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James R. Riordan, Chair

As Chair of the PERB, I am pleased to re-introduce the IPERB newsletter to you, the public sector labor relations community. The newsletter will be published quarterly. It will be sent to your e-mail addresses, and posted on our website:

<http://iowaperb.iowa.gov>.

This collaborative effort is being led by veteran staff member Jim McClimon as editor, with input from the entire PERB staff. We especially want to thank Krystal Berger, a senior at Simpson College in Graphic Design, for helping with the design and layout. She is interning with our Agency this semester.

Our hope is that the newsletter will assist in keeping the constituent community informed about current events that impact how you do your jobs within the legal framework of Chapter 20.

The Agency's efforts to create a user-friendly word searchable database, pending legislation that could have profound impact on future collective bargaining, and emerging issues and trends at the bargaining tables provide ample reasons to initiate a regular forum of communication with you, our constituents.

We welcome your input, thoughts and contributions in this collaborative venture to keep the labor relations community in the public sector educated, informed and prepared.

Contract Reminder

Employers are reminded that they are required to forward copies of all collective bargaining agreements to PERB as soon as they have been prepared. If possible, send via email, preferably in Word format, but PDF's are also acceptable. Address them to: nancy.anders@iowa.gov. Should you discover that you have not previously sent contracts currently in effect we would like to have those, too. Questions should be directed to Susan Bolte at (515) 281-4414.

PERB Website Advantages

PERB's statutory duty to assist labor and management resolve disputes, and its responsibility to provide data and information relevant to collective bargaining and workplace issues inspired the development of PERB's website. Our website includes:

- The full text of the Public Employment Relations Act, Chapter 20.
- The full text of PERB's administrative rules and our anticipated rule changes.
- The full text of PERB's decisions from 1991 to the present including unit/representation & elections, prohibited practice complaints, and negotiability determinations, as well as state employee discipline and grievance cases arising under Chapter 8A.
- The full text of fact-finding and interest arbitration decisions from 2001 to present including an index by neutral and issue(s).
- Current wage settlements as reported to PERB by labor and management representatives.
- The full text(s) of current collective bargaining agreements submitted to PERB according to city, county, community school district (professional and support), community college, area education agency, and the state which includes board of regents.
- An Alternative Dispute Resolution section which outlines the grievance and contract mediation services provided by PERB, as well as PERB training and facilitation of the interest-based cooperation process.
- Biographical information on neutrals approved by PERB to serve as teacher termination adjudicators, fact-finders, and interest and grievance arbitrators.

<http://iowaperb.iowa.gov/>

The Public Employment Relations Board newsletter is published by the Iowa PERB. The opinions expressed should not be considered official opinions of the Iowa PERB. Address inquiries and correspondence to James A. McClimon, Editor.

Update On Health Care Data Collection Project

By Professor Ruth Weatherly and Kyle Shelley

Parties throughout the state have come to recognize the scope of the problems caused by increasing costs of providing for health care. Many of the PERB constituents and contacts we have been involved with are now aware of the Health Care Data Collection Project. This project will obtain specific Iowa public sector health insurance data for health care coverages, costs, etc., and to identify creative solutions to complex health care issues. Through this project it is expected that all public sector unions and employers, regardless of size, will have access to this data on the PERB website.

For the development of the project's survey, we have the valued assistance of a group of 80 employer and union representatives who have agreed to participate in the development of the survey.

In May 2007, we initiated this project with a meeting at PERB's office with representatives from the State of Iowa, State Judicial Department, Iowa State Education Association, and Iowa Association of School Boards to discuss the type of health care information and data to include on the survey.

In June 2007, we held a second meeting at PERB's office with representatives from AFSCME, Teamsters, Communications Workers of America, International Association of Firefighters, International Union of Operating Engineers, Municipal Laborers, PPME Local 2003, Service Employees International Union, United Electrical, Radio and Machine Workers of America, and State Police Officers Council. These labor representatives along with the representatives who attended the May 2007 meeting at PERB represent most of the certified bargaining units in Iowa.

The labor and management representatives who attended the May and June 2007 meetings are now members of the current State-Wide Labor Management Committee (LMC).

Due to the efforts of Iowa Interactive, the entity that manages and develops websites for state agencies, we have been able to post online a survey that will collect the health care data. That survey is "live" online, and ready for the State-Wide LMC's responses. The State-Wide LMC members will be mailed their passwords by January 18, 2008. The survey may be viewed at PERB's website: <http://iowaperb.iowa.gov>.

With the anticipated results of the State-Wide LMC's responses to the survey, we expect to have those participants' support in ultimately expanding the survey to all 1170-plus bargaining relationships in the public sector in Iowa. This will be a significant accomplishment for all

concerned. We are aware of no other attempt to collect such specific and complete compilation of public sector health care data and information in Iowa. Whether you are an LMC member or not, if you have questions or would like more information please call Kyle Shelley at 515/281-4133 or e-mail him at perb.project@iowa.gov.

This survey was envisioned by Jim McClimon, and became the focus of a Fall 2007 sabbatical leave approved by Simpson College for Professor Ruth Weatherly. In addition, Kyle Shelley's internship assistance has been supported by a stipend from Simpson's Lilly Initiative for Vocational Exploration funded by a grant from the Lilly Foundation. Kyle will continue the internship for the Spring 2008 semester.

Preparing For Mediation

Contract mediators under the Act are PERB board members, PERB staff mediators, ad hoc mediators trained by PERB, and commissioners from the Federal Mediation and Conciliation Service. Mediation has been effective in assisting labor and management to voluntarily resolve issues in collective bargaining. In addition to a genuine willingness to reach an agreement, the following preparation may be useful:

- Be willing to identify underlying issue(s) which affect negotiations.
- Develop and be willing to express goals and priorities as well as potential tradeoffs.
- Consider ways to reframe issues, which means identifying different ways to approach and/or define issues.
- Research comparability of proposals.
- Understand bargaining history.
- Make sure labor and management representatives have the authority to make decisions.
- Understand (not necessarily agree with) each other's cost calculations of wage and benefit proposals.
- Narrow the number of issues prior to mediation.
- Be ready to begin the mediation session without extensive caucus.

State-Wide Labor Management Committee

John Donner, Business Manager
Ottumwa CSD

Dave Baker, President
Teamsters Local 421

Ted Henderson
Director of Public Works
City of Bloomfield

Jim Crotty, UniServ Director
Iowa State Education Association

Tim Hood, Superintendent
Creston CSD

Wayne Bauman, UniServ Director
Iowa State Education Association

Kris May, City Clerk
City of Centerville

Bob Brown, UniServ Director
Iowa State Education Association

Richard Wilcox, General Manager
Ottumwa Water Works

Myron Halverson, UniServ Director
Iowa State Education Association

Thomas G. Turner
Human Resources Director
City of Des Moines

Coy Marquardt, UniServ Director
Iowa State Education Association

Robert Layton
City Manager
City of Urbandale

Bill Unger, Executive Director
Des Moines Education Association

RoxAnne Hunerdosse
Human Resources Director
City of Indianola

Pat Shipley, UniServ Director
Iowa State Education Association

Earl Hardisty
Sac County Attorney

Steve Siegel, Staff Representative
AFSCME Council 61

Bev Hunter
Human Resources Director
City of Burlington

Kevin McCombs, Business Representative
Teamsters Local 238

Tom Wirtz
Director of Administrative Services
AEA #9

Midge Slater, Representative
Communications Workers of America

Ralph Bartelt
Assistant Chief Administrator/
Director of Personnel
AEA #267

Jack Reed, State President
Iowa Association of Fire Fighters

Greg Rogers
Executive Director of Business Services
Council Bluffs CSD

Kevin Holzhauser, Stationary Director
IUOE Local 234

Cindy Lynch
Director of Personnel
City of Council Bluffs

Steve Piper, Business Manager
Municipal Laborers Local 353/CIPEC

Greg Ebeling, Superintendent
Spencer CSD

Kim Miller, Organizer/Representative
SEIU Local 199

Dr. Stan Sibley, Superintendent
Glenwood CSD

Devin Mehaffey, Organizer/Representative
SEIU Local 199

Dave Wegmann, Business Manager
Western Dubuque CSD

Bradley Van Waus, Organizer/Representative
SEIU #199

Richard Saunders,
Director of Benefits & Payroll
University Benefits Office
University of Iowa

Greg Cross, International Representative
United Electrical Workers Local 893/IUP

Julie Huisman
Human Resources Director
City of Ames

State-Wide Labor Management Committee

Rob Russell, Field Organizer
United Electrical Workers Local 893/IUP

David Patterson, PE
Washington County

Sylvia Kelley, Field Organizer
United Electrical Workers Local 893/IUP

Beth Chelesvig
Human Resources Director
City of Webster City

Maxine Moore Ballard
Executive Director
State Police Officers Council

Debra Taylor, City Clerk-Treasurer
City of Cherokee Lacey Galetich
Public Professional & Maintenance Employees Local 2003

Judie Hermsen
Assistant Director Employee & Labor Relations
University of Iowa

Joe Rasmussen
Public Professional & Maintenance Employees #2003

Matt Dunbar, ESC Associate Director
Jill Ciriello, Executive Director Human Resources
Cedar Rapids Community School District

Stan Burke, UniServ Director
Iowa State Education Association

Jim Pedersen, Director of Human Resources
Iowa City CSD

Cindy Carroll, UniServ Director
Iowa State Education Association

Gayle Isaac, Chief Financial Officer
Clinton CSD

Lynette Claeys, UniServ Director
Iowa State Education Association

Kurt Subra, Chief Financial Officer
West Des Moines CSD

Heath Halverson, Human Resources Generalist
City of Cedar Rapids

Dave Schlueter, Business Manager
Clayton Ridge CSD

Judy Babcock, Auditor
Chickasaw County

Pam DeLong, Business Manager
Central Decatur CSD
Bob Stringer, Human Resources Director

City of Waterloo

Larry Struck, Business Manager
Denison CSD

Kevin Posekany, Business Manager
Marshalltown CSD

Linda Johnson, Business Manager
Iowa Valley CSD

Paulette Newbold, District Accountant/ Office Manager
Boone CSD

Cathy McKay, Risk Manager
Des Moines CSD

Randall Nichols, Superintendent
Eldora-New Providence CSD

Gregg Cruickshank, Superintendent
Sidney CSD

Jack Christensen, Board Secretary/ Director of Financial Services
Fort Dodge CSD

Martha Linn, Deputy Auditor
Adams County

Joe Hintze, Director of Business Affairs
North Scott CSD

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Audubon County Dr. Paul Tedesco, Superintendent
Storm Lake CSD

Dale Sunderman, Auditor
Cass County

Susan Staudt, City Attorney
City of Cedar Falls

Michelle Giddings, Auditor
Franklin County

Kate Baldwin, Business Manager
Norwalk CSD

Joan Kirk, Auditor
Fremont County

Randy Peck, Personnel Manager
City of Dubuque

Ed Holland, Risk & Benefits Administrator
Iowa Dept. of Administrative Services
Employee Benefits

Bill Snyder
Director of Human Resources
Iowa Judicial Branch