

**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:		)
Northwest Iowa Community College,		)
Public Employer,	)	BU-0056
and	)	
Area 4 Community College Support	)	
Staff Association/ISEA,	)	
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 Area 4 Community College Support Staff Association/ISEA 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 621–5.4, and no postelection challenges were filed pursuant to PERB subrule 621–5.2(1)(b)(2) and PERB rule 621–5.6(8). Therefore, the Board finds that an order of recertification should be issued.

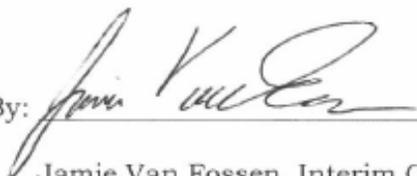
IT IS THEREFORE ORDERED that Area 4 Community College Support Staff Association/ISEA is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Northwest Iowa Community College:

INCLUDED: All support staff, full-time and regular part-time including but not limited to custodians, bookstore clerks, graphics technician, ICN scheduler, library assistant, maintenance technicians, parts technician, printing technician, secretaries, receptionists, bookstore operator, and accounting assistant.

EXCLUDED: Certified staff, president, vice-presidents, division deans, their secretaries, bookstore coordinator and others excluded by section 4 of Public Employment Relations Act.

DATED at Des Moines, Iowa, this 13th day of November, 2018.

PUBLIC EMPLOYMENT RELATIONS BOARD

By:   
\_\_\_\_\_  
Jamie Van Fossen, Interim Chair

**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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STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
Northwest Iowa Community College, Public Employer,	)	BU-0056
	)	
and	)	
	)	
Area 4 Community College Support Staff Association/ISEA, 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 Area 4 Community College Support Staff Association/ISEA 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 Area 4 Community College Support Staff Association/ISEA is hereby recertified as the exclusive bargaining

representative of the following bargaining unit of employees of Northwest Iowa  
Community College:

INCLUDED: All support staff, full-time and regular part-time including but not limited to custodians, bookstore clerks, graphics technician, ICN scheduler, library assistant, maintenance technicians, parts technician, printing technician, secretaries, receptionists, bookstore operator, and accounting assistant.

EXCLUDED: Certified staff, president, vice-presidents, division deans, their secretaries, bookstore coordinator and others excluded by section 4 of Public Employment Relations Act.

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

PUBLIC EMPLOYMENT RELATIONS BOARD

By: 

Michael G. Cormack, Chair

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF	)	
	)	
NORTHWEST IOWA COMMUNITY COLLEGE	)	
Public Employer	)	
	)	
and	)	CASE NO 7372
	)	
AREA 4 COMMUNITY COLLEGE SUPPORT	)	
STAFF ASSOCIATION/ISEA	)	
Petitioner/Certified	)	
Employee Organization	)	
	)	

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RELATIONS BOARD

**PROPOSED DECISION AND ORDER**

Statement of the Case

Area 4 Community College Support Staff Association/ISEA (Association) filed a petition for amendment of bargaining unit with the Public Employment Relations Board (Board) The Association seeks to amend an existing Association-represented bargaining unit to include the job classification of accounting assistant Northwest Iowa Community College (College) resists the Association's petition contending that the accounting assistant is a "confidential employee" within the meaning of sections 3.3 and 4.3 of the Public Employment Relations Act (Act)

The parties waived a public hearing and, instead, submitted as the record the verbatim Sworn Statement of Accounting Assistant Jennifer Van Regenmorten. Counsels for the Association and the College were present during the Sworn Statement. Based on the Sworn Statement and the parties' briefs, I make the following.

unit because there is no link in the working relationship between the accounting assistant and Vice-President of Administration with the College's proposals presented at the bargaining table

Based on the foregoing, I conclude that the accounting assistant is not a "confidential employee" within the meaning of sections 3 3 and 4 3 of the Act, and I issue the following:

ORDER

The Association-represented bargaining unit's Order of Certification in Board Case No 5818 is amended to read

INCLUDED· All support staff, full-time and regular part-time including but not limited to custodians, bookstore clerks, graphics technician, ICN scheduler, library assistant, maintenance technicians, parts technician, printing technician, secretaries, receptionists, bookstore operator, and accounting assistant.

EXCLUDED· Certified staff, president, vice-presidents, division deans, their secretaries, bookstore coordinator and others excluded by section 4 of Public Employment Relations Act.

DATED at Des Moines, Iowa, this 29th day of March, 2007

  
James A. McClimon,  
Administrative Law Judge

cc Gerald L. Hammond  
Thomas J Whorley

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

NORTHWEST IOWA COMMUNITY COLLEGE	)		
Public Employer,	)		
	)		
and	)	CASE NO	5818
	)		
AREA 4 COMMUNITY COLLEGE SUPPORT	)		
STAFF ASSOCIATION/ISEA,	)		
Petitioner	)		

**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 Area 4 Community College Support Staff Association/ISEA, 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 Area 4 Community College Support Staff Association/ISEA, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of Northwest Iowa Community College, a public employer, in the following bargaining unit

**INCLUDED** All support staff, full-time and regular part-time including, but not limited to custodians, book store clerks, graphics technician, ICN scheduler, library assistant, maintenance technicians, parts technician, printing technician, secretaries and receptionists

**EXCLUDED** Certified staff, president, vice-presidents, division deans, their secretaries and other excluded by section 4 of Public Employment Relations Act

DATED at Des Moines, Iowa this 4th day of August, 1998

PUBLIC EMPLOYMENT RELATIONS BOARD

  
RICHARD P MOORE, CHAIR

cc Steve King  
Tom Whorley  
Vern Schoeneman  
Dr Carl Rolf