



**WORKERS FOR
OPPORTUNITY**

Iowa Recertification Election Results 2020-2023

Current Situation

In 2017, HF 291 as enacted requires every bargaining unit (union) to undergo a recertification election one time per contract.

- Majority of BU **must vote to recertify the union.**
- If election fails, the union is decertified and **cannot represent the employees in the unit for at least two years.**

Iowa Public Employee Relations Board (PERB) rules require public employers to submit a list of employees in the BU for the purpose of conducting the election.

- If the employer fails to submit this list, **PERB considers the employer to have failed in their obligations** and no election is conducted.

Overarching theme: Complicit public sector employers are depriving their workers of the freedom to vote in recertification elections.

Proposed Solution

Should address these concerns by requiring public sector employers to provide a list of employees within ten days. PERB shall notify the employer and the union that they have five days to cure the failure.

Failure to comply will result in immediate decertification of the union.



Iowa Recertification Election Results 2020-2023

Data Collection and Analysis

Data collected from PERB.

- Representatives from PERB claimed they do not track the number of recertification elections not conducted due to employer failure to provide lists of employees/voters.
- PERB issues every bargaining unit (BU) scheduled for a recertification a notice of intent to conduct an election (NOI).
- Very dramatic decline in total number of elections held starting in 2019. NOIs vs. elections from 2020-2023 clarifies large number of BUs that likely should have elections are not held.

