



END OF SESSION – HF 291 – PUBLIC EMPLOYMENT REFORM

Description: [House File 291](#) relates to employment matters involving public employees, including collective bargaining, educator employment matters, personnel records and settlement agreements, city civil service requirements, and public employee health insurance. The Act makes a variety of changes to Iowa Code chapter [20](#), the Public Employment Relations Act; strikes language requiring the Public Employment Relations Board (PERB) to interpret and apply the provisions of Iowa Code chapter 20; and makes changes to other Code provisions relating to collective bargaining by public employees.

The Act requires the PERB to appoint a certified shorthand reporter to report State employee grievance and discipline resolution proceedings pursuant to Iowa Code section [8A.415](#), relating to grievance and discipline resolution procedures under the State employee merit system, and to fix a reasonable amount of compensation for such service and for any transcript requested by the PERB, with such compensation taxed as other costs.

The Act authorizes the PERB to contract with a vendor to conduct elections required by Iowa Code section [20.15](#) on behalf of the PERB, while requiring the PERB to establish fees by rule to cover the cost of such elections, with the fees to be paid in advance of an election by each employee organization listed on the ballot. The PERB is required by [SF 513](#) (Economic Development Appropriations Act) to retain the fees and use the fees as repayment receipts to cover the costs of elections, including vendor costs, FTE positions, and support.

Administration and legal time and expenses will increase during the implementation of the changes for the PERB, the Attorney General's Office, cities, counties, schools, and the Department of Administrative Services (DAS).

The additional expenses for the PERB to implement HF 291 are estimated to be \$384,000 in FY 2018 and \$358,000 in FY 2019 and each subsequent fiscal year. The PERB will utilize repayment receipts paid for by the bargaining units to cover the additional costs.

Additional expenditure changes from a variety of funds may result from other provisions of the Act.

Fiscal Impact: Sufficient information is not available to determine the total fiscal impact of HF 291.

Enactment Date: This Act was approved by the General Assembly on February 16, 2017, and signed by the Governor on February 17, 2017.

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