

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

UNIVERSITY OF IOWA/STATE BOARD OF) REGENTS,) Public Employer,) and) UNITED ELECTRICAL, RADIO &) MACHINE WORKERS OF AMERICA,) LOCAL 896 (COGS),) Petitioner.)	CASE NO. 5463	PUBLIC EMPLOYMENT RELATIONS BOARD 56 MAY -6 PM 2:01
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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 United Electrical, Radio & Machine Workers of America, Local 896 (COGS), 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 (1995) and the Rules thereunder:

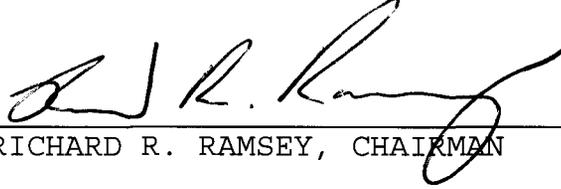
IT IS THEREFORE ORDERED that United Electrical, Radio & Machine Workers of America, Local 896 (COGS), should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the University of Iowa/State Board of Regents, a public employer, in the following bargaining unit:

INCLUDED: All currently enrolled graduate and professional students with a 25% or more appointment (i.e. teaching at least one course and/or providing service for at least 10 hours a week) employed as: Teaching Assistants (FT19), Research Assistants (FR19), and Law Research Assistants (FL19) who provide services to the University in exchange for salary compensation.

EXCLUDED: 1. Research Assistants (FR19 or FL19) whose appointments are (a) primarily a means of financial aid which do not require the individuals to provide services to the University, or (b) which are primarily intended as learning experiences which contribute to the students' progress toward their graduate or professional program of study or (c) for which the students receive academic credit. 2. Graduate students appointed on federal training grants or federal fellowships. 3. Graduate students appointed as Fellows (FT52), if they are not providing services as Teaching Assistants (FT19) or Research Assistants (FR19 or FL19) except as provided in paragraph 1 above. 4. Other graduate students holding any University appointments not specified in "Inclusions" above. 5. Employees included in any other bargaining unit. 6. Confidential or supervisory employees and all others excluded by the Act.

DATED at Des Moines, Iowa this 6th day of May, 1996.

PUBLIC EMPLOYMENT RELATIONS BOARD



A handwritten signature in cursive script, appearing to read "R. Ramsey", is written over a horizontal line.

RICHARD R. RAMSEY, CHAIRMAN

cc: Carol Lambiase
Kevin Ward
R. W. Richey

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA (UNIVERSITY OF IOWA),)		PUBLIC EMPLOYMENT RELATIONS BOARD	94 JAN 31 AM 11:47
Public Employer,)			
and)	CASE NO. 4959		
CAMPAIGN TO ORGANIZE GRADUATE STUDENTS,)			
Petitioner.)			

BARGAINING UNIT DETERMINATION

Upon a petition for bargaining unit determination duly filed under Section 13 of the Public Employment Relations Act [Act], Chapter 20, Iowa Code (1993) and Rule 4.2 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation was tentatively approved by the Board; a Public Notice of Proposed Decision of Bargaining Unit Determination has been posted in conformance with PERB Rules and no objections were filed.

IT IS HEREBY ORDERED the following is determined to be an appropriate bargaining unit for the purpose of collective bargaining:

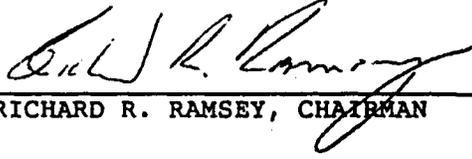
INCLUDED: All currently enrolled graduate and professional students with a 25% or more appointment (i.e. teaching at least one course and/or providing service for at least 10 hours a week) employed as: Teaching Assistants (FT19), Research Assistants (FR19), and Law Research Assistants (FL19) who provide services to the University in exchange for salary compensation.

EXCLUDED:

1. Research Assistants (FR19 or FL19) whose appointments are (a) primarily a means of financial aid which do not require the individuals to provide services to the University, or (b) which are primarily intended as learning experiences which contribute to the students' progress toward their graduate or professional program of study or (c) for which the students receive academic credit.

2. Graduate students appointed on federal training grants of federal fellowships.
3. Graduate students appointed as Fellows (FT52), if they are not providing services as Teaching Assistants (FT19) or Research Assistants (FR19 or FL19) except as provided in paragraph 1 above.
4. Other graduate students holding any University appointments not specified in "Inclusions" above.
5. Employees included in any other bargaining unit.
6. Confidential or supervisory employees and all others excluded by the Act.

DATED at Des Moines, Iowa this 31st day of January, 1994.



RICHARD R. RAMSEY, CHAIRMAN

cc: R. Wayne Richey
Mary Jo Small
Matthew Glasson
Todd Schmitz