

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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IN THE MATTER OF:	)	
CITY OF DUBUQUE,	)	
Public Employer,	)	
	)	CASE NO. 102369
and	)	ORDER OF CERTIFICATION
DUBUQUE POLICEMEN'S PROTECTIVE	)	
ASSOCIATION,	)	
Employee Organization/Petitioner.	)	

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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 eligible voters cast a vote in favor of the affected bargaining unit's representation by the Dubuque Policemen's Protective Association, that no objections to the election were filed as provided for in Iowa Code section 20.15(4), and that the employee organization has complied with the relevant requirements of Iowa Code section 20.25.

IT IS THEREFORE ORDERED that the Dubuque Policemen's Protective Association is hereby designated and certified as the exclusive bargaining representative of the following bargaining unit of employees of the City of Dubuque:

INCLUDED: All police officers, master police officer, detective, corporal, identification officer and sergeant.

EXCLUDED: Police chief, police captain, and all other non-sworn personnel of the police department and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 26th day of November, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: \_\_\_\_\_

Cheryl K. Arnold, Chairperson

THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS

BU-0144

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 DUBUQUE, Public Employer,	}	
and	}	BU-0144
DUBUQUE POLICEMEN'S PROTECTIVE ASSOCIATION, Certified Employee Organization.	}	

REVOCATION OF CERTIFICATION

BE IT REMEMBERED that the Public Employment Relations Board (PERB or Board) previously certified Dubuque Policemen's Protective Association as the exclusive bargaining representative for the following bargaining unit of City of Dubuque employees described in PERB Case No. 452 and amended in Case No. 3317:

INCLUDED: All police officers, master police officer, detective, corporal, identification officer and sergeant.

EXCLUDED: Police chief, police captain, and all other non-sworn personnel of the police department and all other persons excluded by Section 4 of the Act.

Iowa Code section 20.15(2) requires the agency to conduct a retention and recertification election for certified employee organizations that are parties to expiring collective bargaining agreements with public employers. The election must be conducted prior to the expiration of the agreement. Iowa Code section

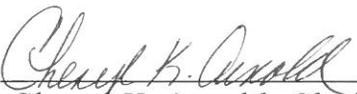
20.6(7) and PERB rules provide that each certified employee organization is responsible for the advance payment of fees to cover the cost of such elections. Iowa Code section 20.25 further provides that PERB may revoke the certifications of employee organizations that fail to comply with Iowa Code chapter 20.

The collective bargaining agreement between the parties is due to expire June 30, 2020. PERB filed a Notice of Intent to Conduct a Retention and Recertification Election on August 26, 2019. Pursuant to PERB rule, the certified employee organization was required to pay the applicable fee by September 16, 2019. PERB records indicate that the certified employee organization has failed to pay the applicable election fee pursuant to PERB subrules 621—15.1(1) and 15.5(5).

IT IS THEREFORE ORDERED that the certification of Dubuque Policemen's Protective Association as the exclusive bargaining representative for the bargaining unit of City of Dubuque employees is hereby REVOKED pursuant to Iowa Code section 20.25(6).

DATED at Des Moines, Iowa, this 24th day of September, 2019.

PUBLIC EMPLOYMENT RELATIONS BOARD

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

Original filed EDMS

**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 Dubuque,	)	
Public Employer,	)	BU-0144
	)	
and	)	
	)	
Dubuque Policeman's Protective Association,	)	
Certified Employee Organization.	)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, a retention and recertification election pursuant to Iowa Code section 20.15(2) was conducted 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 employees in the bargaining unit voted in favor of retaining and recertifying Dubuque Policeman's Protective Association 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 621-5.4, the Board finds that an order of recertification should be issued.

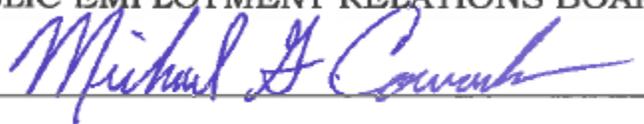
IT IS THEREFORE ORDERED that Dubuque Policeman's Protective Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of City of Dubuque:

INCLUDED: All police officers, master police officer, detective, corporal, identification officer and sergeant.

EXCLUDED: Police chief, police captain, and all other non-sworn personnel of the police department and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa, this 7th day of November, 2017.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: 

Michael G. Cormack, Chair

FILED  
JUN 13 1988 - 11 05 AM  
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

CITY OF DUBUQUE,	)	
	)	
PUBLIC EMPLOYER	)	
	)	
AND	)	
	)	CASE NO. 3317
DUBUQUE POLICEMEN'S PROTECTIVE ASSOCIATION,	)	
	)	
PETITIONER/CERTIFIED	)	
EMPLOYEE ORGANIZATION	)	

ORDER

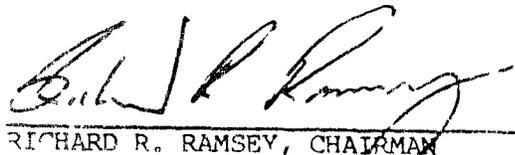
Based upon our review of the entire record, we find that hearing officer correctly determined that the positions of sergeant and identification officer are not excluded from coverage of the Act as "supervisory employees" as defined in Section 4.2 of the Act. Further, that the parties have agreed that the positions of corporal is not supervisory in nature and should be included in the bargaining unit. It is therefore ordered that the following constitutes an appropriate bargaining unit:

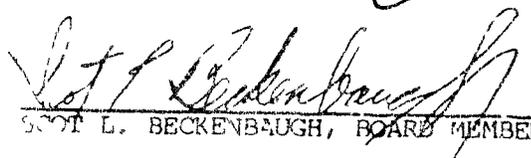
INCLUDED: All police officers, master police officer, detective, corporal, identification officer and sergeant.

EXCLUDED: Police chief, police captain and all other non-sworn personnel of the police department and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 13<sup>th</sup> day of June, 1988.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD R. RAMSEY, CHAIRMAN

  
SCOT L. BECKENBAUGH, BOARD MEMBER

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF	)
CITY OF DUBUQUE	)
PUBLIC EMPLOYER	)
AND	)
DUBUQUE POLICEMAN'S PROTECTIVE	)
ASSOCIATION,	)
PETITIONER	)

CASE NO. 452

ORDER OF CERTIFICATION

NOW on this 1st day of December 1975, the Board being advised that an election was conducted pursuant to Order of the Board, and that Dubuque Policeman's Protective 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 Dubuque Policeman's Protective Association should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for the employees of City of Dubuque

a public employer, in the following bargaining unit:

INCLUDED: All police officers, master police officer and detective

EXCLUDED Police chief, police captain, police sergeant, identification officer and all other non-sworn personnel of the police department, and all other persons excluded by Section 4 of the Act

DONE by the Public Employment Relations Board

by Edward F. Kolker  
Edward F. Kolker, Chairman