

**20.18 Grievance procedures.**

1. An agreement with an employee organization which is the exclusive representative of public employees in an appropriate unit may provide procedures for the consideration of public employee and employee organization grievances over the interpretation and application of agreements. Negotiated procedures may provide for binding arbitration of public employee and employee organization grievances over the interpretation and application of existing agreements. An arbitrator's decision on a grievance may not change or amend the terms, conditions, or applications of the collective bargaining agreement. Such procedures shall provide for the invoking of arbitration only with the approval of the employee organization in all instances, and in the case of an employee grievance, only with the additional approval of the public employee. The costs of arbitration shall be shared equally by the parties.

2. Public employees of the state or public employees covered by civil service shall follow either the grievance procedures provided in a collective bargaining agreement, or in the event that grievance procedures are not provided, shall follow grievance procedures established pursuant to [chapter 8A, subchapter IV](#), or [chapter 400](#), as applicable.

[C75, 77, 79, 81, §20.18]

[86 Acts, ch 1118, §1](#); [2003 Acts, ch 145, §145](#); [2010 Acts, ch 1165, §23](#)

Referred to in [§235A.15](#)