

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

JACKSON COUNTY, Public Employer,)		
)		
and)	CASE NO. 4967	
)		
JACKSON COUNTY, IOWA, COUNTY EMPLOYEES ASSOCIATION, Petitioner)		CEO 501
)		

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 the Jackson County, Iowa, County Employees Association, 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 (1993) and the Rules thereunder:

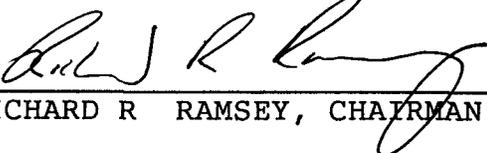
IT IS HEREBY ORDERED that the Jackson County, Iowa, County Employees Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of Jackson County, a public employer, in the following bargaining unit:

INCLUDED: All full and part-time employees including: cashier & title clerk, courthouse custodian/crew leader, janitors, secretary in Sanitarian & Zoning Office and general assistance director & protective payee.

EXCLUDED: Those employees excluded by Chapter 20 of the Code of Iowa, other certified units and other employees not in the included section of this bargaining unit including sworn deputies

DATED at Des Moines, Iowa this 23rd day of November, 1993

PUBLIC EMPLOYMENT RELATIONS BOARD



RICHARD R RAMSEY, CHAIRMAN

cc: Herbert J. Hodges
Phil Tabor