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**PUBLIC EMPLOYMENT RELATIONS BOARD**

§20.5

510 East Twelfth Street, Suite 1B, Des Moines 50319; 515.281.4414;

[iowaperb.iowa.gov](http://iowaperb.iowa.gov)

Cheryl K. Arnold, Executive Director .....April 30, 2024

<i>Name</i>	<i>City</i>	<i>Term Ending</i>
Cheryl K. Arnold, Chair.....	Russell.....	April 30, 2024
Catherine Lucas .....	Johnston .....	April 30, 2026
Matthew Oetker .....	Ankeny.....	April 30, 2024

The Public Employment Relations Act, enacted in 1974, has as its avowed public purpose the promotion of “harmonious and cooperative relationships between government and its employees.” Specifically, the statute grants employees of the state and its political subdivisions, including cities, counties, and school districts, the right to join and participate in employee organizations and the right to bargain collectively through such employee organizations.

The Act contains detailed procedures by which employees can exercise those rights, including provisions for the determination of appropriate bargaining units, representation elections in which employees may select an employee organization to bargain on their behalf, prohibited practice provisions which proscribe certain conduct and activities, and provisions requiring the periodic reporting of finances by employee organizations.

The Public Employment Relations Board is vested with the administration of this Act. As a quasi-judicial administrative agency, operating under the Iowa Administrative Procedure Act, the board conducts hearings and issues legal decisions in unit determination and representation matters, prohibited practice complaints, and petitions for declaratory orders. A staff of administrative law judges also performs, by delegation, this function. The agency also conducts the annual employee organizations’ retention and recertification elections. The board also administers the remaining provisions of the Act. In that regard, it oversees the negotiations between the public employers and the certified representatives of more than 1,100 bargaining units of public employees of the state and its political subdivisions, and provides mediators and arbitrators in collective bargaining impasses. The board also collects data and conducts studies relating to wages, hours, benefits, and other terms and conditions of public employment; collects registration reports and annual reports, including financial statements, from employee organizations; and adjudicates discipline and grievance appeals filed by state merit system employees regarding issues not covered by a collective bargaining agreement. The board additionally adjudicates whistleblower actions filed by state employees who are not covered by a collective bargaining agreement or the state merit system.