

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

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|                                   |   |                        |
|-----------------------------------|---|------------------------|
| IN THE MATTER OF:                 | ) |                        |
| PALO ALTO COUNTY,                 | ) |                        |
| Public Employer,                  | ) |                        |
|                                   | ) | CASE NO. 102372        |
| and                               | ) | ORDER OF CERTIFICATION |
| CHAUFFEURS, TEAMSTERS, & HELPERS  | ) |                        |
| LOCAL 238,                        | ) |                        |
| 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 Chauffeurs, Teamsters, & Helpers Local 238 (Teamsters Local 238), 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.

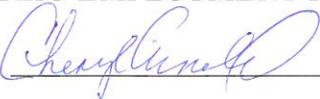
IT IS THEREFORE ORDERED that Teamsters Local 238 is hereby designated and certified as the exclusive bargaining representative of the following bargaining unit of employees of Palo Alto County:

INCLUDED: All employees of the Palo Alto County Sheriff's Department including all deputy sheriffs, dispatchers, and clerk.

EXCLUDED: All employees of Palo Alto County in departments other than the sheriff's department, the sheriff of Palo Alto County 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-0279

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:

PALO ALTO COUNTY,  
Public Employer,

and

PALO ALTO COUNTY SHERIFF'S OFFICE  
EMPLOYEE ASSOCIATION,  
Certified Employee Organization.

BU-0279

REVOCATION OF CERTIFICATION

BE IT REMEMBERED that the Public Employment Relations Board (PERB or Board) previously certified Palo Alto County Sheriff's Office Employee Association as the exclusive bargaining representative for the following bargaining unit of Palo Alto County employees described in PERB Case No. 6322:

INCLUDED: All employees of the Palo Alto County Sheriff's Department including all deputy sheriffs, dispatchers, and clerk.

EXCLUDED: All employees of Palo Alto County in departments other than the sheriff's department, the sheriff of Palo Alto County 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 Palo Alto County Sheriff's Office Employee Association as the exclusive bargaining representative for the bargaining unit of Palo Alto County 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:                          | ) |         |
|  | ) |         |
| Palo Alto County,                          | ) |         |
| Public Employer,                           | ) | BU-0279 |
|  | ) |         |
| and  | ) |         |
|  | ) |         |
| Palo Alto County Sheriff's Office Employee | ) |         |
| 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 Palo Alto County Sheriff's Office Employee 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.

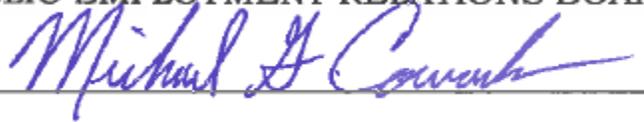
IT IS THEREFORE ORDERED that Palo Alto County Sheriff's Office Employee Association is hereby recertified as the exclusive bargaining representative of the following bargaining unit of employees of Palo Alto County:

INCLUDED: All employees of the Palo Alto County Sheriff's Department including all deputy sheriffs, dispatchers, and clerk.

EXCLUDED: All employees of Palo Alto County in departments other than the sheriff's department, the sheriff of Palo Alto County 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

STATE OF IOWA  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

|                                   |   |               |
|-----------------------------------|---|---------------|
| IN THE MATTER OF:                 | ) |               |
|                                   | ) |               |
| PALO ALTO COUNTY,                 | ) |               |
| Public Employer,                  | ) |               |
|                                   | ) |               |
| and                               | ) | CASE NO. 6322 |
|                                   | ) |               |
| PALO ALTO COUNTY SHERIFF'S OFFICE | ) |               |
| EMPLOYEE ASSOCIATION,             | ) |               |
| Petitioner.                       | ) |               |

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 PUBLIC EMPLOYMENT  
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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 Palo Alto County Sheriff's Office Employee 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, Code of Iowa (2001) and the Rules thereunder:

**IT IS THEREFORE ORDERED** that Palo Alto County Sheriff's Office Employee Association, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the Palo Alto County, a public employer, in the following bargaining unit:

**INCLUDED:** All employees of the Palo Alto County Sheriff's Department including all deputy sheriffs, dispatchers, and clerk.

**EXCLUDED:** All employees of Palo Alto County in departments other than the sheriff's department, the sheriff of Palo Alto County and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 27th day of July, 2001.

PUBLIC EMPLOYMENT RELATIONS BOARD

  
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 JAMES R. RIORDAN, BOARD MEMBER