORE ORDERED that Teamsters Local 238 (Sheriff) is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Tama County:

UNIT DESCRIPTION

- INCLUDED: All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Deputies, Jailers and Clerks.
- EXCLUDED: Sheriff, Chief Deputy, Communications Supervisor, Dispatchers, supervisory personnel, confidential employees, and all others excluded by Iowa Code section 20.4.

DATED this 16th day of September, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:  \_\_\_\_\_  
Cheryl K. Arnold, Chairperson

# CEO 1225 (SHERIFF)

## STATE OF IOWA BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

TAMA COUNTY,  
Public Employer,

and

TEAMSTERS LOCAL 238,  
Petitioner.

CASE NO. 8579

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2012 DEC 11 AM 9:41  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

### ORDER OF CERTIFICATION

Upon a petition duly filed in accordance with Iowa Code section 20.14 and PERB rule, a representative certification election was conducted herein under the direction and supervision of the Board. The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the valid ballots were cast in favor of the affected bargaining unit's representation by Teamsters Local 238, that no objections to the election were filed as provided for in Iowa Code section 20.15 and PERB rule, and that the employee organization has complied with the relevant requirements of Iowa Code section 20.25.

IT IS THEREFORE ORDERED that Teamsters Local 238 is hereby designated and certified as the exclusive bargaining representative of the following bargaining unit of employees of Tama County:

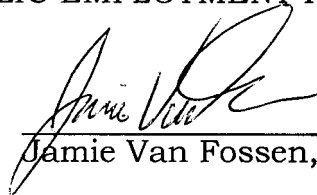
INCLUDED: All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Deputies, Jailers and Clerks.

EXCLUDED: Sheriff, Chief Deputy, Communications Supervisor, Dispatchers, supervisory personnel, confidential employees, and all others excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, this 11th day of December, 2012.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:



Jamie Van Fossen, Board Member

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

RECEIVED  
2007 JAN 30 AM 11:00  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
TAMA COUNTY,	)	
Public Employer,	)	
	)	
and	)	
	)	
CHAUFFEURS, TEAMSTERS AND HELPERS,	)	
LOCAL NO. 238,	)	
Certified Employee	)	CASE NO. 7361
Organization,	)	
	)	
and	)	
	)	
BRUCE RHOADS,	)	
Petitioner.	)	

ORDER OF DECERTIFICATION

Following the filing of a valid representative decertification petition pursuant to Iowa Code section 20.15(6) and PERB rule, a decertification election was conducted herein under the supervision of the Board. The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the valid votes were cast in favor of the decertification of the Chauffeurs, Teamsters and Helpers Local No. 238 as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election having been filed as provided for in Iowa Code section 20.15(4) and PERB rule, the Board finds that an order of decertification should be issued.

IT IS THEREFORE ORDERED that the Chauffeurs, Teamsters and Helpers Local No. 238 is hereby decertified as the exclusive bargaining representative of the following bargaining unit of employees of Tama County originally determined in PERB Case No. 4344 and amended in PERB Case No. 6692:

INCLUDED: All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Deputies, Jailers and Clerks.

EXCLUDED: Sheriff, Chief Deputy, Communications Supervisor, Dispatchers, supervisory personnel, confidential employees, and all others excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, this 30th day of January, 2007.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:   
James R. Riordan, Chair

Copies to: Bruce Rhoads  
Gary Dunham  
Rik Willett  
Renee Von Bokern

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

RECEIVED  
2003 SEP -2 AM 10:36  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
TAMA COUNTY,	)	
Petitioner/Public Employer,	)	
	)	
and	)	CASE NO. 6692
	)	
CHAUFFEURS, TEAMSTERS AND HELPERS,	)	
LOCAL NO. 238,	)	
Certified Employee	)	
Organization.	)	

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

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

IT IS THEREFORE ORDERED that the bargaining unit initially determined in PERB Case No. 4344, and the certification of Chauffeurs, Teamsters and Helpers, Local No. 238, is amended to provide:

INCLUDED: All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Deputies, Jailers and Clerks.

EXCLUDED: Sheriff, Chief Deputy, Communications Supervisor, Dispatchers, supervisory personnel, confidential employees, and all others excluded by Iowa Code section 20.4.

Dated at Des Moines, Iowa, this 2nd day of September, 2003.

PUBLIC EMPLOYMENT RELATIONS BOARD

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



STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

TAMA COUNTY,  
Public Employer,

and

CHAUFFEURS, TEAMSTERS & HELPERS,  
LOCAL #238  
Petitioner.

CASE NO. 4344

PUBLIC EMPLOYMENT  
RELATIONS BOARD

1991 FEB 15 AM 8 57

FILED

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 Chauffeurs, Teamsters & Helpers, Local #238, 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, Iowa Code (1991) and the Rules thereunder:

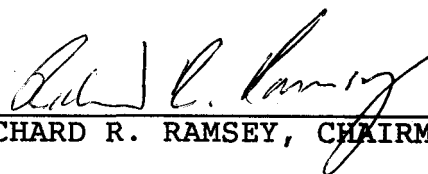
**IT IS HEREBY ORDERED** that Chauffeurs, Teamsters & Helpers, Local #238, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of Tama County, a public employer, in the following bargaining unit:

**INCLUDED:** All regular full-time and regular part-time employees of the Tama County Sheriff's Department, including Patrol Supervisor, Jail Administrator, Communications Supervisor, Deputies, Jailers, Dispatchers and Clerks.

**EXCLUDED:** Sheriff, Chief Deputy, Supervisors, confidential employees, and all others excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 15th day of February, 1991.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD R. RAMSEY, CHAIRMAN

cc: Neil Barrick  
Rosemary Hayes  
Jack Lipovac  
Paul Mohr