

**INDEXES TO
FACT-FINDING REPORTS
AND
ARBITRATION AWARDS
1975 TO PRESENT**

IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

Iowa Public Employment Relations Board

INDEXES

to

FACT FINDING RECOMMENDATIONS

and

ARBITRATION AWARDS

1975 to Present



THE UNIVERSITY OF CHICAGO PRESS

INTRODUCTION

This document contains indexes to fact-finding recommendations and interest arbitration awards which have been issued from 1975 to present pursuant to impasse procedures utilized by parties to collective bargaining under the Iowa Public Employment Relations Act. Decisions issued in each bargaining year are indexed by the name of the employer and the name of the fact-finder or arbitrator. Decisions issued in the more recent years are also indexed by subject matter. This document is supplemented annually.

The full texts of these recommendations and awards are available on microfilm at all PERB Information Service locations around the state. For further information, contact:

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Des Moines, IA 50309
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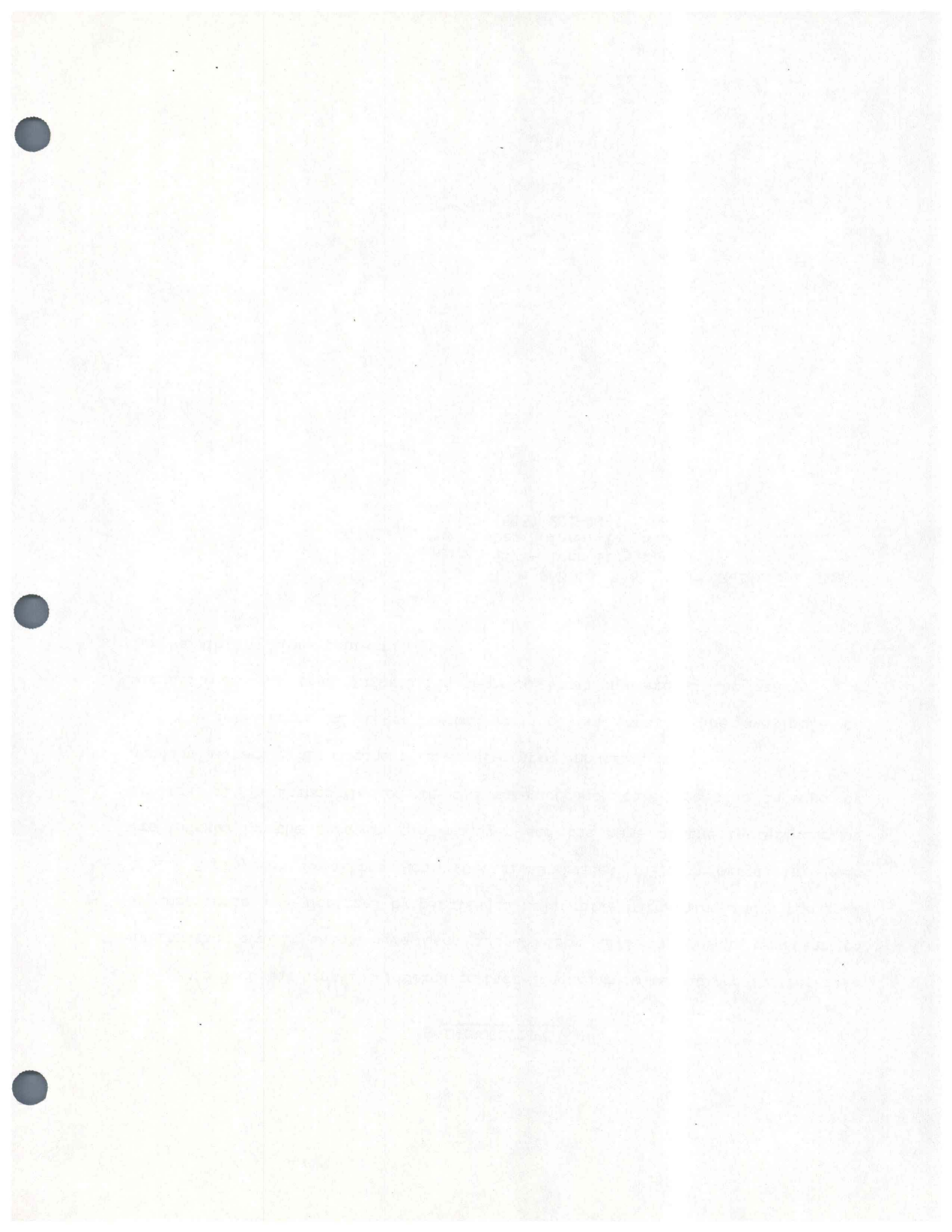


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FACT FINDING

1975-76

By Employer

Ankeny Community School District and Ankeny Education Association	Mario Bognanno
Area IV School District and Area IV Community College Education Association	J.C. Fogelberg
Atlantic Community School District and Atlantic Education Association	James Doyle
Bettendorf Community School District and Bettendorf Education Association	Thomas Gilroy
Central Lee Community School District and Central Lee Education Association	Robert Dunham
Charles City Community School District and AFSCME, Local 1734	James Doyle
College Community School District and College Community Education Association	Wallace Rudolph
Dow City-Arion Community School District and Dow-City Arion Education Association	Henry Grether
City of Dubuque and Teamsters, Local 421 and Dubuque Assn. of Professional Firefighters, Local 353 and Dubuque Policemens Protective Assn. and Amalgamated Transit Union, Division 329 and International Union of Operating Engineers, Local 758	Anthony Sinicropi
Dubuque Community School District and Dubuque Education Association	Richard Pagnetter
Eastern Iowa Community College and Eastern Iowa Community College Education Association	Paul Gerhart
Fairfield Community School District and Fairfield Education Association	Neil Bernstein
City of Fort Dodge and Fort Dodge Police Assn. and Fort Dodge Firefighters Assn.	Richard Pagnetter
Fort Madison Community School District and Fort Madison Education Association	Paul Gerhart
Grant Wood Area Education Agency and Grant Wood AEA Education Association	Neil Bernstein

Grinnell-Newberg Community School District and Grinnell-Newburg Education Association	Mario Bognanno
Harris-Lake Park Community School District and Harris-Lake Park Education Association	Henry Grether
Independence Community School District and Independence Education Association	John Flagler
Iowa Central Community College and Iowa Central Community College Education Association	Wilbur Bothwell
Iowa Western Community College and Iowa Western Community College Education Association	Edward Hellman
Kirkwood Community College and Kirkwood Faculty Association	Mario Bognanno
Maquoketa Community School District and Maquoketa Education Association	Harry Graham
Maquoketa Valley Community School District and Maquoketa Valley Education Association	Allan Harrison
Mid-Prairie Community School District and Mid-Prairie Education Association	Harry Graham
Mississippi Bend Area Education Agency and Professional Staff Organization of AEA IX	James Cox
Muscatine Community School District and Muscatine Education Association	Ross Madden
North East Iowa Vocational Technical School and Area I Education Association	Zel Rice
Norwalk Community School District and Norwalk Education Association	Thomas Gilroy
City of Ottumwa and Ottumwa Police Officers Association	Wilbur Bothwell
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	J.C. Fogelberg
Sioux City Community School District and Sioux City Education Association	James Doyle
Sioux County and AFSCME, Local 1774	Ross Madden
Southwestern Community College and Southwestern Community College Education Association	Jerry Thompson
Tipton Community School District and Tipton Education Association	Harry Graham

West Burlington Community School District and
West Burlington Education Association

Robert Dunham

West Marshall Community School District and
West Marshall Education Association
Tipton Education Association

John Flagler

West Monona Community School District and
West Monona Education Association

J.C. Fogelberg

Winterset Community School District and
Winterset Education Association

Neil Bernstein

FACT FINDING

1975-76

By Fact Finder

Bernstein, Neil N.

Fairfield Community School District and Fairfield Education Association
Grant Wood Area Education Agency and Grant Wood AEA Education Association
Winterset Community School District and Winterset Education Association

Bognanno, Mario F.

Ankeny Community School District and Ankeny Education Association
Grinnell-Newburg Community School District and Grinnell-Newburg Education
Association
Kirkwood Community College and Kirkwood Faculty Association

Bothwell, Wilbur C.

Iowa Central Community College and Iowa Central Community College Education
Association
City of Ottumwa and Ottumwa Police Officers Association

Cox, James R.

Mississippi Bend Area Education Agency and Professional Staff Organization
of AEA IX

Doyle, James A.

Atlantic Community School District and Atlantic Education Association
Charles City Community School District and AFSCME, Local 1734
Sioux City Community School District and Sioux City Education Association

Dunham, Robert

Central Lee Community School District and Central Lee Education Association
West Burlington Community School District and West Burlington Education
Association

Flagler, John J.
Independence Community School District and Independence Education Association
West Marshall Community School District and West Marshall Education Association

Fogelberg, J. C.
Area IV School District and Area IV Community College Education Association
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association
West Monona Community School District and West Monona Education Association

Gerhart, Paul F.
Eastern Iowa Community College and Eastern Iowa Community College Education
Association
Fort Madison Community School District and Fort Madison Education Association

Gilroy, Thomas P.
Bettendorf Community School District and Bettendorf Education Association
Norwalk Community School District and Norwalk Education Association

Graham, Harry
Maquoketa Community School District and Maquoketa Education Association
Mid-Prairie Community School District and Mid-Prairie Education Association
Tipton Community School District and Tipton Education Association

Grether, Henry
Dow City-Arion Community School District and Dow City-Arion Education
Association
Harris-Lake Park Community School District and Harris-Lake Park Education
Association

Harrison, Allan J.
Maquoketa Valley Community School District and Maquoketa Valley Education
Association

Hellman, Edward J.
Iowa Western Community College and Iowa Western Community College Education
Association

Madden, Ross M.
Muscatine Community School District and Muscatine Education Association
Sioux County and AFSCME, Local 1774

Pegnetter, Ricahrd C.
Dubuque Community School District and Dubuque Education Association
City of Fort Dodge and Fort Dodge Firemens Association and Fort Dodge
Police Association

Rice, Zel A.
Northeast Iowa Vocational-Technical School and Area I Education Association

Rudolph, Wallace M.
College Community School District and College Community Education Association

Sinicropi, Anthony V.

Dubuque and Teamsters, Local 421 and Dubuque Association of Professional Firefighters, Local 353 and Amalgamated Transit Union, Division 329 and International Union of Operating Engineers, Local 758

Thompson, Jerry

Southwestern Community College and Southwestern Community College Education Association

ARBITRATION

1975-76

By Employer

Allamakee County and Teamsters, Local 844	Leonard Lindquist
Boone County and AFSCME, Local 90	Richard Pegnetter
Buchanan County and AFSCME, 1772	Wallace Rudolph
City of Cedar Rapids and Teamsters, Local 238	Sinclair Kossoff
City of Clinton and International Association of Firefighters, Local 609	Edward Hellman
City of Dubuque and Dubuque Association of Association of Professional Firefighters	Neil Bernstein
Dubuque Community School District and Dubuque Association of Educational Secretaries	James Doyle
Dubuque Community School District and Dubuque Education Association	Wendell Wright
Eastern Iowa Community College and Eastern Iowa Community College Education Association	Neil Gunderman
Fairfield Community School District and Fairfield Education Association	David Johnson
City of Fort Dodge and Fort Dodge Police Association and Fort Dodge Firefighters Association	John Flagler
City of Fort Dodge and Oil, Chemical, and Atomic Workers Union	Richard Pegnetter
Jackson County and Teamsters, Local 421	Edmund Cyrol

Linn County and AFSCME	Thomas Gilroy
Maquoketa Valley Community School District and Maquoketa Valley Education Association	Martin Conway
Mid-Prairie Community School District and Mid-Prairie Education Association	David Johnson
Northeast Community School District and Northeast Community Education Association	Wallace Rudolph
Pleasant Valley Community School District and Pleasant Valley Education Association	Wilbur Bothwell
Tama County and National Industrial Workers Union	Thomas Gilroy
Tipton Community School District and Tipton Education Association	Wendell Wright
City of Waterloo and Teamsters Local 844	William Petrie
Waterloo Community School District and Waterloo Education Association	Howard Bellman
West Monona Community School District and West Monona Education Association	Martin Conway

ARBITRATION

1975-76

By Arbitrator

Bellman, Howard
Waterloo Community School District and Waterloo Education Association

Bernstein, Neil.N.
City of Dubuque and Dubuque Association of Professional Firefighters, Local 353

Bothwell, Wilbur C.
Pleasant Valley Community School District and Pleasant Valley
Education Association

Conway, Martin E.
Maquoketa Valley Community School District and Maquoketa Valley
Education Association
West Monona Community School District and West Monona Education Association

Cyrol, Edmund A.
Jackson County and Teamsters, Local 421

Doyle, James

Dubuque Community School District and Dubuque Association of
Educational Secretaries

Flagler, John J.

City of Fort Dodge and Fort Dodge Police Association and Fort Dodge
Firefighters Association

Gilroy, Thomas P.

Linn County and AFSCME
Tama County and National Industrial Workers Union

Gunderman, Neil

Eastern Iowa Community College and Eastern Iowa Community College
Education Association

Hellman, Edward J.

City of Clinton and International Association of Firefighters, Local 609

Johnson, David B.

Fairfield Community School District and Fairfield Education Association
Mid-Prairie Community School District and Mid-Prairie Education Association

Kossoff, Sinclair

City of Cedar Rapids and Teamsters, Local 238

Lindquist, Leonard

Allamakee County and Teamsters, Local 844

Pegnetter, Richard C.

Boone County and AFSCME, Local 90
Fort Dodge and Oil, Chemical and Atomic Workers Union

Petrie, William W.

City of Waterloo and Teamsters, Local 844

Rudolph, Wallace M.

Buchanan County and AFSCME, Local 1772
Northeast Community School District and Northeast Community
Education Association

Wright, Wendell W.

Dubuque Community School District and Dubuque Education Association
Tipton Community School District and Tipton Education Association

FACT FINDING

1976-77

By Employer

City of Ames and Staff Employees Collective Organization	Paul Gerhart
Ar-We-Va Community School District and Ar-We-Va Education Association	Austin Finessey
Beaman-Conrad-Liscomb Community School District and Beaman-Conrad-Liscomb Education Association	James Cox
Bremer County and International Brotherhood of Painters and Allied Trades, Local 246	Sol Yarowsky
City of Burlington and Burlington Police Association	Harold Gruenberg
Burlington Municipal Water Works and Teamsters, Local 218	Thomas Gilroy
City of Burlington and AFSCME, Local 828	Allan Harrison
City of Burlington and International Association of Firefighters, Local 301	Allan Harrison
Carroll Community School District and Carroll Education Association	Harry Graham
Charles City Community School District and Charles City Education Association	Harry Graham
City of Charles City and Firefighters Assn., Local 1043	Neil Gunderman
City of Cedar Falls and Teamsters, Local 218	Harold Gruenberg
Cedar Rapids Community School District and Cedar Rapids Education Association	Anthony Sinicropi
City of Cedar Rapids and Teamsters, Local 238	Neil Bernstein
City of Clinton and AFSCME, Local 888	Sol Elkin
Colo Community School District and Colo Education Association	Joseph Nitka
Council Bluffs Community School District and Council Bluffs Education Association	Neil Gunderman
City of Des Moines and Des Moines Association of Professional Firefighters, Local 4	Byron Yaffee
Dike Community School District and Dike Education Association	Austin Finessey

City of Davenport and Iowa State Policemens Association Local 2	Howard Bellman
City of Dubuque and Dubuque Policemens Association	Howard Bellman
City of Dubuque and Teamsters, Local 421	James Cox
Dubuque County and Teamsters, Local 421	Sol Elkin
Dubuque County and Teamsters, Local 421	Austin Finessey
Earlham Community School District and Earlham Education Association	Joseph Borgen
Eastern Allamakee Community School District and Eastern Allamakee Education Association	Herman Rauch
Eastern Iowa Community College and Eastern Iowa Community College Education Association	Russell Moberly
Estherville Community School District and Estherville Education Association	Austin Finessey
City of Fort Dodge and Fort Dodge Police Association	Brice Oakley
City of Fort Dodge and Oil, Chemical and Atomic Workers	Brice Oakley
Grinnell-Newburg Community School District and Grinnell-Newburg Education Association	Thomas Gilroy
Humboldt County and AFSCME, Local 1796	Leonard Lindquist
Iowa Lakes Community College and Iowa Lakes Community College Education Association	James Cox
Iowa Western Community College and Iowa Western Community College Education Association	Richard Pagnetter
City of Iowa City and Iowa City Firefighters Association, Local 610	Paul Gerhart
Johnston Community School District and Johnston Education Association	Neil Bernstein
Jones County and Staff Employees Collective Organization	Edward Maslanka
Keokuk Community School District and Keokuk Education Association	Richard Pagnetter
Keystone Area Education Agency and Keystone AEA Education Association	Ross Madden
Mason City Community School District and Mason City Education Association	J.C. Fogelberg

City of Mason City and Teamsters, Local 828	Allan Harrison
Mediapolis Community School District and Mediapolis Education Association	J.C. Fogelberg
Mid-Prairie Community School District and Mid-Prairie Education Association	Neil Bernstein
Nesco Community School District and Nesco Education Association	Harry Graham
Northwest Iowa Vocational-Technical School and Northwest Iowa Voc-Tech Education Association	Robert Dunham
Pottawattamie County and AFSCME, Local 2364	William Petrie
Saydel Community School District and Saydel Education Association	Robert Dunham
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Jeffrey Winton
Shenandoah Community School District and Shenandoah Education Association	Gladys Gruenberg
City of Sioux City and Sioux City Police Association	John Flagler
City of Sioux City and AFSCME, Local 1774	John Flagler
Southeastern Community College and Southeastern Community College Education Association	Wendell Wright
Southwestern Community College and Southwestern Community College Education Association	Brice Oakley
Union County and International Union of Operating Engineers, Local 234	Robert Dunham
-City of Vinton and International Brotherhood of Electrical Workers, Local 55	Richard Dole
West Des Moines Community School District and West Des Moines Educational Support Personnel Assn.	Edward Maslanka
Western Iowa Tech Community College and Western Iowa Tech Community College Education Association	Martin Conway
Wilton Community School District and Wilton Education Association	Russell Moberly
Winfield-Mt. Union Community School District and Winfield-Mt. Union Education Association	Jeffrey Winton

FACT FINDING

1976-77

By Fact Finder

Bellman, Howard

City of Davenport and Iowa State Policemans Association, Local 2
City of Dubuque and Dubuque Policemans Protective Association

Bernstein, Neil N.

City of Cedar Rapids and Teamsters, Local 238
Johnston Community School District and Johnston Education Association
Mid-Prairie Community School District and Mid-Prairie Education Assn.

Borgen, Joseph A.

Earlham Community School District and Earlham Education Association

Conway, Martin E.

Western Iowa Tech Community College and Western Iowa Tech Community
College Education Association

Cox, James R.

Beaman-Conrad-Liscomb Community School District and Beaman-Conrad-
Liscomb Education Association
City of Dubuque and Teamsters, Local 421
Iowa Lakes Community College and Iowa Lakes Community College Education
Association

Dunham, Robert

Northwest Iowa Vocational-Technical School and Northwest Iowa Voc-Tech
Education Association
Saydel Community School District and Saydel Education Association
Union County and International Union of Operating Engineers, Local 234

Dole, Richard F., Jr.

City of Vinton and International Brotherhood of Electrical Workers,
Local 55

Elkin, Sol

City of Clinton and AFSCME, Local 888
Dubuque County and Teamsters, Local 421

Finnessey, Austin

Ar-We-Va Community School District and Ar-We-Va Education Association
Dike Community School District and Dike Education Association
Dubuque County and Teamsters, Local 421
Estherville Community School District and Estherville Education Assn.

Flagler, John C.
City of Sioux City and Sioux City Policemans Association
Sioux County and AFSCME, Local 1774

Fogelberg, J.C.
Mason City Community School District and Mason City Education Assn.
Mediapolis Community School District and Mediapolis Education Assn.

Gerhart, Paul F.
City of Ames and Staff Employees Collective Organization
City of Iowa City and Iowa City Association of Professional Firefighters,
Local 610

Gilroy, Thomas P.
Burlington Municipal Waterworks and Teamsters, Local 218
Grinnell-Newburg Community School District and Grinnell-Newburg
Education Association

Graham, Harry
Carroll Community School District and Carroll Education Association
Charles City Community School District and Charles City Education Assn.
Nesco Community School District and Nesco Education Association

Gruenberg, Gladys
Shenandoah Community School District and Shenandoah Education Association

Gruenberg, Harold
City of Burlington and Burlington Policemans Association
City of Cedar Falls and Teamsters, Local 218

Gunderman, Neil
City of Charles City and Firefighters Association, Local 1043
Council Bluffs Community School District and Council Bluffs Education Assn.

Harrison, Allan J.
City of Burlington and AFSCME, Local 828
City of Burligton and International Association of Firefighters, Local 301
City of Mason City and Teamsters, Local 828

Lindquist, Leonard
Humboldt County and AFSCME, Local 1796

Madden, Ross M.
Keystone Area Education Agency and Keystone AEA Education Association

Maslanka, Edward T.
Jones County and Staff Employees Collective Organization
West Des Moines Community School District and West Des Moines Educational
Support Personnel Association

Moberly, Russell
Eastern Iowa Community College and Eastern Iowa Community College
Education Association
Wilton Community School District and Wilton Education Association

Nitka, Joseph
Colo Community School District and Colo Education Association

Oakley, Brice
City of Fort Dodge and Fort Dodge Police Association
City of Fort Dodge and Oil, Chemical and Atomic Workers Union
Southwestern Community College and Southwestern Community College
Education Association

Pegnetter, Richard C.
Iowa Western Community College and Iowa Western Community College
Education Association
Keokuk Community School District and Keokuk Education Association

Petrie, William W.
Pottawattamie County and AFSCME, Local 2364

Rauch, Herman H.
Eastern Allamakee Community School District and Eastern Allamakee
Education Association

Sinicropi, Anthony V.
Cedar Rapids Community School District and Cedar Rapids Education Assn.

Winton, Jeffrey B.
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association
Winfield-Mt. Union Community School District and Winfield-Mt. Union
Education Association

Wright, Wendell W.
Southeastern Community College and Southeastern Community College
Education Association

Yaffee, Byron
City of Des Moines and Des Moines Association of Professional
Firefighters, Local 4

Yarowsky, Sol M.
Bremer County and International Brotherhood of Painters and Allied
Trades, Local 246

ARBITRATION

1976-77

By Employer

Ar-We-Va Community School District and Ar-We-Va Education Association	J.C. Fogelberg
Audubon County and Teamsters, Local 147	James Jett
City of Burlington and AFSCME, Local 828 Burlington Association of Firefighters Burlington Policemen's Association	Martin Conway Fred Whitney Harry Graham
Burlington Water Works and Teamsters, Local 828	Neil Gunderman
Carlisle Community School District and Carlisle Education Association	Neil Bernstein
City of Cedar Falls and Teamsters, Local 844	J.C. Fogelberg
City of Cedar Rapids and AFSCME, Local 620 Teamsters. Local 238	Sinclair Kossoff Richard Dole
Charles City Community School District and Charles City Community Education Association	James Doyle
City of Clinton and AFSCME, Local 888	Martin Conway
City of Davenport and Iowa Policemen's Assn., Local 2	J.C. Fogelberg
Delaware County and AFSCME, Local 1835	Neil Gunderman
Des Moines Independent Community School District and AFSCME, Local 2048	Thomas Gilroy
City of Des Moines and Des Moines Association of Firefighters	Neil Gunderman
City of Dubuque and Dubuque Policemen's Protective Association	William Petrie
City of Fort Dodge and Fort Dodge Policemen's Association Oil, Chemical and Atomic Workers	Harry Graham James Cox
Heartland Area Education Agency and Heartland Education Association	Neil Bernstein
Humboldt County and AFSCME, Local 1796	Paul Gerhart

City of Iowa City and Iowa City Firefighters Association, Local 610	William Petrie
Iowa Western Community College and Iowa Western Community College Education Association	Neil Bernstein
State of Iowa and AFSCME Council 61 (two reports)	E. J. Forsythe
Johnson County and AFSCME, Local 183	Neil Gunderman
City of Keokuk and Teamsters, Local 218	Neil Gunderman
Keokuk Community School District and Keokuk Education Association	Harry Graham
Linn County and AFSCME, Local 231	Thomas Gilroy
North Polk Community School District and North Polk Education Association	James Doyle
City of Ottumwa and AFSCME, Local 1404 Ottumwa Police Officer's Association	James Cox Herman Rauch
Polk County and AFSCME, Local 1868	Thomas Gilroy
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Robert Dunham
Shenandoah Community School District and Shenandoah Education Association	Gladys Gruenberg
City of Sioux City and Sioux City Policemen's Association	Harold Gruenberg
Sioux County and AFSCME, Local 1774	Gladys Gruenberg
Southeastern Community College and Southeastern Community College Education Association	Sol Elkin
Southwestern Community College and Southwestern Community College Education Association	Neil Bernstein
Waterloo Community School District and AFSCME, Local 2749	Austin Finessey
West Des Moines Community School District and West Des Moines Educational Support Personnel Assn.	John Flagler
Western Iowa Tech Community College and Western Iowa Tech Education Association	Richard Dole
Wilton Community School District and Wilton Education Association	John Flagler
Woodward-Granger Community School District and Woodward-Granger Education Association	James Doyle

ARBITRATION

1976-77

By Arbitrator

Bernstein, Neil

Carlisle Community School District and Carlisle Education Association
Heartland Area Education Agency and Heartland Education Association
Iowa Western Community College and Iowa Western Community College
Education Association
Southwestern Community College and Southwestern Community College
Education Association

Conway, Martin

City of Burlington and AFSCME, Local 828
City of Clinton and AFSCME, Local 888

Cox, James

City of Fort Dodge and Oil, Chemical and Atomic Workers
City of Ottumwa and AFSCME, Local 1404

Dole, Richard

City of Cedar Rapids and Teamsters, Local 238
Western Iowa Tech Community College and Western Iowa Tech
Education Association

Doyle, James

Charles City Community School District and Charles City
Education Association
North Polk Community School District and North Polk Education Association
Woodward-Granger Community School District and Woodward-Granger
Education Association

Dunham, Robert

Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association

Elkin, Sol

Southeastern Community College and Southeastern Community College
Education Association

Finnessy, Austin

Waterloo Community School District and AFSCME, Local 2749

Flagler, John

West Des Moines Community School District and West Des Moines
Educational Support Personnel Association
Wilton Community School District and Wilton Education Association

Fogelberg, J.C.

Ar-We-Va Community School District and Ar-We-Va Education Association
City of Cedar Falls and Teamsters, Local 844
City of Davenport and Iowa Policemen's Association, Local 2

Forsythe, E. J.

State of Iowa and AFSCME, Council 61 (2 reports)

Gerhart, Paul

Humboldt County and AFSCME, Local 1796

Gilroy, Thomas

Des Moines Independent Community School District and AFSCME, Local 2048
Linn County and AFSCME, Local 231
Polk County and AFSCME, Local 1868

Graham, Harry

City of Burlington and Burlington Policemen's Association
City of Fort Dodge and Fort Dodge Policemen's Association
Keokuk Community School District and Keokuk Education Association

Gruenberg, Gladys

Shenandoah Community School District and Shenandoah Education Association
Sioux County and AFSCME, Local 1774

Gruenberg, Harold

City of Sioux City and Sioux City Policemen's Association

Gunderman, Neil

Burlington Waterworks and Teamsters, Local 828
Delaware County and AFSCME, Local 1835
City of Des Moines and Des Moines Association of Firefighters
Johnson County and AFSCME, Local 183
City of Keokuk and Teamsters, Local 218

Jett, James

Audubon County and Teamsters, Local 147

Kossoff, Sinclair

City of Cedar Rapids and AFSCME, Local 620

Petrie, William

City of Dubuque and Dubuque Policemen's Protective Association
City of Iowa City and Iowa City Firefighters Association, Local 610

Rauch, Herman

City of Ottumwa and Ottumwa Police Officers Association

Witney, Fred

City of Burlington and Burlington Association of Firefighters

FACT FINDING

1977-78

By Employer

Area Education Agency 13 and Area Education Agency 13 Education Association	James Doyle
City of Ames and International Brotherhood of Electrical Workers, Local 55	James Cox
Ames Community School District and Ames Education Association	Richard Pegnetter
Appanoose County and International Brotherhood of Painters and Allied Trades, Local 234	Richard Miller
Boyden-Hull Community School District and Boyden-Hull Education Association	Richard Miller
Burlington Community School District and Burlington Education Association	Paul Gerhart
City of Clinton and Clinton Association of Firefighters	Thomas Gilroy
City of Council Bluffs and Council Bluffs Association of Firefighters and Council Bluffs Policemens Association	David Johnson
Dallas Community School District and Dallas Education Association	Gladys Gruenberg
City of Davenport and Davenport Association of Firefighters	James Martin
Davenport Community School District and Davenport Education Association	Richard Pegnetter
City of Des Moines and Des Moines Association of Firefighters	Neil Bernstein
City of Des Moines and Des Moines Police Protective Association	Paul Gerhart
Garwin Community School District and Garwin Education Association	John Sembower
Grant Wood Area Education Agency and Grant Wood Education Association	Stephen Hayford
Howard County and AFSCME, Local 1068	William Van Deest

Independence Community School District and Independence Education Association	Gladys Gruenberg
Interstate 35 Community School District and Teamsters, Local 147	William Petrie
Lakeland Area Education Agency and Lakeland Education Association	James Cox
Manilla Community School District and Manilla Education Association	Gladys Gruenberg
City of Marshalltown and Marshalltown Association of Firefighters	William Buss
Mitchell County Hospital and Iowa Nurses Association	William Van Deest
New London Community School District and New London Education Association	Robert Dunham
Nishna Valley Community School District and Nishna Valley Education Association	Marvin Hill
North Scott Community School District and North Scott Education Association	Nathan Lipson
North Winneshiek Community School District and North Winneshiek Education Association	Richard Miller
City of Ottumwa and Ottumwa Police Officer's Association	Paul Gerhart
Pleasant Valley Community School District and Pleasant Valley Education Association	James Jett
City of Sioux City and Sioux City Firefighters Association, Local 7	Ross Madden
City of Sioux City and Sioux City Policemens Association	John Sembower
Southeastern Community College and Southeastern Community College Education Association	Harold Gruenberg
Southeast Polk Community School District and AFSCME	Neil Gunderman
Western Dubuque Community School District and Western Dubuque Education Association	Harold Gruenberg

FACT FINDING

1977-78

By Fact Finder

Bernstein, Neil

City of Des Moines and Des Moines Association of Firefighters

Buss, William

City of Marshalltown and Marshalltown Association of Firefighters

Cox, James

City of Ames and International Brotherhood of Electrical Workers,
Local 55

Lakeland Area Education Agency and Lakeland Education Association

Doyle, James

Area Education Agency 13 and AEA 13 Education Association

Dunham, Robert

New London Community School District and New London Education
Association

Gerhart, Paul

Burlington Community School District and Burlington Education
Association

Gilroy, Thomas

City of Clinton and Clinton Association of Firefighters

Gradwohl, John

Akron Community School District and Akron Education Association

Gruenberg, Gladys

Dallas Community School District and Dallas Education Association
Independence Community School District and Independence Education
Association

Manilla Community School District and Manilla Education Association

Gruenberg, Harold

Southeastern Community College and Southeastern Community College
Education Association

Western Dubuque Community School District and Western Dubuque
Education Association

Hayford, Stephen

Grant Wood Area Education Agency and Grant Wood Education Association

Hill, Marvin
Nishna Valley Community School District and Nishna Valley Education
Association

Jett, James
Pleasant Valley Community School District and Pleasant Valley
Education Association

Johnson, David
City of Council Bluffs and Council Bluffs Association of Firefighters
and Council Bluffs Policemens Association

Lipson, Nathan
North Scott Community School District and North Scott Education
Association

Madden, Ross
City of Sioux City and Sioux City Firefighters Association, Local 7

Martin, James
City of Davenport and Davenport Association of Firefighters

Miller, Richard
Appanoose County and International Brotherhood of Painters and Allied
Trades, Local 234
Boyden-Hull Community School District and Boyden-Hull Education
Association
North Winneshiek Community School District and North Winneshiek
Education Association

Pegnetter, Richard
Ames Community School District and Ames Education Association
Davenport Community School District and Davenport Education Association

Petrie, William
Interstate 35 Community School District and Teamsters, Local 147

Sembower, John
Garwin Community School District and Garwin Education Association
City of Sioux City and Sioux City Policemens Association

Van Deest, William
Howard County and AFSCME, Local 1068
Mitchell County Hospital and Iowa Nurses Association

ARBITRATION

1977-78

By Employer

Akron Community School District and Akron Education Association	Richard Pegnetter
Ames Community Schol District and Ames Education Association	Neil Bernstein
Area Education Agency 13 and Area Education Agency 13 Education Association	Edward Maslanka
Blackhawk County and International Brotherhood of Painters and Allied Trades, Local 246	Nathon Lipson
Buchanan County and AFSCME Local 1722	Richard Mueller
City of Clinton and Clinton Policemen's Association	Robert Dunham
City of Council Bluffs and Council Bluffs Association of Firefighters and Council Bluffs Fraternal Order of Police, Lodge #1	Neil Gunderman
City of Council Bluffs and AFSCME, Local 2844	Jeffrey Winton
Davenport Schools and Davenport Education Association	Neil Bernstein
City of Davenport and Davenport Association of Professional Firefighters	Anthony Sinicropi
Des Moines County and Des Moines County Secondary Road Employees	Robert Dunham
Heartland Area Education Agency and Heartland Education Association	Thomas Gilroy
Independence Community School District and Independence Education Association	Sinclair Kossoff
Interstate 35 Community School District and Teamsters Local 147	Neil Gunderman
Muscatine Community School District and Muscatine Education Association	Thomas Gilroy

North Scott Community School District and North Scott Education Association	Peter Maniscalco
City of Ottumwa and Ottumwa Policemen's Association	Neil Bernstein
Perry Community School District and Perry Education Association	James Doyle
Pleasant Valley Community School District and Pleasant Valley Education Association	Sinclair Kossoff
City of Sioux City and Affiliated Sioux City Municipal Employee Union, AFSCME Local 212	Neil Bernstein
City of Sioux City and Sioux City Association of Firefighters	Alan Harrison
City of Sioux City and Sioux City Policemen's Association	Howard Bellman
Westwood Community School District and Westwood Education Association	James Jett
Woodward-Granger Community School District and Woodward-Granger Education Support Staff Association	James Doyle

ARBITRATION

1977-78

By Arbitrator

Bellman, Howard
City of Sioux City and Sioux City Policemans Association

Bernstein, Neil
Ames Community School District and Ames Education Association
Davenport Community School District and Davenport Education
Association
City of Ottumwa and Ottumwa Policemans Association
City of Sioux City and Affiliated Sioux City Municipal
Employees Union, AFSCME Local 212

Doyle, James
Perry Community School District and Perry Education Association
Woodward-Granger Community School District and Woodward-Granger
Education Support Staff Association

Dunham, Robert
City of Clinton and Clinton Policemans Association
Des Moines County and Des Moines County Secondary Road
Employees

Gilroy, Thomas

Heartland Education Agency and Heartland Education Association
Muscatine Community School District and Muscatine Education
Association

Gunderman, Neil

City of Council Bluffs and Council Bluffs Association of
Firefighters and Council Bluffs Fraternal Order of
Police, Lodge #1
Interstate 35 Community School District and Teamsters Local 147

Harrison, Alan

City of Sioux City and Sioux City Association of Firefighters

Jett, James

Westwood Community School District and Westwood Education
Association

Kossoff, Sinclair

Independence Community School District and Independence Education
Association
Pleasant Valley Community School District and Pleasant Valley
Education Association

Lipson, Nathan

Blackhawk County and International Brotherhood of Painters and
Allied Trades, Local 246

Maniscalco, Peter

North Scott Community School District and North Scott Education
Association

Maslanka, Edward

Area Education Agency 13 and Area Education Agency 13 Education
Association

Mueller, Richard

Buchanan County and AFSCME Local 1722

Pegnetter, Richard

Akron Community School District and Akron Education Association

Sinicropi, Anthony

City of Davenport and Davenport Association of Professional
Firefighters

Winton, Jeffrey

City of Council Bluffs and AFSCME Local 2844

FACT FINDING
1978-79

By Employer

Algona Community School District and Algona Education Association	Richard Miller
Ankeny Community School District and Ankeny Education Association	Peter Feuille
Appanoose County (Sec. Roads) and IBPAT Local 246	Wendell Wright
Area Education Agency 5 and Arrowhead Education Association	Charles Hoonstra
Area Education Agency 12 and Professional Staff of AEA 12	John Sembower
Atlantic Community School District and Atlantic Education Association	John Gradwohl
Bennett Community School District and Bennett Education Association	Zel Rice
Burlington Community School District and Burlington Education Association	J.C. Fogelberg
Burlington Community School District and Teamsters Local 218	Neil Gunderman
Carlisle Community School District and Carlisle Education Association	William Petrie
Carroll Community School District and Carroll Education Association	Barbara Doering
Cedar Falls Community School District and Cedar Falls Education Association	Sinclair Kossoff
Cedar Rapids Community School District and Cedar Rapids Education Association	Anthony Sinicropi
Charles City Community School District and Charles City Education Association	Neil Bernstein
City of Charles City and Charles City Police	Harry Graham
City of Clinton and Firefighters Local 609	Jeffrey Winton
College Community School District and College Education Association	Richard Miller

Colo Community School District and Colo Education Association	Richard Miller
City of Council Bluffs and Police Lodge #1	Thomas Gilroy
City of Council Bluffs and Fire Fighters Local 15	Neil Gunderman
Dallas Community School District and Dallas Education Association	Francis Kapsch
D.M. Area Community College and D.M. Area Community College Higher Education Association	Edward Maslanka
Dows Community School District and Dows Education Association	Francis Kapsch
City of Dubuque and Fire Fighters Local #353	Jeffrey Winton
Dubuque Community School District and Dubuque Education Association	Zel Rice
Dubuque County and Dubuque County Deputy Sheriff's	J.C. Fogelberg
Dunkerton Community School District and Dunkerton Education Association	Richard Miller
Eastern Iowa Community College and Eastern Iowa Community College Higher Education Association	Thomas Gilroy
East Union Community School District and East Union Education Association	Zel Rice
Fairfield Community School District and Fairfield Education Association	J.C. Fogelberg
Fort Dodge Community School District and Fort Dodge Education Association	Neil Bernstein
Grant Wood Area Education Agency and Grant Wood Education Association	Steve Hayford
Guttenberg Community School District and Guttenberg Education Association	Nathan Lipson
Heartland Area Education Agency 11 and Heartland Education Association	Charles Hoornstra
Iowa Central Community College and Iowa Central Education Association	Zel Rice
Iowa Western Community College and Iowa Western Community College Education Association	Marvin Hill
Jefferson Community School District and Jefferson Education Association	Harry Graham
Kirkwood Community College and Kirkwood Faculty Association	Richard Pegnetter

Lamoni Community School District and Lamoni Education Association	Ross Madden
M-F-L Community School District and M-F-L Education Association	Joseph Nitka
Marion Independent School District and Marion Education Association	Neil Bernstein
Mar-Mac Community School District and Mar-Mac Education Association	J.C. Fogelberg
City of Marshalltown and Fire Fighters Local 715	Peter Maniscalco
Marshalltown Community School District and Marshalltown Education Association	Richard Pegnetter
City of Mason City and Teamsters Local 828	Steve Hayford
Mason City Community School District and Mason City Education Association	Allan Harrison
Missouri Valley Community School District and Missouri Valley Education Association	Sol Elkin
North Fayette Community School District and North Fayette Education Association	Marvin Hill
Norwalk Community School District and Norwalk Education Association	Joseph Nitka
Olin Community School District and Olin Education Association	Marvin Hill
Ottumwa Community School District and Ottumwa Education Association	Howard Bellman
Pocahontas Community School District and Pocahontas Education Association	Marvin Hill
Saydel Consolidated School District and Saydel Education Association	J.C. Fogelberg
Sigourney Community School District and Sigourney Education Association	Joseph Nitka
Sioux City Community School District and Sioux City Education Association	Sinclair Kossoff
Southeast Polk Community School District and Southeast Polk Education Association	George Jacobs
Southeast Polk Community School District and AFSCME	Neil Gunderman
South Tama County Community School District and South Tama Education Association	Marvin Hill
Underwood Community School District and Underwood Education Association	Peter Feuille

Waukee Community School District and Waukee Education Association	Richard Miller
Wayne Community School District and Wayne Education Association	William Van Deest
West Des Moines Community School District and West Des Moines Education Association	John Gradwohl
Western Dubuque Community School District and Western Dubuque Education Association	Charles Hoornstra
Western Iowa Tech Community College and Western Iowa Tech Higher Education Association	William Petrie
Winterset Community School District and Winterset Education Association	Peter Feuille

FACT FINDING

1978-79

By Fact Finder

Bellman, Howard
Ottumwa Community School District and Ottumwa Education Association

Bernstein, Neil
Charles City Community School District and Charles City Education Association
Fort Dodge Community School District and Fort Dodge Education Association
Marion Community School District and Marion Education Association

Doering, Barbara
Carroll Community School District and Carroll Education Association

Elkin, Sol
Missouri Valley Community School District and Missouri Valley Education Association

Feuille, Peter
Ankeny Community School District and Ankeny Education Association
Underwood Community School District and Underwood Education Association
Winterset Community School District and Winterset Education Association

Fogelberg, J.C.
Burlington Community School District and Burlington Education Association
Dubuque County and Dubuque County Deputy Sheriffs
Fairfield Community School District and Fairfield Education Association
Mar-Mac Community School District and Mar-Mar Education Association
Saydel Community School District and Saydel Education Association

Gilroy, Thomas
 City of Council Bluffs and Police Lodge #1
 Eastern Iowa Community College and Eastern Iowa Community College Higher
 Education Association

Gradwohl, John
 Atlantic Community School District and Atlantic Education Association
 West Des Moines Community School District and West Des Moines Education
 Association

Graham, Harry
 City of Charles City and Charles City Police
 Jefferson Community School District and Jefferson Education Association

Gunderman, Neil
 Burlington Community School District and Teamsters Local 218
 City of Council Bluffs and Fire Fighters Local 15
 Southeast Polk Community School District and AFSCME

Harrison, Allan
 Mason City Community School District and Mason City Education Association

Hayford, Steve
 City of Mason City and Teamsters Local 828
 Grant Wood Area Education Agency and Grant Wood Education Association

Hill, Marvin
 Iowa Western Community College and Iowa Western Community College Education
 Association
 North Fayette Community School District and North Fayette Education Association
 Olin Community School District and Olin Education Association
 Pocahontas Community School District and Pocahontas Education Association
 South Tama Community School District and South Tama Education Association

Hornstra, Charles
 Area Education Agency 5 and Arrowhead Education Association
 Heartland Area Education Agency 11 and Heartland Education Association
 Western Dubuque Community School District and Western Dubuque Education
 Association

Jacobs, George
 Southeast Polk Community School District and Southeast Polk Education
 Association

Kapsch, Francis
 Dallas Community School District and Dallas Education Association
 Dows Community School District and Dows Education Association

Kossoff, Sinclair
 Cedar Falls Community School District and Cedar Falls Education Association
 Sioux City Community School District and Sioux City Education Association

Lipson, Nathan
 Guttenberg Community School District and Guttenberg Education Association

Madden, Ross

Lamoni Community School District and Lamoni Education Association

Maniscalco, Peter

City of Marshalltown and Fire Fighters Local 715

Miller, Richard

Algona Community School District and Algona Education Association

College Community School District and College Education Association

Colo Community School District and Colo Education Association

Dunkerton Community School District and Dunkerton Education Association

Waukee Community School District and Waukee Education Association

Nitka, Joseph

M-F-L Community School District and M-F-L Education Association

Norwalk Community School District and Norwalk Education Association

Sigourney Community School District and Sigourney Education Association

Pegnetter, Richard

Kirkwood Community College and Kirkwood Education Association

Marshalltown Community School District and Marshalltown Education Association

Petrie, William

Carlisle Community School District and Carlisle Education Association

Western Iowa Tech Community College and Western Iowa Tech Higher Education Association

Rice, Zel

Bennett Community School District and Bennett Education Association

Dubuque Community School District and Dubuque Education Association

East Union Community School District and East Union Education Association

Iowa Central Community College and Iowa Central Education Association

Sembower, John

Area Education Agency 12 and Professional Staff of AEA 12

Sinicropi, Anthony

Cedar Rapids Community School District and Cedar Rapids Education Association

Van Deest, William

Wayne Community School District and Wayne Education Association

Winton, Jeff

City of Clinton and Fire Fighters Local 609

City of Dubuque and Fire Fighters Local 353

Wright, Wendell

Appanoose County (Sec. Roads) and IBPAT Local 246

FACT FINDING

1978-79

By Subject Matter

Association Leave

Dubuque Community School District and Dubuque Education Association
East Union Community School District and East Union Education Association
Southeast Polk Community School District and Southeast Polk Education Association

Association Rights

Ankeny Community School District and Ankeny Education Association
Area Education Agency 12 and AEA 12 Professional Staff

Bereavement Leave

Carroll Community School District and Carroll Education Association
East Union Community School District and East Union Education Association
Southeast Polk Community School District and Southeast Polk Education Association

Call Back Pay

City of Marshalltown and Fire Fighters Local 715

Cost of Living Provision

City of Council Bluffs and Fire Fighters Local 15
City of Dubuque and Fire Fighters
City of Marshalltown and Fire Fighters Local 715
South Tama County Community School District and South Tama County Education Association

Dental Insurance

Area Education Agency 12 and AEA 12 Professional Staff
City of Charles City and Police
City of Council Bluffs and Police Lodge #1
Dubuque Community School District and Dubuque Education Association
Heartland Area Education Agency 11 and Heartland Education Association
Sigourney Community School District and Sigourney Education Association
Sioux City Community School District and Sioux City Education Association
West Des Moines Community School District and West Des Moines Education Association

Disability Insurance

Charles City Community School District and Charles City Education Association
Sioux City Community School District and Sioux City Education Association

Drug Insurance

City of Charles City and Police

Dues Check-off

Algona Community School District and Algona Education Association
Dows Community School District and Dows Education Association
Fort Dodge Community School District and Fort Dodge Education Association
Saydel Community School District and Saydel Education Association
Southeast Polk Community School District and Southeast Polk Education Association
Southeast Polk Community School District and AFSCME

Duration of Agreement

Ankeny Community School District and Ankeny Education Association
Area Education Agency 12 and Professional Staff
City of Clinton and Fire Fighters Local 609
Dallas Community School District and Dallas Education Association
City of Dubuque and Fire Fighters
Fairfield Community School District and Fairfield Education Association
Southeast Polk Community School District and AFSCME
Waukee Community School District and Waukee Education Association

Evaluation Procedures

Area Education Agency 12 and Professional Staff
Waukee Community School District and Waukee Education Association

Food Allowance

City of Clinton and Fire Fighters Local 609
Guttenburg Community School District and Guttenburg Education Association
South Tama County Community School District and South Tama County
Education Association
Ankeny Community School District and Ankeny Education Association
Area Education Agency 5 and Arrowhead Education Association
Carlisle Community School District and Carlisle Education Association
Carroll Community School District and Carroll Education Association
Cedar Falls Community School District and Cedar Falls Education Association
Charles City Community School District and Charles City Education Association
College Community School District and College Community Education Association
City of Council Bluffs and Police Lodge #1
City of Council Bluffs and Fire Fighters Local 15
Dubuque County and Dubuque County Deputy Sheriffs
Fairfield Community School District and Fairfield Education Association
Heartland Area Education Agency 11 and Heartland Education Association
Iowa Central Community College and Iowa Central Community College Education
Association
Lamoni Community School District and Lamoni Education Association
Marion Independent School District and Marion Education Association
Marshalltown Community School District and Marshalltown Education Association
City of Mason City and Teamsters Local 828
Norwalk Community School District and Norwalk Education Association
Ottumwa Community School District and Ottumwa Education Association
Sigourney Community School District and Sigourney Education Association
Sioux City Community School District and Sioux City Education Association
Southeast Polk Community School District and Southeast Polk Education
Association
South Tama County Community School District and South Tama County Education
Association
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education
Association
Western Dubuque Community School District and Western Dubuque Education
Association

Grievance Form

Waukee Community School District and Waukee Education Association

Grievance Procedure

Area Education Agency 12 and Professional Staff
Des Moines Area Community College and DMACC Higher Education Association
Dows Community School District and Dows Education Association
Fairfield Community School District and Fairfield Education Association
Heartland Area Education Agency 11 and Heartland Education Association
Iowa Western Community College and Iowa Western Community College Education Association
Saydel Community School District and Saydel Education Association
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education Association

Health and Safety

Area Education Agency 12 and Professional Staff
Burlington Community School District and Burlington Education Association
Southeast Polk Community School District and Southeast Polk Education Association
Waukee Community School District and Waukee Education Association

Health Insurance

Ankeny Community School District and Ankeny Education Association
Area Education Agency 5 and Arrowhead Education Association
Carlisle Community School District and Carlisle Education Association
Carroll Community School District and Carroll Education Association
Cedar Falls Community School District and Cedar Falls Education Association
Charles City Community School District and Charles City Education Association
College Community School District and College Community Education Association
City of Council Bluffs and Police Lodge #1
City of Council Bluffs and Fire Fighters Local 15
Dubuque County and Dubuque County Deputy Sheriffs
Fairfield Community School District and Fairfield Education Association
Heartland Area Education Agency 11 and Heartland Education Association
Iowa Central Community College and Iowa Central Community College Education Association
Lamoni Community School District and Lamoni Education Association
Marion Community School District and Marion Education Association
Marshalltown Community School District and Marshalltown Education Association
City of Mason City and Teamsters Local 828
Norwalk Community School District and Norwalk Education Association
Ottumwa Community School District and Ottumwa Education Association
Sigourney Community School District and Sigourney Education Association
Sioux City Community School District and Sioux City Education Association
Southeast Polk Community School District and AFSCME
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education Association
Western Dubuque Community School District and Western Dubuque Education Association

Holidays

City of Charles City and Police
East Union Community School District and East Union Education Association
Guttenburg Community School District and Guttenburg Education Association
Southeast Polk Community School District and Southeast Polk Education
Association
Southeast Polk Community School District and AFSCME

Hospital Insurance

Algona Community School District and Algona Education Association
Des Moines Area Community College and DMACC Higher Education Association
Fort Dodge Community School District and Fort Dodge Education Association
Guttenburg Community School District and Guttenburg Education Association

Impasse Procedure

Waukee Community School District and Waukee Education Association

Inclement Weather Provision

East Union Community School District and East Union Education Association

Job Classification

Ankeny Community School District and Ankeny Education Association
Dubuque County and Dubuque County Deputy Sheriffs
Saydel Community School District and Saydel Education Association

Life Insurance

Area Education Agency 5 and Arrowhead Education Association
Dubuque Community School District and Dubuque Education Association
Ottumwa Community School District and Ottumwa Education Association
Saydel Community School District and Saydel Education Association
southeast Polk Community School District and AFSCME

Longevity

Appanoose County Secondary Roads and IBPAT Local 246
Bennett Community School District and Bennett Education Association
Burlington Community School District and Teamsters Local 218
City of Charles City and Police
City of Council Bluffs and Police Lodge #1
Dubuque Community School District and Dubuque Education Association
Dubuque County and Dubuque County Deputy Sheriffs
Western Dubuque Community School District and Western Dubuque Education
Association

Maintenance of Standards

City of Marshalltown and Fire Fighters Local 715
West Des Moines Community School District and West Des Moines Education
Association

Maternity Leave

Area Education Agency 5 and Arrowhead Education Association
West Des Moines Community School District and West Des Moines Education
Association

Meeting Attendance

Marshalltown Community School District and Marshalltown Education Association
Southeast Polk Community School District and Southeast Polk Education Association

Overtime

Carlisle Community School District and Carlisle Education Association

Pay Periods

Algona Community School District and Algona Education Association
City of Clinton and Fire Fighters Local 609

Personal Leave

Ankeny Community School District and Ankeny Education Association
Area Education Agency 12 and Professional Staff
Burlington Community School District and Teamsters Local 218
Dubuque Community School District and Dubuque Education Association
Southeast Polk Community School District and Southeast Polk Education Association
Southeast Polk Community School District and AFSCME
West Des Moines Community School District and West Des Moines Education Association

Physical Exam Reimbursement

Cedar Falls Community School District and Cedar Falls Education Association

Reduction Procedure

Ankeny Community School District and Ankeny Education Association
Area Education Agency 5 and Arrowhead Education Association
Dallas Community School District and Dallas Education Association
Des Moines Area Community College and DMACC Higher Education Association
Fairfield Community School District and Fairfield Education Association
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education Association

Re Opener Clause

Carlisle Community School District and Carlisle Education Association
City of Charles City and Police
Fairfield Community School District and Fairfield Education Association
Fort Dodge Community School District and Fort Dodge Education Association
Jefferson Community School District and Jefferson Education Association
Southeast Polk Community School District and Southeast Polk Education Association
Southeast Polk Community School District and AFSCME
South Tama County Community School District and South Tama County Education Association
Waukee Community School District and Waukee Education Association

Retirement Age

Algona Community School District and Algona Education Association

Sabbatical Leave

Fairfield Community School District and Fairfield Education Association

Seniority

Marshalltown Community School District and Marshalltown Education Association
Southeast Polk Community School District and Southeast Polk Education Association

West Des Moines Community School District and West Des Moines Education Association

Western Dubuque Community School District and Western Dubuque Education Association

Severance Pay

City of Council Bluffs and Police Lodge #1

Fort Dodge Community School District and Fort Dodge Education Association

Western Dubuque Community School District and Western Dubuque Education Association

Shift Differential

City of Council Bluffs and Police Lodge #1

Sick Leave

Ankeny Community School District and Ankeny Education Association

Burlington Community School District and Teamsters Local 218

Carroll Community School District and Carroll Education Association

City of Clinton and Fire Fighters Local 609

Dubuque Community School District and Dubuque Education Association

Guttenburg Community School District and Guttenburg Education Association

Heartland Area Education Agency 11 and Heartland Education Association

Southeast Polk Community School District and Southeast Polk Education Association

Association

Waukee Community School District and Waukee Education Association

West Des Moines Community School District and West Des Moines Education Association

Transfers

Ankeny Community School District and Ankeny Education Association

Area Education Agency 12 and Professional Staff

Burlington Community School District and Burlington Education Association

Dallas Community School District and Dallas Education Association

Des Moines Area Community College and DMACC Higher Education Association

Saydel Community School District and Saydel Education Association

Southeast Polk Community School District and Southeast Polk Education Association

Association

Southeast Polk Community School District and AFSCME

Waukee Community School District and Waukee Education Association

West Des Moines Community School District and West Des Moines Education Association

Western Dubuque Community School District and Western Dubuque Education Association

Travel Reimbursement

Charles City Community School District and Charles City Education Association

Dubuque Community School District and Dubuque Education Association

Mar-Mac Community School District and Mar-Mac Education Association

Ottumwa Community School District and Ottumwa Education Association

Tuition Reimbursement

Sigourney Community School District and Sigourney Education Association

Uniforms

City of Charles City and Police

City of Clinton and Fire Fighters Local 609

Wages (includes supplemental pay)

Algona Community School District and Algona Education Association

Ankeny Community School District and Ankeny Education Association

Appanoose County Secondary Roads and IBPAT Local 246

Area Education Agency 5 and Arrowhead Education Association

Area Education Agency 12 and Professional Staff

Atlantic Community School District and Atlantic Education Association

Bennett Community School District and Bennett Education Association

Burlington Community School District and Burlington Education Association

Carlisle Community School District and Carlisle Education Association

Carroll Community School District and Carroll Education Association

Cedar Falls Community School District and Cedar Falls Education Association

Cedar Rapids Community School District and Cedar Rapids Education Association

Charles City Community School District and Charles City Education Association

City of Charles City and Police

City of Clinton and Fire Fighters Local 609

College Community School District and College Community Education Association

Colo Community School District and Colo Education Association

City of Council Bluffs and Police Lodge #1

City of Council Bluffs and Fire Fighters Local 15

Dallas Community School District and Dallas Education Association

Des Moines Area Community College and DMACC Higher Education Association

Dows Community School District and Dowa Education Association

City of Dubuque and Fire Fighters

Dubuque Community School District and Dubuque Education Association

Eastern Iowa Community College and Eastern Iowa Community College Education Association

East Union Community School District and East Union Education Association

Fairfield Community School District and Fairfield Education Association

Fort Dodge Community School District and Fort Dodge Education Association

Grant Wood Area Education Agency and Grant Wood Education Association

Guttenburg Community School District and Guttenburg Education Association

Heartland Area Education Agency 11 and Heartland Education Association

Iowa Central Community College and Iowa Central Community College Education Association

Iowa Western Community College and Iowa Western Community College Education Association

Jefferson Community School District and Jefferson Education Association

Kirkwood Community College and Kirkwood Faculty Association

Lamoni Community School District and Lamoni Education Association

M-F-L Community School District and M-F-L Education Association

Marion Community School District and Marion Education Association

Mar-Mac Community School District and Mar-Mac Education Association

Marshalltown Community School District and Marshalltown Education Association

Mason City Community School District and Mason City Education Association

Missouri Valley Community School District and Missouri Valley Education Association

Wages (continued)

North Fayette County Community School District and North Fayette County School Association
Norwalk Community School District and Norwalk Education Association
Olin Community School District and Olin Education Association
Ottumwa Community School District and Ottumwa Education Association
Saydel Community School District and Saydel Education Association
Sigourney Community School District and Sigourney Education Association
Southeast Polk Community School District and Southeast Polk Education Association
Southeast Polk Community School District and AFSCME
South Tama County Community School District and South Tama County Education Association
Underwood Community School District and Underwood Education Association
Waukee Community School District and Waukee Education Association
Wayne Community School District and Wayne Education Association
West Des Moines Community School District and West Des Moines Education Association
Western Dubuque Community School District and Western Dubuque Education Association
Western Iowa Tech Community College and Western Iowa Tech Community College Education Association
Winterset Community School District and Winterset Education Association

Work Day Hours (includes break time)

Ankeny Community School District and Ankeny Education Association
Area Education Agency 5 and Arrowhead Education Association
City of Clinton and Firefighters Local 609
Dallas Community School District and Dallas Education Association
Dubuque Community School District and Dubuque Education Association
Guttenburg Community School District and Guttenburg Education Association
Saydel Community School District and Saydel Education Association
Southeast Polk Community School District and AFSCME
South Tama County Community School District and South Tama County Education Association
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education Association
Western Dubuque Community School District and Western Dubuque Education Association

Work Week Length

Iowa Western Community and Iowa Western Community College Education Association
City of Marshalltown and Fire Fighters Local 715
Western Dubuque Community School District and Western Dubuque Education Association

Work Year Length

Ankeny Community School District and Ankeny Education Association
Dubuque Community School District and Dubuque Education Association

YMCA Benefits

City of Charles City and Police

ARBITRATION AWARDS

1978-79

By Employer

Cedar Rapids Community School District and Cedar Rapids Education Association	J.C. Fogelberg
City of Council Bluffs and Police Lodge #1	John Gradwohl
City of Council Bluffs and Fire Fighters Local 15	Robert Dunham
Dallas Community School District and Dallas Education Association	Marvin Hill
Des Moines Area Community College and DMACC Higher Education Association	Peter Feuille
Dubuque County and Dubuque County Deputy Sheriffs	Robert Dunham
City of Dubuque and Teamsters Local 541	John Gradwohl
City of Dubuque and Operating Engineers Local 758	Frank Madden
Fairfield Community School District and Fairfield Education Association	Thomas Gilroy
Ft. Madison Community School District and Ft. Madison Education Association	George Jacobs
Grant Wood AEA and Grant Wood Education Association	Richard Miller
Heartland AEA and Heartland Education Association	Frank Madden
Lamoni Community School District and Lamoni Education Association	Neil Bernstein
Mar-Mac Community School District and Mar-Mac Education Association	Dale Findley
City of Mason City and Teamsters Local 828	Zel Rice
City of Marshalltown and Fire Fighters Local 715	Milton Talent
Norwalk Community School District and Norwalk Education Association	Richard Miller
Olin Community School District and Olin Education Association	Richard Peggnetter
Southeast Polk Community School District and AFSCME 2023	Thomas Gilroy
University of Northern Iowa and UNI-United Faculty	Neil Bernstein
West Des Moines Community School District and West Des Moines Education Association	Neil Bernstein
Waukee Community School District and Waukee Education Association	Richard Peggnetter

ARBITRATION AWARDS

1978-79

By Arbitrators

Bernstein, Neil

Lamoni Community School District and Lamoni Education Association
West Des Moines Community School District and West Des Moines
Education Association
University of Northern Iowa and UNI-United Faculty

Dunham, Robert

City of Council Bluffs and Fire Fighters Local 15
Dubuque County and Dubuque County Deputy Sheriffs

Feuille, Peter

Des Moines Area Community College and DMACC Higher Education Association

Findley, Dale

Mar-Mac Community School District and Mar-Mac Education Association

Fogelberg, J.C.

Cedar Rapids Community School District and Cedar Rapids Education
Association

Gilroy, Thomas

Fairfield Community School District and Fairfield Education Association
Southeast Polk Community School District and AFSCME 2023

Gradwohl, John

City of Council Bluffs and Police Lodge #1
City of Dubuque and Teamsters Local 541

Hill, Marvin

Dallas Community School District and Dallas Education Association

Jacobs, George

Fort Madison Community School District and Fort Madison Education Association

Madden, Frank

City of Dubuque and Operating Engineers Local 758
Heartland Area Education Agency and Heartland Education Association

Miller, Richard

Grant Wood Area Education Association and Grant Wood Education Association
Norwalk Community School District and Norwalk Education Association

Pegnetter, Richard

Olin Community School District and Olin Education Association
Waukee Community School District and Waukee Education Association

Rice, Zel

City of Mason City and Teamsters Local 828

Talent, Milton

City of Marshalltown and Fire Fighters Local 715

ARBITRATION

1978-79

By Subject Matter

Call Back Provisions

City of Marshalltown and Fire Fighters Local 715

Cost of Living Provision

City of Council Bluffs and Fire Fighters

City of Dubuque and Teamsters Local 541

Duration of Agreement

City of Dubuque and Teamsters Local 541

Fairfield Community School District and Fairfield Education Association

Extended Contracts

West Des Moines Community School District and West Des Moines

Education Association

Grievance Form

Wauke Community School District and Wauke Education Association

Grievance Procedures

Des Moines Area Community College and DMACC Higher Education Association

Fairfield Community School District and Fairfield Education Association

Wauke Community School District and Wauke Education Association

Health and Safety

Wauke Community School District and Wauke Education Association

Health Insurance

City of Council Bluffs and Police Lodge #1

City of Council Bluffs and Fire Fighters

Heartland Area Education Agency 11 and Heartland Education Association

City of Mason City and Teamsters Local 828

Norwalk Community School District and Norwalk Education Association

West Des Moines Community School District and West Des Moines

Education Association

Hospital Insurance

Des Moines Area Community College and DMACC Higher Education Association

Dubuque County and Dubuque County Deputy Sheriffs

Leaves of Absence

Wauke Community School District and Wauke Education Association

Maintenance of Standards Clause

City of Marshalltown and Fire Fighters Local 715

Placement of Experienced Teachers

West Des Moines Community School District and West Des Moines

Education Association

Reduction Procedure

Dallas Community School District and Dallas Education Association
Des Moines Area Community College and DMACC Higher Education Association
Fairfield Community School District and Fairfield Education Association
Waukee Community School District and Waukee Education Association

Re-Opener Clause

City of Dubuque and Operating Engineers Local 758
Fairfield Community School District and Fairfield Education Association

Shift Differential

City of Council Bluffs and Police Lodge #1

Sick Leave

Heartland Area Education Agency 11 and Heartland Education Association

Transfer Procedures

Dallas Community School District and Dallas Education Association
Des Moines Area Community College and DMACC Higher Education Association

Travel Reimbursement

Mar-Mac Community School District and Mar-Mac Education Association

Tuition Reimbursement

West Des Moines Community School District and West Des Moines Education Association

Wages (includes supplemental pay)

Cedar Rapids Community School District and Cedar Rapids Education Association
City of Council Bluffs and Police Lodge #1
City of Council Bluffs and Fire Fighters
Dallas Community School District and Dallas Education Association
Des Moines Area Community College and DMACC Higher Education Association
City of Dubuque and Teamsters Local 541
City of Dubuque and Operating Engineers Local 758
Fort Madison Community School District and Fort Madison Education Association
Grant Wood Area Education Agency and Grant Wood Education Association
Area Education Agency 11 and Heartland Education Association
Lamoni Community School District and Lamoni Education Association
Mar-Mac Community School District and Mar-Mac Education Association
Norwalk Community School District and Norwalk Education Association
Olin Community School District and Olin Education Association
Southeast Polk Community School District and AFSCME
Waukee Community School District and Waukee Education Association
West Des Moines Community School District and West Des Moines Education Association

Work Day Hours

Waukee Community School District and Waukee Education Association

Work Week Hours

City of Marshalltown and Fire Fighters Local 715

FACT FINDING

1979-80

By Employer

Adel-DeSoto Community School District and Adel-DeSoto Education Association	Robert Dunham
Albia Community School District and Albia Community Education Association	Frank Madden
Area Education Agency 11 and Heartland Education Association	Neil Bernstein
Area Education Agency 12 (Western Hills) and Professional Staff Association	Neil Bernstein
Area Education Agency 13 (Loess Hills) and AEA Agency 13 Education Association	John Gradwohl
City of Burlington and Burlington Local 301, IAFF	Peter Feuille
Cardinal Community School District and Cardinal Education Association	Allan Harrison
Carlisle Community School District and Carlisle Community Education Association	Marvin Hill
Cedar Falls Community School District and Cedar Falls Educational Office Personnel	Jeffrey Winton
City of Cedar Rapids and AFSCME Local 620	Charles Hoornstra
City of Cedar Rapids and IAFF Local 11	Robert Dunham
City of Cedar Rapids and Teamsters Local 238 (Police)	Harry Graham
City of Charles City and Charles City Policemen's Association	Richard Miller
Clarence-Lowden School District and Clarence-Lowden Education Association	Marvin Hill
City of Clear Lake and Teamsters Local 828	Frank Madden
College Community School District and College Community Education Association	Sol Elkin
Crawford County and Crawford County Highway and Engineering Employees	James Doyle
Dexfield Community School District and Dexfield Education Association	Frank Madden
City of Dubuque and Dubuque Professional Firefighters	William Van Deest

Essex Community School District and Essex Education Association	John Gradwohl
Estherville Community School District and Estherville Education Association	Frank Madden
Highland Community Schools and Highland Education Association	Jeffrey Winton
Hinton Community School District and Hinton Education Association	Robert Dunham
Humboldt Community School District and Humboldt Community Education Association	Harold Gruenberg
Iowa Western Community College and Iowa Western Community College Higher Education Association	Joseph Nitka
Lewis-Central Community School District and Lewis-Central Education Association	J.C. Fogelberg
Marion Independent School District and Marion Education Association	Peter Feuille
Marshall County and IBPAT Local 246 (Sec. Roads)	Marvin Hill
North Polk Community School District and North Polk Education Association	Marvin Hill
City of Oelwein and Local 26 Iowa State Policemen's Association	Marvin Hill
Olin Community School District and Olin Education Association	Peter Feuille
Plainfield Community School District and Plainfield Education Association	William Van Deest
Pottawattamie County and Pottawattamie County Public Safety Association	Paul Gerhart
Rockwell-Swaledale Community School District and Rockwell-Swaledale Education Association	Paul Gerhart
Sheffield-Chapin Community School District and Sheffield-Chapin Education Association	Peter Feuille
Sheldon Community School District and Sheldon Education Association	Richard Miller
South Hamilton Community School District and South Hamilton Education Association	Harold Gruenberg
City of Spencer and Spencer Employees Association	Richard Miller
Union-Whitten Community School District and Union-Whitten Education Association	Robert Dunham

City of Urbandale and IBPAT Local 246 (Police)	Harry Graham
City of Waterloo and Waterloo Firefighters Local 66	William Van Deest
West Des Moines Community School District and West Des Moines Education Association	Harry Graham
Woodbine Community School District and Woodbine Education Association	Robert Dunham

FACT FINDING

1979-80

By Fact Finder

Bernstein, Neil
Area Education Agency 11 and Heartland Education Association
Area Education Agency 12 (Western Hills) and Professional Staff Association

Doyle, James
Crawford County and Crawford County Highway and Engineering Employees

Dunham, Robert
Adel-DeSoto Community School District and Adel-DeSoto Education Association
City of Cedar Rapids and IAFF, Local 11
Hinton Community School District and Hinton Community Education Association
Union-Whitten Community School District and Union-Whitten Education
Association
Woodbine Community School District and Woodbine Education Association

Elkin, Sol
College Community School District and College Community Education Association

Feuille, Peter
City of Burlington and Burlington Local 301, IAFF
Marion Independent School District and Marion Education Association
Olin Community School District and Olin Education Association
Sheffield-Chapin Community School District and Sheffield-Chapin Education
Association

Fogelberg, J.C.
Lewis-Central Community School District and Lewis-Central Education
Association

Gerhardt, Paul
Pottawattamie County and Pottawattamie County Public Safety Association
Rockwell-Swaledale Community School District and Rockwell-Swaledale
Education Association

Gradwohl, John
Area Education Agency 13 (Loess Hills) and AEA 13 Education Association
Essex Community School District and Essex Education Association

Graham, Harry

City of Cedar Rapids and Teamsters Local 238 (Police)
City of Urbandale and IBPAT Local 246 (Police)
West Des Moines Community School District and West Des Moines Education
Association

Gruenberg, Harold

Humboldt Community School District and Humboldt Education Association
South Hamilton Community School District and South Hamilton Education
Association

Harrison, Allan

Cardinal Community School District and Cardinal Education Association

Hill, Marvin

Carlisle Community School District and Carlisle Community Education
Association
Clarence-Lowden School District and Clarence-Lowden Education Association
Marshall County and IBPAT Local 246 (Secondary Roads)
North Polk Community School District and North Polk Education Association
City of Oelwein and Local 26 Iowa State Policemens Association

Hornstra, Charles

City of Cedar Rapids and AFSCME Local 620

Madden, Frank

Albia Community School District and Albia Community Education Association
City of Clear Lake and Teamsters Local 828
Dexfield Community School District and Dexfield Education Association
Estherville Community School District and Estherville Education Association

Miller, Richard

City of Charles City and Charles City Policemen's Association
Sheldon Community School District and Sheldon Education Association
City of Spencer and Spencer Employees Association

Nitka, Joseph

Iowa Western Community College and Iowa Western Community College Higher
Education Association

Van Deest, William

City of Dubuque and Dubuque Professional Fire Fighters
Plainfield Community School District and Plainfield Education Association
City of Waterloo and Waterloo Firefighters Local 60

Winton, Jeffrey

Cedar Falls Community School District and Cedar Falls Educational Office
Personnel
Highland Community Schools and Highland Education Association

ARBITRATION

1979-80

By Employer

Adel-DeSoto Community School District and Adel-DeSoto Education Association	J.C. Fogelberg
Area Education Agency 12 (Western Hills) and AEA 13 Education Association	Richard Pegnetter
Area Education Agency 13 (Loess Hills) and AEA 13 Education Association	Sol Elkin
Benton County and Teamsters Local 238	George Jacobs
Cardinal Community School District and Cardinal Education Association	John Gradwohl
Carlisle Community School District and Carlisle Community Education Association	James Cox
City of Cedar Rapids and IAFF Local 11	Milton Talent
City of Cedar Rapids and AFSCME Local 620	Neil Bernstein
City of Charles City and Charles City Policemen's Association	Robert Dunham
College Community School District and College Community Education Association	Harvey Nathan
Davis County Community School District and Davis County Community Education Association	Marvin Hill
City of Dubuque and Dubuque Professional Fire Fighters	Robert Dunham
City of Dubuque and International Union of Operating Engineers, Local 758	William Van Deest
Dubuque County and Dubuque County Deputy Sheriff's Association	David Johnson
City of Iowa City and Iowa City Police Patrolmen's Association	Neil Gunderman
Keokuk Municipal Water Works and Teamsters Local 213	Wendell Wright
Lewis Central Community School District and Lewis Central Education Association	Peter Feuille
Linn-Mar Community School District and Linn-Mar Education Association	Marvin Hill
City of Marion and IAFF Local 1937	Paul Gerhart
Marion Independent School District and Marion Education Association	Marvin Hill

Marshall County and IBPAT Local 246	James Sjobakken
City of Marshalltown and Teamsters Local 828 (Police)	Jeffrey Winton
City of Mason City and Teamsters Local 828 (Police)	Paul Gerhart
Monona County and Communications Workers of America	David Johnson
City of Oelwein and Local 26 Iowa State Policemen's Association	Richard Miller
Sheffield-Chapin Community School District and Sheffield-Chapin Education Association	J.C. Fogelberg
Union-Whitten Community School District and Union-Whitten Education Association	Frank Madden
City of Urbandale and IBPAT Local 246 (Police)	James Cox
City of Waterloo and Waterloo Firefighters Local 66	Milo Flaten
Woodward-Granger Community School District and Woodward-Granger Education Association	Neil Bernstein

ARBITRATION

1979-80

By Arbitrator

Bernstein, Neil

City of Cedar Rapids and AFSCME Local 620
Woodward-Granger Community School District and Woodward-Granger Education Association

Cox, James

Carlisle Community School District and Carlisle Education Association
City of Urbandale and IBPAT Local 246 (Police)

Dunham, Robert

City of Charles City and Charles City Policemen's Association
City of Dubuque and Dubuque Professional Fire Fighters

Elkin, Sol

Area Education Agency 13 (Loess Hills) and AEA 13 Education Association

Feuille, Peter

Lewis Central Community School District and Lewis Central Education Association

Flaten, Milo

City of Waterloo and Waterloo Firefighters Local 66

Fogelberg, J.C.

Adel-DeSoto Community School District and Adel-DeSoto Education Association
Sheffield-Chapin Community School District and Sheffield-Chapin Education
Association

Gerhart, Paul

City of Marion and Local 1937, IAFF
City of Mason City and Teamsters Local 828 (Police)

Gradwohl, John

Cardinal Community School District and Cardinal Education Association

Gunderman, Neil

City of Iowa City and Iowa City Police Patrolmen's Association

Hill, Marvin

Davis County Community School District and Davis County Community
Education Association
Linn-Mar Community School District and Linn-Mar Education Association
Marion Independent School District and Marion Education Association

Jacobs, George

Benton County and Teamsters Local 238

Johnson, David

Dubuque County and Dubuque County Deputy Sheriff's Association
Monona County and Communications Workers of America

Madden, Frank

Union-Whitten Community School District and Union-Whitten Education Association

Miller, Richard

City of Oelwein and Iowa State Policemen's Association

Nathan, Harvey

College Community School District and College Community Education Association

Pegnetter, Richard

Area Education Agency 12 (Western Hills) and Professional Staff Association
of AEA 12

Sjobakken, James

Marshall County and IBPAT Local 246

Talent, Milton

City of Cedar Rapids and IAFF Local 11

Van Deest, William

City of Dubuque and International Union of Operating Engineers, Local 758

Winton, Jeffrey

City of Marshalltown and Teamsters Local 828 (Police)

Wright, Wendell

Keokuk Municipal Water Works and Teamsters Local 218

FACT FINDING

1980-81

By Employer

Area Education Agency 11 and Heartland Education Association	Richard Pegnetter
Audubon County and IBPAT Local 246 (Secondary Roads)	Wayne Evenson
City of Burlington and IAFF Local 301	Peter Feuille
Cardinal Community School District and Cardinal Education Association	Charles Hoorstra
Carroll Community School District and Carroll Education Association	Dale Findley
City of Cedar Falls and Cedar Falls Firemen's Association	Frank Madden
Central Community School District and Central Education Association	Paul Gerhart
Charles City Community School District and Charles City Community Education Association	Richard Miller
City of Cherokee and Cherokee Policemen's Association	Neil Gunderman
Clarence-Lowden Community School District and Clarence-Lowden Education Association	Wayne Evenson
Clarke Community School District and Clarke Education Association	Sol Elkin
College Community School District and College Education Association	Cyrus Alexander
City of Creston and Teamsters Local 147 (Police/Fire)	George Jacobs
Danville Community School District and Danville Education Association	Paul Gerhart
Davenport Community School District and Davenport Education Association	Richard Dole
Davis County Community School District and IBPAT Local 246	George Jacobs
Denison Community School District and Denison Education Association	Richard Dole

City of Des Moines and Central Iowa Public Employees Council	Harvey Nathan
City of Des Moines and Des Moines Association of Professional Firefighters	James O'Brien
City of Des Moines and Municipal Employees Association	Stanley Michelstetter
City of Des Moines and Des Moines Police Bargaining Unit Association	Elliott Abramson
Dows Community School District and Dows Education Association	Peter Maniscalco
City of Dubuque and Amalgamated Transit Union, Division 329	Walter Franke
City of Dubuque and Dubuque Policemen's Protective Association	William Petrie
Dubuque Community School District and Dubuque Education Association	Paul Gerhart
Dubuque County (Dept. of Health and Library Board) and Teamsters Local 421	Richard Pegnetter
Dubuque County and Teamsters Local 421	Charles Hoonstra
Fairfield Community School District and Fairfield Education Association	Zel Rice
City of Fort Dodge and Fort Dodge Firefighters Association Local 622	John Drotning
City of Fort Dodge and Fort Dodge Policemen's Association	John Drotning
City of Fort Madison and IBPAT Local 246, SECO	Paul Gerhart
Highland Community School District and Highland Education Association	Joseph Bard
City of Iowa City and Iowa City Association of Professional Firefighters, Local 610	Martin Conway
City of Iowa City and Iowa City Police Patrolmen's Association	Barbara Tener
State of Iowa and State Police Officers Council	George Jacobs
Iowa State Board of Regents and UNI/United Faculty	John Flagler

Iowa Western Community and Iowa Western Community College Higher Education Association	Peter Feuille
Jackson County and Teamsters Local 421	Richard Pagnetter
Jackson County and IBPAT Local 246, SECO	Neil Gunderman
City of Keokuk and IAFF Local 568	David Johnson
Linn-Mar Community School District and Linn-Mar Education Association	Richard Pagnetter
Lewis Central Community School and Lewis Central Non-Certified Employees Association	Earl Wyman
Maquoketa Community School District and Maquoketa Education Association	James O'Brien
City of Marion and Marion Association of Professional Firefighters, Local 1937, IAFF	George Jacobs
City of Marion and Marion Policeman's Protective Association	James Doyle
Midland Community School District and Midland Education Association	Richard Miller
Mitchell County Memorial Hospital and Osage Hospital Nurse's Association	Frank Madden
Monticello Community School District and Monticello Education Association	Peter Maniscalco
Moulton-Udell Community School District and Moulton-Udell Education Association	Wilber Bothwell
New London Community School District and New London Education Association	George Jacobs
North Polk Community School District and North Polk Education Association	Neil Gunderman
City of Ottumwa and Ottumwa Association of Professional Firefighters	Sharon Imes
City of Ottumwa and Teamsters Local No. 147 (Police)	James O'Brien
Page County and IBPAT, Local 246 (Secondary Roads)	Habbo Fokkena

Plainfield Community School District and Plainfield Education Association	Neil Bernstein
Postville Community School District and Postville Education Association	John Ayers
Preston Community School District and Preston Education Association	Sharon Imes
Rockwell-Swaledale Community School District Rockwell-Swaledale Education Association	Jeffrey Winton
Scott County and Scott County Deputy Sheriff's Association	George Berteau
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Martin Conway
Southwestern Community College and Southwestern Community College Education Association	Frank Madden
Spirit Lake Community School District and Spirit Lake Education Association	Peter Feuille
Storm Lake Community School District and Storm Lake Education Association	Eric Lawson
Thompson Community School District and Thompson Education Association	Allan Harrison
Tri-Center Community School District and Tri-Center Education Association	Thomas Gallagher
Urbandale Community School District and Urbandale Education Association	Peter Feuille
Van Buren Community School District and Van Buren Education Association	Richard Pagnetter
City of West Des Moines and Teamsters Local 147 (Police)	Daniel Gallagher
Western Dubuque Community School District and Western Dubuque Education Association	Thomas Gallagher
Woodward-Granger Community School District and Woodward-Granger Education Association	Paul Gerhart

FACT FINDING

1980-81

By Fact Finder

Abramson, Elliott

City of Des Moines and Des Moines Police Unit

Alexander, Cyrus

College Community School District and College Education Association

Ayers, John

Postville Community School District and Postville Education Association

Bard, Joseph

Highland Community School District and Highland Education Association

Bernstein, Neil

Plainfield Community School District and Plainfield Education Association

Berteau, George

Scott County and Scott County Deputy Sheriff's Association

Bothwell, Wilber

Moulton-Udell Community School District and Moulton-Udell Education Association

Conway, Martin

City of Iowa City and Firefighter's Association

Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association

Dole, Richard

Davenport Community School District and Davenport Education Association

Denison Community School District and Denison Education Association

Doyle, James

City of Marion and Marion Police Association

Drotning, John

City of Fort Dodge and Fort Dodge Firefighter's Association

City of Fort Dodge and Fort Dodge Police Association

Elkin, Sol

Clarke Community School District and Clarke Education Association

Evenson, Wayne

Audubon County and IBPAT Local 246, SECO

Clarence-Lowden Community School District and Clarence-Lowden Education Association

Feuille, Peter
 City of Burlington and Burlington Firefighter's Association
 Iowa Western Community College and Iowa Western Higher Education Association
 Spirit Lake Community School District and Spirit Lake Education Association
 Urbandale Community School District and Urbandale Education Association

Findley, Dale
 Carroll Community School District and Carroll Education Association

Flagler, John
 Iowa State Board of Regents and UNI-United Faculty

Fokkena, Habbo
 Page County and IBPAT Local 246

Franke, Walter
 City of Dubuque and Amalgamated Transit Union, Division 329

Gallagher, Daniel
 City of West Des Moines and West Des Moines Police Unit

Gallagher, Thomas
 Tri-Center Community School District and Tri-Center Education Association
 Western Dubuque Community School District and Western Dubuque Education Association

Gerhart, Paul
 Central Community School District and Central Community Education Association
 Danville Community School District and Danville Education Association
 Dubuque Community School District and Dubuque Education Association
 City of Fort Madison and Fort Madison Staff Employees, IBPAT
 Woodward-Granger Community School District and Woodward-Granger Education Association

Gunderman, Neil
 City of Cherokee and Cherokee Police Association
 Jackson County and SECO 246A
 North Polk Community School District and North Polk Education Association

Harrison, Allan
 Thompson Community School District and Thompson Education Association

Hornstra, Charles
 Cardinal Community School District and Cardinal Education Association
 Dubuque County and Teamsters Local 421

Imes, Sharon
 City of Ottumwa and Ottumwa Firefighter's Association
 Preston Community School District and Preston Education Association

Jacobs, George
 City of Creston and Creston Teamsters Local 147 (Fire)
 Davis County Community School District and IBPAT Local 246
 State of Iowa and State Police Officers Council
 City of Marion and Marion Firefighter's Association
 New London Community School District and New London Education Association

Johnson, David
City of Keokuk and Keokuk Firefighter's Association

Lawson, Eric
Storm Lake Community School District and Storm Lake Education Association

Madden, Frank
City of Cedar Falls and Cedar Falls Firefighter's Association
Mitchell County Hospital and Mitchell County Hospital Nurse's Association
Southwestern Community College and Southwestern Education Association

Maniscalco, Peter
Dows Community School District and Dows Education Association
Monticello Community School District and Monticello Education Association

Michelstetter, Stanley
City of Des Moines and Des Moines Municipal Employees

Miller, Richard
Charles City Community School District and Charles City Education Association
Midland Community School District and Midland Education Association

Nathan, Harvey
City of Des Moines and Central Iowa Public Employees Council

O'Brien, James
City of Des Moines and Des Moines Firefighter's Association
Maquoketa Community School District and Maquoketa Education Association
City of Ottumwa and Ottumwa Police Association

Pegnetter, Richard
Area Education Agency 11 and Heartland Education Association
Dubuque County (Health, Lib.) and Teamsters 421
Jackson County and Teamsters 421
Linn-Mar Community School District and Linn-Mar Education Association
Van Buren Community School District and Van Buren Education Association

Petrie, William
City of Dubuque and Dubuque Police Association

Rice, Zel
Fairfield Community School District and Fairfield Education Association

Tener, Barbara
City of Iowa City and Iowa City Police Association

Winton, Jeffrey
Rockwell-Swaledale Community School District and Rockwell-Swaledale
Education Association

Wymann, Earl
Lewis-Central Community School District and Lewis-Central Non-Certified
Employees

FACT FINDING

1980-81

By Subject Matter

Break Time

Highland Community School District and Highland Education Association

Bus Route Procedures

Davis County Community School District and IBPAT Local 246

Clothing Allowance

City of Cherokee and Cherokee Police Association
City of Dubuque and Dubuque Police Association
City of Fort Dodge and Fort Dodge Firefighters Association
City of Fort Dodge and Fort Dodge Police Association
City of Iowa City and Iowa City Police Association
City of Marion and Marion Firefighters Association
City of West Des Moines and West Des Moines Police Unit

Clubs

Clarke Community School District and Clarke Education Association

Compensatory Time

State of Iowa and State Police Officers Council

Dues Deduction

City of West Des Moines and West Des Moines Police Unit

Duration of Agreement

City of Dubuque and Amalgamated Transit Union, Division 329
Fairfield Community School District and Fairfield Education Association
City of Iowa City and Iowa City Police Association
Page County and IBPAT Local 246
Western Dubuque Community School District and Western Dubuque Education Association

Employee Rights

Highland Community School District and Highland Education Association

Equipment

City of Dubuque and Dubuque Police Association
City of Fort Dodge and Fort Dodge Firefighters Association
State of Iowa and State Police Officers Council
City of Marion and Marion Police Association

Escalator/De-escalator Clause

Central Community School District and Central Community Education Association
Highland Community School District and Highland Education Association
Woodward-Granger Community School District and Woodward-Granger Education Association

Evaluations

Spirit Lake Community School District and Spirit Lake Education Association

Food Allowance

State of Iowa and State Police Officers Council

Grievance Procedure

Carroll Community School District and Carroll Education Association
Highland Community School District and Highland Education Association
City of Iowa City and Iowa City Firefighters Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
City of Ottumwa and Ottumwa Firefighters
Tri-Center Community School District and Tri-Center Education Association
City of West Des Moines and West Des Moines Police Unit

Health and Safety

City of Fort Dodge and Fort Dodge Firefighters Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
City of Marion and Marion Firefighters Association
Scott County and Scott County Deputy Sheriff's Association

Holidays

Audubon County and IBPAT Local 246
Davis County Community School District and IBPAT Local 246
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
City of Marion and Marion Firefighters Association
City of Marion and Marion Police Association
Mitchell County Memorial Hospital and Mitchell County Memorial Hospital
Nurses Association
City of West Des Moines and West Des Moines Police Unit

Hours

City of Des Moines and Des Moines Firefighters Association
City of Dubuque and Amalgamated Transit Union, Division 329
Highland Community School District and Highland Education Association
State of Iowa and State Police Officers Council
City of Marion and Marion Police Association
Mitchell County Hospital and Mitchell County Hospital Nurses Association
Page County and IBPAT Local 246
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association
Tri-Center Community School District and Tri-Center Education Association
City of West Des Moines and West Des Moines Police Unit

In-Service Training

City of West Des Moines and West Des Moines Police Unit

Job Classifications

City of Iowa City and Iowa City Police Association
City of Marion and Marion Firefighters Association

Leaves of Absence:

Association Leave

Clarence-Lowden Community School District and Clarence-Lowden Education
Association
Fairfield Community School District and Fairfield Education Association
Highland Community School District and Highland Education Association
State of Iowa and State Police Officers Council
Mitchell County Hospital and Mitchell County Hospital Nurses Association
Tri-Center Community School District and Tri-Center Education Association

Assault Leave

Dubuque Community School District and Dubuque Education Association

Bereavement Leave

Area Education Agency 11 and Heartland Education Association
City of Des Moines and Des Moines Firefighters Association
Highland Community School District and Highland Education Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Scott County and Scott County Deputy Sheriffs Association
Spirit Lake Community School District and Spirit Lake Education Association
Tri-Center Community School District and Tri-Center Education Association

Educational Leave

State of Iowa and State Police Officers Council
Mitchell County Hospital and Mitchell County Hospital Nurses Association

Emergency Leave

Tri-Center Community School District and Tri-Center Education Association

Family Illness Leave

Area Education Agency 11 and Heartland Education Association
Dubuque Community School District and Dubuque Education Association
Highland Community School District and Highland Education Association
Woodward-Granger Community School District and Woodward-Granger Education Association

Jury Duty Leave

Scott County and Scott County Deputy Sheriffs Association

Maternity Leave

Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association
Spirit Lake Community School District and Spirit Lake Education Association

Personal Leave

Area Education Agency 11 and Heartland Education Association
City of Dubuque and Amalgamated Transit Union, Division 329
Dubuque Community School District and Dubuque Education Association
Fairfield Community School District and Fairfield Education Association
City of Fort Dodge and Fort Dodge Firefighters Association
Highland Community School District and Highland Education Association
Rockwell-Swaledale Community School District and Rockwell-Swaledale Education Association
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association
Southwestern Community College and Southwestern Education Association
Spirit Lake Community School District and Spirit Lake Education Association
Tri-Center Community School District and Tri-Center Education Association
City of West Des Moines and West Des Moines Police Unit
Woodward Granger Community School District and Woodward-Granger Education Association

Political Leave

City of Iowa City and Iowa City Police Association

Professional Leave

Highland Community School District and Highland Education Association
Iowa Board of Regents and UNI-United Faculty
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association

Sick Leave

City of Des Moines and Central Iowa Employees Council
City of Des Moines and Des Moines Firefighters Association
City of Des Moines and Des Moines Municipal Employees
City of Des Moines and Des Moines Police Unit
Dubuque Community School District and Dubuque Education Association
City of Fort Dodge and Fort Dodge Firefighter's Association
City of Fort Dodge and Fort Dodge Police Association
Highland Community School District and Highland Education Association
City of Iowa City and Iowa City Firefighters Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Iowa Board of Regents and UNI-United Faculty
City of Marion and Marion Firefighters's Association
City of Marion and Marion Police Association
Mitchell County Hospital and Mitchell County Hospital Nurse's Association
Rockwell-Swaledale Community School District and Rockwell-Swaledale
Education Association
Scott County and Scott County Deputy Sheriff's Association
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association
Southwestern Community College and Southwestern Education Association
Spirit Lake Community School District and Spirit Lake Education Association
City of West Des Moines and West Des Moines Police Unit

Temporary Leave

Spirit Lake Community School District and Spirit Lake Education Association

Moving Expenses

State of Iowa and State Police Officers Council

Overtime

City of Cedar Falls and Cedar Falls Firefighter's Association
City of Iowa City and Iowa City Police Association
Page County and IBPAT Local 246
Scott County and Scott County Deputy Sheriff's Association
City of West Des Moines and West Des Moines Police Unit

Payroll Deductions

City of West Des Moines and West Des Moines Police Unit

Preparation Time

Highland Community School District and Highland Education Association

Recognition Clause

State of Iowa and State Police Officers Council

Re-opener Clause

Cardinal Community School District and Cardinal Education Association
Charles City Community School District and Charles City Education Association
Davenport Community School District and Davenport Education Association
City of Dubuque and Amalgamated Transit Union, Division 329
Fairfield Community School District and Fairfield Education Association
City of Ottumwa and Ottumwa Firefighter's Association

Savings Clause

City of Ottumwa and Ottumwa Firefighter's Association

Seniority

Highland Community School District and Highland Education Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Maquoketa Community School District and Maquoketa Education Association
City of Marion and Marion Firefighter's Association
Mitchell County Hospital and Mitchell County Hospital Nurse's Association
Scott County and Scott County Deputy Sheriff's Association

Shift Bidding

City of West Des Moines and West Des Moines Police Unit

Shift Differential

City of Dubuque and Amalgamated Transit Union, Division 329
City of Fort Dodge and Fort Dodge Police Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Mitchell County Hospital and Mitchell County Hospital Nurse's Association
City of Ottumwa and Ottumwa Firefighter's Association

Staff Reduction

Area Education Agency 11 and Heartland Education Association
Cardinal Community School District and Cardinal Education Association
Clarence-Lowden Community School District and Clarence-Lowden Education Association
College Community School District and College Community Education Association
Fairfield Community School District and Fairfield Education Association
Highland Community School District and Highland Education Association
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Maquoketa Community School District and Maquoketa Education Association
Spirit Lake Community School District and Spirit Lake Education Association

Substitute Service

Clarke Community School District and Clarke Education Association

Training

City of Cherokee and Cherokee Police Association
State of Iowa and State Police Officers Council
City of West Des Moines and West Des Moines Police Unit

Transfers

Davis County Community School District and IBPAT Local 246
City of Iowa City and Iowa City Police Association
State of Iowa and State Police Officers Council
Urbandale Community School District and Urbandale Education Association

Travel Expenses

Clarke Community School District and Clarke Education Association
Highland Community School District and Highland Education Association
State of Iowa and State Police Officers Council
Storm Lake Community School District and Storm Lake Education Association

Vacations

City of Cedar Falls and Cedar Falls Firefighter's Association
City of Cherokee and Cherokee Police Association
City of Dubuque and Amalgamated Transit Union, Division 329
City of Fort Dodge and Fort Dodge Firefighter's Association
State of Iowa and State Police Officers Council
City of Marion and Marion Firefighter's Association
City of Marion and Marion Police Association
Mitchell County Hospital and Mitchell County Hospital Nurse's Association

Wages

For the purpose of this index, it was presumed that Wages and Supplemental pay were at issue in all fact-findings.

Zipper Clause

City of Iowa City and Iowa City Police Association
Tri-Center Community School District and Tri-Center Education Association

ARBITRATION
1980-81

By Employer

Audubon County and IBPAT Local 246, SECO (Sec. Roads)	Joseph Nitka
City of Burlington and I.A.F.F. Local 301	George Jacobs
Cardinal Community School District and Cardinal Education Association	Neil Bernstein
City of Cedar Falls and Teamsters Local 833 (Police)	Joseph Nitka
Center Point Community School District and Center Point Education Association	Anthony Sinicropi
Central Community School District and Central Education Association	Peter Feuille
City of Charles and Charles City Firefighters Association, Local 1043	Jeffrey Winton
College Community School District and College Community Education Association	Richard Dole
Danville Community School District and Danville Education Association	Frank Madden
Davenport Community School District and Davenport Education Association	Frank Madden
Davis County Community School District and IBPAT Local 246	Marvin Hill
City of Des Moines and Des Moines Association of Professional Firefighters, Local 4	Richard Pegnetter
City of Des Moines and Des Moines Police Association	Robert Durham
Dows Community School District and Dows Education Association	William Griffee
City of Dubuque and Amalgamated Transit Union Division 329	Marvin Hill
City of Dubuque and Dubuque Policemen's Protective Association	William Van Deest
Dubuque Community School District and Dubuque Association of Educational Secretaries, Associates and C.O.T.A.'s	Joseph Bard
Dubuque County and Dubuque County Deputy Sheriffs	David Johnson
Dubuque County and Teamsters Local 421	Harvey Nathan
English Valley Community School District and English Valley Teachers Association	Frank Madden
City of Fort Dodge and Fort Dodge Firefighters Association Local 622	Neil Bernstein

City of Fort Dodge and Local 6-502, OCAW	Marvin Hill
City of Fort Dodge and Fort Dodge Policemen's Association	Harvey Nathan
City of Iowa City and Iowa City Firefighters, Local 610	Robert Dunham
State of Iowa and State Police Officers Council	John Gradwohl
Iowa State Board of Regents and UNI-United Faculty	Howard Bellman
Lewis Central Community School District and Lewis Central Non-Certified Employees Association	John Thornell
City of Marion and Marion Policemens Protective Association	Walter Franke
Mason City Community School District and Teamsters Local 828	Wayne Evenson
Moulton-Udell Community School District and Moulton-Udell Education Association	Robert Dunham
City of Muscatine and Teamsters Local 238 (Police)	Paul Gerhart
New London Community School District and New London Education Association	Frank Madden
City of Ottumwa and Ottumwa Firefighters Local 395	Richard Miller
City of Ottumwa and Teamsters Local 147 (Police)	James Cox
Postville Community School District and Postville Education Association	William Petrie
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Barbara Tener
Storm Lake Community School District and Storm Lake Education Association	Alvin Zachrich
Thompson Community School District and Thompson Education Association	Richard Miller
Union County and Operating Engineers Local 234 (Secondary Roads)	Sharon Ines
Waterloo Community School District and Waterloo Education Association	Joseph Nitka
City of West Des Moines and Teamsters 147 (police)	Peter Feuille
West Des Moines Community School District and W.D.M. Educational Support Personnel Association	Richard Pegnetter
Western Dubuque Community School District and Western Dubuque Education Association	Dale Findley

ARBITRATION

1980-81

By Arbitrator

Bard, Joseph

Dubuque Community School District and Dubuque Community Educational Secretaries

Bellman, Howard

Iowa State Board of Regents and UNI-United Faculty

Bernstein, Neil

Cardinal Community School District and Cardinal Community Education Association

City of Fort Dodge and Fort Dodge Firefighters Association

Cox, James

City of Ottumwa and Teamsters Local 147 (Police)

Dole, Richard

College Community School District and College Community Education Association

Dunham, Robert

City of Des Moines and Des Moines Police Association

City of Iowa City and Iowa City Firefighters

Moulton-Udell Community School District and Moulton-Udell Education Association

Evenson, Wayne

Mason City Community School District and Teamsters Local 838

Feuille, Peter

Central Community School District and Central Community Education Association

City of West Des Moines and Teamsters Local 147 (Police)

Franke, Walter

City of Marion and Marion Police Association

Gerhart, Paul

City of Muscatine and Teamsters Local 238 (Police)

Gradwohl, John

State of Iowa and State Police Officers Council

Griffee, William

Dows Community School District and Dows Education Association

Hill, Marvin

Davis County Community School District and IBPAT Local 246

City of Dubuque and Amalgamated Transit Union

City of Fort Dodge and Local 6-502, OCAW

Imes, Sharon

Union County and Operating Engineers Local 234

Jacobs, George
City of Burlington and Burlington Firefighters Association

Johnson, David
Dubuque County and Dubuque County Deputy Sheriffs Association

Madden, Frank
Danville Community School District and Danville Education Association
Davenport Community School District and Davenport Education Association
English Valley Community School District and English Valley Teachers Association
New London Community School District and New London Education Association

Miller, Richard
City of Ottumwa and Ottumwa Firefighters Association
Thompson Community School District and Thompson Education Association

Nathan, Harvey
Dubuque County and Teamsters Local 421
City of Fort Dodge and Fort Dodge Police Association

Nitka, Joseph
Audubon County and IBPAT Local 246
City of Cedar Falls and Teamsters Local 844 (Police)
Waterloo Community School District and Waterloo Education Association

Pegnetter, Richard
City of Des Moines and Des Moines Firefighters Association
West Des Moines Community School District and West Des Moines Educational
Support Personnel

Petrie, William
Postville Community School District and Postville Education Association

Sinicropi, Anthony
Center Point Community School District and Center Point Education Association

Tener, Barbara
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association

Thornell, John
Lewis Central Community School District and Lewis Central Non-Certified
Employees Association

Van Deest, William
City of Dubuque and Dubuque Police Association

Winton, Jeffrey
City of Charles City and Charles City Firefighters Association

Zachrich, Alvin
Storm Lake Community School District and Storm Lake Education Association

ARBITRATION INDEX

1980-81

By Subject Matter

Clothing Allowance

City of Dubuque and Dubuque Police Association
City of Fort Dodge and Fort Dodge Firefighter's Association
City of Marion and Marion Police Association

Duration of Agreement

Western Dubuque Community School District and Western Dubuque Education Association

Equipment

City of Marion and Marion Police Association

Grievance Procedure

City of Ottumwa and Ottumwa Firefighter's Association

Holidays

Audubon County and IBPAT Local 246
Davis County Community School District and IBPAT Local 246
Dubuque Community School District and Dubuque Educational Secretaries
Dubuque County and Dubuque County Deputy Sheriff's Association
City of Fort Dodge and Fort Dodge Firefighter's Association
West Des Moines Community School District and West Des Moines Educational Support Personnel

Hours

City of Des Moines and Des Moines Firefighter's Association
City of Dubuque and Amalgamated Transit Union, Division 329
State of Iowa and State Police Officers Council
City of Marion and Marion Police Association
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association
City of West Des Moines and Teamsters Local 147 (Police)
West Des Moines Community School District and West Des Moines Educational Support Personnel

Insurance

For purposes of this index, it is presumed Insurance was at issue in a majority of arbitrations

Job Classifications

Dubuque Community School District and Dubuque Educational Secretaries
City of Fort Dodge and OCAW Local 6-502

Leaves of Absence:

Association Leave

Dubuque School District and Dubuque Educational Secretaries
City of Fort Dodge and OCAW Local 6-502

Bereavement Leave

City of Des Moines and Firefighter's Association
City of Fort Dodge and OCAW Local 6-502

Personal Leave

Dubuque Community School District and Dubuque Educational Secretaries
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton
Education Association

Sick Leave

City of Charles City and Charles City Firefighter's Association
City of Des Moines and Des Moines Firefighter's Association
City of Des Moines and Des Moines Police Unit
Dubuque Community School District and Dubuque Educational Secretaries
City of Fort Dodge and Fort Dodge Firefighter's Association
City of Fort Dodge and OCAW Local 6-502
City of Fort Dodge and Fort Dodge Police Association
City of Iowa City and Iowa City Firefighter's Association
City of Marion and Marion Police Association
Union County and Union County Operating Engineers

Overtime

City of Cedar Falls and Teamsters Local 844
City of Charles City and Charles City Firefighter's Association
City of Ottumwa and Teamsters Local 147 (Police)
Storm Lake Community School District and Storm Lake Education Association

Re-opener

Cardinal Community School District and Cardinal Education Association
Center Point Community School District and Center Point Education Association

Shift Bidding

City of West Des Moines and Teamsters Local 147 (Police)

Shift Differential

City of Cedar Falls and Teamsters Local 844
City of Ottumwa and Ottumwa Firefighters Association

Staff Reduction

English Valley Community School District and English Valley Teacher's Association

Transfers

Davis County Community School District and IBPAT Local 246
Mason City Community School District and Teamsters Local 288

Vacations

City of Cedar Falls and Teamsters Local 844 (Police)
City of Charles City and Charles City Firefighters Association
City of Dubuque and Amalgamated Transit Union, Division 329
City of Fort Dodge and Fort Dodge Firefighters Association
City of Marion and Marion Police Association
Union County and Union County Operating Engineers
West Des Moines Community School District and West Des Moines Educational
Support Personnel

Wages

For purposes of this index, it is presumed that wages and/or supplemental
pay were at issue in most of the arbitrations.

FACT-FINDING

1981-82

By Employer

Akron-Westfield Community School District and Akron-Westfield Education Association	Richard Pegnetter
Ames and IBPAT Local 2003 (police)	William Van Deest
Audubon County and IBPAT Local 2003	Howard Bellman
Boone Community School District and Boone Educators Association	Harry Graham
Buena Vista County Care Facility and United Food and Commercial Workers, Local 191	Marvin Hill
Burlington and IAFF Local 301	Sharon Imes
Burlington Community School District and Burlington Education Association	Harvey Nathan
Burlington Municipal Water Works and Teamsters 218	Wayne Evenson
Carroll Community School District and Carroll Education Association	John Gradwohl
Cedar Rapids and Cedar Rapids Association of Firefighters	John Thornell
Charles City and Charles City Firefighters	William Stix
Clinton County Communications Commission and CWA, Local 7117	Wayne Evenson
Council Bluffs and Fraternal Order of Police Lodge #1	J.C. Fogelberg
Creston and Teamsters Local 147 (police)	Alvin Zachrich
Creston Community School District and Creston Education Association	James Doyle
Decatur County and IBPAT Local 2003 (roads)	James Sjobakken
Des Moines and Des Moines Association of Professional Firefighters	Frank Madden
Dubuque Community School District and Dubuque Education Association	Peter Maniscalco
Estherville Community School District and Estherville Education Association	Richard Pegnetter

Hawkeye Institute of Technology and Area VII Community College EA	Nancy Powers
Highland Community School District and Highland Education Association	Joseph Bard
Humboldt Community School District and Humboldt Education Association	Richard Pegnetter
Lakeland Area Education Agency 3 and Lakeland Area Education Association	Marvin Hill
Loess Hills Area Education Agency 13 and Area Education Agency 13 Education Association	Walter Franke
Melcher-Dallas Community School District and Melcher-Dallas Education Association	Joseph Nitka
Monroe Community School District and Monroe Education Association	Marvin Hill
Montezuma Community School District and Montezuma Education Association	Harry Graham
North Tama County Community School District and North Tama County Education Association	Richard Miller
Ottumwa and Ottumwa Association of Professional Firefighters	Harvey Nathan
Ottumwa Community School District and Ottumwa Education Association	Harry Graham
Paton Churdan Community School District and Paton Churdan Education Association	Wilbur Bothwell
Scott County and Scott County Sheriff's Association	George Berteau
Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Neil Bernstein
Sigourney Community School District and Sigourney Education Association	John Flagler
Sioux City and Sioux City Policemens Association	Stephen Hayford
Sioux County and AFSCME Local 1774	Richard Pegnetter
Spencer and Spencer Employees Association	Richard Miller
Spencer Community School District and Spencer Education Association	John Thornell
West Des Moines and Tenasters Local 147	John Thornell

West Des Moines Community School District and West Des Moines Educational Support Personnel	Joseph Bard
West Monona Community School District and West Monona Education Association	Peter Feuille
Western Hills Area Education Agency and Western Hills Associate Professional Staff Association	J.C. Fogelberg
Northwest Iowa Technical College and Area IV Community College Education Association	Walter Franke
Southwestern Community College and Southwestern Community College Education Association	Richard Peggnetter

By Fact Finder

Bard, Joseph
Highland CSD/Highland EA
West Des Moines CSD/Support Personnel

Bellman, Howard
Audubon County/IBPAT Local 2003

Bernstein, Neil
Sergeant Bluff-Luton CSD/EA

Berteau, George
Scott County/Sheriff's Association

Bothwell, Wilbur
Paullina CSD/Paullina EA

Doyle, James
Creston CSD/Creston EA

Engel, Ross
Paton Churdan CSD/EA

Evenson, Wayne
Burlington Water Works/Teamsters Local 218
Clinton County Comm/CWA Local 7117

Feuille, Peter
West Monona CSD/EA

Flagler, John
Sigourney CSD/Sigourney EA

Fogelberg, J.C.
Council Bluffs/Police
Western Hills AEA/Assoc Professional Staff

Franke, Walter
Loess Hills AEA 13/EA
Northwest Iowa Tech College/Area 13 EA

Gradwohl, John
Carroll CSD/Carroll Ea

Graham, Harry
Boone CSD/Boone EA
Montezuma CSD/Montezuma EA
Ottumwa CSD/Ottumwa EA

Hayford, Stephen
Sioux City/Police

Hill, Marvin
Buena Vista County Care Facility/UFCW Local 191
Lakeland AEA 3/EA
Monroe CSD/Monroe EA

Imes, Sharon
Burlington/Firefighters

Madden, Frank
Des Moines/Firefighters

Maniscalco, Peter
Dubuque CSD/Dubuque EA

Miller, Richard
North Tama County CSD/EA
Spencer/Employees Association

Nathan, Harvey
Burlington CSD/Burlington EA
Ottumwa/Firefighters

Nitka, Joseph
Melcher-Dallas CSD/EA

Pegnetter, Richard
Akron-Westfield CSD/EA
Estherville CSD/Estherville EA
Humboldt CSD/Humboldt EA
Sioux County/AFSCME Local 1774
Southwestern CC/Education Association

Powers, Nancy
Hawkeye Ins Tech/EA

Sjobakken, James
Decatur County/IBPAT Local 2003 (roads)

Stix, William
Charles City/Firefighters

Thornell, John
Cedar Rapids/Firefighters
Spencer CSD/Spencer EA
West Des Moines/Teamsters Local 147

Van Deest, William
Ames/IBPAT Local 2002 (police)

Zachrich, Alvin
Creston/Teamsters Local 147 (police)

By Subject Matter

Association Rights
Burlington CSD/Burlington EA

Call-out Time
Charles City/Firefighters

Compensatory Time
West Des Moines/Teamsters Local 147

Dental Insurance
Council Bluffs/Police
Western Hills AEA/Assoc Professional Staff
Southwestern CC/EA

Dues Deduction
Buena Vista County/UFCW Local 191
Western Hills AEA/Assoc Professional Staff

Duration of Contract
Burlington Water Works/Teamsters Local 218
Carroll CSD/Carroll EA

Education Incentive
Ames/IBPAT Local 2002 (police)

Employee Rights
Burlington CSD/Burlington EA

Equalization of Hours
Buena Vista County/UFCW Local 191

Evaluation Procedures
Dubuque CSD/Dubuque EA
Melcher-Dallas CSD/EA
Sergeant Bluff-Luton CSD/EA

Grievance Procedure
Des Moines/Firefighters
Estherville CSD/Estherville EA
West Des Moines CSD/Support Personnel

Health & Safety

Burlington Water Works/Teamsters 218
Lakeland AEA 3/Lakeland EA
Melcher-Dallas CSD/EA

Health Insurance

Akron-Westfield CSD/EA
Ames/IBPAT Local 2003 (police)
Boone CSD/Boone EA
Buena Vista County/UFCW Local 191
Burlington/Firefighters
Cedar Rapids/Firefighters
Council Bluffs/Police
Des Moines/Firefighters
Dubuque CSD/Dubuque EA
Estherville CSD/Estherville EA
Highland CSD/Highland EA
Lakeland AEA 3/Lakeland EA
Melcher-Dallas CSD/EA
Monroe CSD/Monroe EA
Montezuma CSD/Montezuma EA
North Tama County CSD/EA
Ottumwa/Firefighters
Ottumwa CSD/Ottumwa EA
Scott County/Sheriffs
Spencer CSD/Spencer EA
West Des Moines/Teamsters Local 147

Holidays

Decatur County/IBPAT Local 2003 (roads)
Estherville CSD/Estherville EA
West Des Moines CSD/EA
Western Hills AEA/Assoc Professional Staff

Hours of Work

Buena Vista County/UFCW Local 191
Burlington Water Works/Teamsters Local 218
Des Moines/Firefighters
Melcher-Dallas CSD/EA
Sergeant Bluff-Luton CSD/EA
West Des Moines/Teamsters 147
West Des Moines CSD/Support Personnel
West Monona CSD/EA

Job Classifications

Charles City/Firefighters

Job Titles

Ames/IBPAT Local 2003 (police)

Leaves of Absences:

Association - Des Moines/Firefighters
Estherville CSD/Estherville EA
Highland CSD/Highland EA
Northwest Iowa Tech College/Area IV EA

Bereavement Leave -

Carroll CSD/Carroll EA
Estherville CSD/Estherville EA
Sergeant Bluff-Luton CSD/EA
Spencer CSD/Spencer EA
West Monona CSD/EA
Northwest IA Tech College/Area IV EA

Funeral -

Humboldt CSD/Humboldt EA
West Monona CSD/EA

Jury Leave -

Estherville CSD/Estherville EA

Lunch Period -

Boone CSD/Boone EA
Buena Vista County/UFCW Local 191

Maternity Leave -

Sergeant Bluff-Luton CSD/EA

Personal Leave

Highland CSD/Highland EA
Lakeland AEA 3/EA
Sergeant Bluff-Luton CSD/EA
West Monona CSD/EA

Seniority

Burlington CSD/Burlington EA

Shift Differential

Ames/IBPAT Local 2003 (police)
Buena Vista County/UFCW Local 191
Scott County/Sheriff's

Sick Leave -

Burlington Water Works/Teamsters Local 218
Carroll CSD/Carroll EA
Des Moines/Firefighters
Dubuque CSD/Dubuque EA
Estherville CSD/Estherville EA
Lakeland AEA 3/EA
Scott County/Sheriff's
Spencer CSD/Spencer EA
Western Hills AEA/Assoc Professional Staff

Staff Reduction -

Boone CSD/Boone EA
Burlington CSD/EA
Carroll CSD/Carroll EA
Dubuque CSD/Dubuque EA
Estherville CSD/EA
Lakeland AEA 3/EA
Monroe CSD/Monroe EA
North Tama County CSD/EA

Staff Reduction (cont)
Sergeant Bluff-Luton CSD/EA
Spencer CSD/Spencer EA

Transfers -
Burlington CSD/EA
Dubuque CSD/Dubuque EA
Loess Hills AEA/EA
Ottumwa CSD/Ottumwa EA

Vacation -
Audubon County/IBPAT Local 2003
Des Moines/Firefighters
Western Hills AEA/Assoc Professional Staff

Wages
For purpose of this index, it was presumed that wages and supplemental pay were at issue in all fact findings.

ARBITRATION
1981-82

By Employer

Area Education Agency 6 and Area Education Agency 6 Employee Association	Alvin Zachrich
Alasmakee County and Teamsters Local 238 (roads)	John Drotning
Ames and IBPAT Local 2003 (police)	Richard Pegnetter
Appanoose County and IBPAT Local 2003	James Doyle
Audubon County and IBPAT Local 2003	Daniel Gallagher
Benton County and IBPAT Local 2003 (roads)	Reynolds Seitz
Buena Vista County Care Facility and United Food & Commercial Workers, Local 191	Nancy Powers
Burlington and IAFF Local 301	John Mikrut
Carroll Community School District and Carroll Education Association	Peter Veglahn
Cedar Rapids and IAFF Local 11	Harvey Nathan
Clinton County Communication Commission and Communications Workers of America Local 7117	Richard Pegnetter
Colo Community School District and Colo Education Association	Alvin Zachrich

Council Bluffs and Fraternal Order of Police, Lodge #1	Richard Miller
Dallas County and Teamsters Local 147 (roads & sheriff)	Howard Bellman
Decatur County and IBPAT Local 2003	Daniel Gallagher
Des Moines and Des Moines Association of Professional Firefighters	Neil Bernstein
Dubuque and Dubuque Professional Firefighters Association	Peter Feuille
Dubuque and Amalgamated Transit Union, Division 329	Peter Feuille
Dubuque Community School District and Dubuque Education Association	Nancy Powers
Estherville Community School District and Estherville Education Association	Thomas Gallagher
Fremont County and IBPAT Local 2003	James Sjobakken
Hardin County and IBPAT Local 246	John Ayers
Monona County and Communications Workers of America (roads)	Habbo Fokkena
Monroe County and AFSCME Local 1396 (roads)	Neil Gundermann
Newton Waterworks and Teamsters Local 387	Richard Pegnetter
North Tama County Community School District and North Tama County Education Association	Harvey Nathan
Northwest Iowa Tech College and NITC Education Assn.	Peter Feuille
Ottumwa and Ottumwa Association of Professional Firefighters	William Van Deest
Ottumwa and Teamsters Local 147 (police)	Alvin Zachrich
Ottumwa and Teamsters Local 147	Clifford Smith
Paullina Community School District and Paullina Education Association	Harry Graham
Sac Community School District and Sac City Education Association	Howard Bellman
Sac County and CWA (roads)	Peter Feuille
Scott County and Scott County Sheriff's Association	Richard Miller

Sibley and IBEW Local 55	John Gradwohl
Sigourney Community School District and Sigourney Education Association	Mollie Bowers
Sioux City and Sioux City Police Association	Neil Gundermann
Sioux County and AFSCME Local 1774	John Gradwohl
Spencer Community School District and Spencer Education Association	Stephen Hayford
Wapello County and AFSCME Local 616	George Jacobs
Waterloo and Teamsters Local 844	Alvin Zachrich
Woodbury County and Woodbury County Deputy Sheriff's Association	Clifford Smith

By Arbitrator

Ayers, John
Hardin County/IBPAT Local 246

Bellman, Howard
Dallas County/Teamsters (roads & sheriff)
Sac CSD/Sac City EA

Bernstein, Neil
Des Moines/Firefighters

Bowers, Mollie
Sigourney CSD/Sigourney EA

Doyle, James
Appanoose County/IBPAT Local 2003

Drotning, John
Allamakee County/Teamsters (roads)

Feuille, Peter
Dubuque/Firefighters
Dubuque/ATU, Division 329
Northwest IA Tech College/NITC EA
Sac County/CWA (roads)

Fokkena, Habbo
Monona County/CWA (roads)

Gallagher, Daniel
Audubon County/IBPAT
Decatur County/IBPAT

Gallagher, Thomas
Estherville CSD/Estherville EA

Gradwohl, John
Sibley/IBEW
Sioux County/AFSCME

Graham, Harry
Paullina CSD/Paullina EA

Gunderman, Neil
Monroe County/AFSCME (roads)
Sioux City/Police

Hayford, Stephen
Spencer CSD/Spencer EA

Jacobs, George
Wapello County/AFSCME

Mikrut, John
Burlington/Firefighters

Miller, Richard
Council Bluffs/Police
Scott County/Sheriff's

Nathan, Harvey
Cedar Rapids/Firefighters
North Tama County CSD/EA

Pegnetter, Richard
Ames/IBPAT (police)
Clinton County Comm Comm/CWA
Newton Waterworks/Teamsters

Powers, Nancy
Buena Vista County Care/UFCW
Dubuque CSD/Dubuque EA

Seitz, Reynolds
Benton County/IBPAT (roads)

Sjobakken, James
Fremont County/IBPAT

Smith, Clifford
Ottumwa/Teamsters
Woodbury County/Sheriff's

Van Deest, William
Ottumwa/Firefighters

Veglahn, Peter
Carroll CSD/Carroll EA

Zachrich, Alvin
AEA 6/Employees Assn
Colo CSD/Colo EA
Ottumwa/Teamsters (police)
Waterloo/Teamsters

By Subject Matter

Dues Deduction
Buena Vista County/UFCW

Education Incentive
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Burlington/Firefighters
Cedar Rapids/Firefighters
Council Bluffs/Police
Dallas County/Teamsters
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Estherville CSD/Estherville EA
Monona County/CWA (roads)
Newton Waterworks/Teamsters
North Tama County CSD/EA
Northwest IA Tech College/NITC EA
Ottumwa/Firefighters
Ottumwa/Teamsters
Ottumwa/Teamsters (municipal assn)
Sac CSD/Sac City EA
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Wapello County/AFSCME
Woodbury County/Sheriff's

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Wapello County/AFSCME

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Bereavement Leave -

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Estherville CSD/Estherville EA
Northwest IA Tech College/NITC EA
Monroe County/AFSCME

Family Illness Leave -

Dubuque CSD/Dubuque EA
Northwest IA Tech College/NITC EA

Maternal Leave -

Estherville CSD/Estherville EA

Sick Leave -

Allamakee County/Teamsters (roads)
Carroll CSD/Carroll EA
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Northwest IA Tech College/NITC EA

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Scott County/Sheriff's

Staff Reduction

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North Tama County CSD/EA
Waterloo/Teamsters

Trading Out of Work

Des Moines/Firefighters

Transfers

Dubuque CSD/Dubuque EA
Waterloo/Teamsters

Vacation

Allamakee County/Teamsters (roads)
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Northwest IA Tech College/NITC EA
Sac County/CWA (roads)
Wappello County/AFSCME

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For purposes of this index, it is presumed that wages and/or supplemental pay were at issue in most of the arbitrations.

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By Employer

Altoona and Teamsters Local 147	Llewellyn E. Slade
AEA 7 and AEA 7 Education Association	Stephen Hayford
Black Hawk County Bd. of Supv. and Teamsters Local 844	M. Sue Warner
Burlington Community School District and Burlington Education Association	Eric Lawson, Jr.
Burlington Community School District and George Gunther	Wayne Evenson
Central Lee Community School District and Central Lee Education Association	Richard L. Ross
Cerro Gordo Care Facility and Painters & Allied Trades, #2003	John R. Loihl
Charles City Community School District and Charles City Education Association	Nancy Powers
Clear Lake Community School District and Clear Lake Education Association	John Ayers
Clinton and IAFF #609	Hugh Perry
Clinton Community School District and Service Employees Int'l. #618	Byron Yaffe
Clinton Municipal Transit Authority and James Luce	Daniel Gallagher
Council Bluffs and Fraternal Order of Police #1	Paul Fitzsimmons
Council Bluffs and Fraternal Order of Police #1	Daniel Gallagher
Creston Community School District and Creston Education Association	John Gradwohl
Davenport Community School District and Davenport Education Association	Thomas P. Gilroy
Des Moines and Central Iowa Public Employees Council	Wayne Evenson
Des Moines County and AFSCME, Local #2205	Alvin Zachrich

Des Moines Independent Comm. School District and AFSCME, Local #2048	Robert J. Mueller
Dubuque Community School District and Dubuque Education Association	Reynolds C. Seitz
Dubuque Community School District and Dubuque Education Association	Thomas P. Gallagher
Eagle Grove Community School District and Eagle Grove Education Association	Robert T. Drake
Estherville Community School District Estherville Education Association	Robert H. Kubie
Evansdale and Teamsters Local 844	Steven F. McDowell
Grinnell and Teamsters Local 828	Hugh Perry
Iowa and AFSCME	Alvin Zachrich
Iowa and AFSCME	Joseph L. Bard
Iowa and AFSCME	John J. Mikrut
Iowa and AFSCME	Nancy Powers
Iowa and AFSCME	James A. McClimon
Iowa and AFSCME	Peter Maniscalco
Iowa and AFSCME	Nancy Powers
Iowa and AFSCME	George Berteau
Iowa and AFSCME	Thomas Gallagher
Iowa and AFSCME	Shloma Sperka
Iowa and AFSCME	John J. Mikrut
Iowa and AFSCME	Alvin Zachrich
Iowa and AFSCME	John J. Mikrut
Iowa and State Police Officer's Council	Thomas P. Gallagher
LeMars Community School District and LeMars Education Association	Joseph Nitka
Lynnville-Sully Community School District and Lynnville-Sully Education Association	Richard Pegnetter
Martensdale-St. Marys Community School District Martensdale-St. Marys Education Association	Clifford E. Smith

Newton Community School District and
Newton Community Education Association

Harvey A. Nathan

Northeast Community School District and
Northeast Education Association

Francis E. Kapsch, Sr.

North Scott Community School District and
North Scott Education Association

Nancy Powers

Norwalk Community School District and
Norwalk Professional Education Association

Clifford E. Smith

Polk County and AFSCME, Local 1868

Sol M. Yarowsky

Saydel Consolidated School District and
Saydel Education Association

James A. Doyle

Scott County and Scott County Sheriff's Assn.

Peter L.J. Pashler

Sioux City and Sioux City Policemen's Assn.

Ronald Hoh

Sioux City Community School District and
Sioux City Education Association

Paul E. Fitzsimmons

Starmont Community School District and
Starmont Education Association

William E. Spellman

Starmont Community School District and
Starmont Education Association

James A. McClimon

Waterloo and Municipal Laborers Local 1127

Susan K. Schreurs

West Des Moines Community School District and
West Des Moines Educational Support Personnel

Richard Peggnetter

Western Hills AEA 12 and
Western Hills Assoc. Professional Staff Assoc.

John M. Gradwohl

Western Hills AEA 12 and
Western Hills Assoc. Professional Staff Assoc.

Thomas P. Gallagher

By Arbitrator

Ayers, John
Clear Lake CSD/Clear Lake EA

Bard, Joseph L
State of Iowa/AFSCME

Berteau, George C.
State of Iowa/AFSCME

Doyle, James A.
Saydel CSD/Saydel EA

Drake, Robert T.
Eagle Grove CSD/Eagle Grove EA

Evenson, Wayne R.
Burlington CSC/George Gunther
Des Moines/Central Iowa Public Employees Council

Fitzsimmons, Paul E.
Council Bluffs/Fraternal Order of Police #1
Sioux City CSD/Sioux City EA

Gallagher, Daniel G.
Clinton Municipal Transit Authority/James Luce
Council Bluffs/Fraternal Order of Police #1

Gallagher, Thomas P.
Dubuque CSD/Dubuque EA
Iowa/State Police Officer's Assoc.
Iowa/AFSCME
Western Hills AEA 12/Prof. Staff Association

Gilroy, Thomas P.
Davenport CSD/Davenport EA

Gradwohl, John M.
Creston CSD/Creston EA
Western Hills AEA 12/Prof. Staff Association

Hayford, Stephen L.
AEA 7/AEA 7 EA

Hoh, Ronald
Sioux City/Police

Kapsch, Francis E.
Northeast CSD/Northeast EA

Kubie, Robert H.
Estherville CSD/Estherville EA

Lawson, Eric
Burlington CSD/Burlington EA

Loihl, John R.
Cerro Gordo Care Facility/IBPAT

Maniscalco, Peter
Iowa/AFSCME

McClimon, James A
Starmont CSD/Starmont EA
Iowa/AFSCME

McDowell, Steven F.
Evansdale/Teamsters Local 844

Mikrut, John J.
Iowa/AFSCME
Iowa/AFSCME

Mueller, Robert J.
Des Moines Independent CSD/AFSCME Local 2048

Nathan, Harvey A.
Newton CSD/Newton EA

Nitka, Joseph J.
LeMars CSD/LeMars EA

Pashler, Peter L.J.
Scott County/Sheriff's

Pegnetter, Richard
Lynnville-Sully CSD/Lynnville-Sully EA
West Des Moines CSD/Support Personnel

Perry, Hugh J.
Clinton/Firefighters
Grinnell/Teamsters Local 828

Powers, Nancy D.
Charles City CSD/Charles City EA
North Scott CSD/North Scott EA
Iowa/AFSCME
Iowa/AFSCME

Ross, Richard
Central Lee CSD/Central Lee EA

Schreurs, Susan K.
Waterloo/Municipal Laborers

Seitz, Reynolds C.
Dubuque CSD/Dubuque EA

Slade, Llewellyn E.
Altoona/Teamsters

Smith, Clifford E.
Norwalk CSD/Norwalk EA
Martensdale-St. Marys CSD/EA

Spellman, William E.
Starmont CSD/Starmont EA

Sperka, Shlomo
Iowa/AFSCME

Warner, M. Sue
Black Hawk County/Teamsters Local 844

Yaffe, Byron
Clinton CSD/Service Employees International #618

Yarowsky, Sol M.
Polk/AFSCME Local 1868

Zachrich, Alvin
Des Moines/AFSCME
Iowa/AFSCME
Iowa/AFSCME

By Subject Matter

Arbitrability

*Area Education Agency 7
AEA 7 Education Association

*Lynnville-Sully Comm. School Dist.
Lynnville-Sully Education Assoc.

*LeMars Community School Dist.
LeMars Education Assoc.

*Western hills AEA 12
Western Hills Assoc. Prof. Staff

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Teamsters Local 844

*Sioux City, City of
Sioux City Policemen's Assoc.

*Martensdale-St. Marys Comm. School Dist.
Martensdale-St. Marys Educ. Assoc.

Central Lee Community School Dist.
Central Lee Education Assoc.

Eagle Grove Community School Dist.
Eagle Grove Education Assoc.

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*State of Iowa
AFSCME

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Clinton Community School Dist.
Service Employees Int'l. #618

Starmont Community School Dist.
Starmont Education Assoc.

*Dubuque Community School Dist.
Dubuque Education Assoc.

*Western Hills AEA 12
Western Hills Assoc. Prof. Staff

Discipline

-Discharge

Altoona, City of
Teamsters Local 147

State of Iowa
AFSCME

Evansdale, City of
Teamsters Local 844

State of Iowa
AFSCME

Waterloo, City of
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-Reprimand

Norwalk Community School Dist.
Norwalk Prof. Educ. Association

-Suspension

State of Iowa
State Police Officer's Council

State of Iowa
AFSCME

State of Iowa
AFSCME

State of Iowa
AFSCME

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*Dubuque Community School Dist.
Dubuque Comm. Education Assoc.

Newton Community School Dist.
Newton Comm. Education Assoc.

-Layoff

Clinton Municipl Transit Authority
James Luce

Des Moines County
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*State of Iowa
AFSCME

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City of Des Moines
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North Scott Community School Dist.
North Scott Education Association

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*Council Bluffs, City of
Fraternal Order of Police #1

Northeast Community School Dist.
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Scott County Board of Supervisors
Scott County Sheriff's Assoc.

-Vacation Leave

*Council Bluffs, City of
Fraternal Order of Police #1

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*West Des Moines Comm. School Dist.
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*Burlington Comm. School Dist.
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Dubuque Comm. School Dist.
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State of Iowa/AFSCME
State of Iowa/AFSCME

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AFSCME Local 2048

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*West Des Moines Comm. School Dist.
West Des Moines Educ. Support Personnel

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Burlington Community School Dist.
Burlington Education Assoc.

*Burlington Comm. School Dist.
George Gunther

Cerro Grodo Care Facility
Painters & Allied Trades, #2003

*Clear Lake Comm. School Dist.
Clear Lake Education Assoc.

Polk County/AFSCME

Staff Reduction

*AEA 7
AEA 7 Education Association

*Lynnville-Sully Comm. School Dist.
Lynnville-Sully Education Assoc.

*Clear Lake Comm. School Dist.
Clear Lake Education Assoc.

*Western Hills AEA 12
Western Hills Assoc. Prof. Staff

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*Martensdale-St. Marys Comm. School Dist.
Martensdale-St. Marys Education Assoc.

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*LeMars Community School Dist.
LeMars Education Association

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Creston Community School Dist.
Creston Education Association

Sioux City Comm. School Dist.
Sioux City Education Association

Saydel Consolidated School Dist.
Saydel Education Association

State of Iowa
AFSCME

*Case is in more than one subject category.

FACT FINDING
1982-1983

By Employer

Alden Community School District and Alden Education Association	Hugh J. Perry
Algona Community School District and Algona Education Association	Charles D. Hoornstra
Allamakee Community School District and Allamakee Community Education Association	Stephen L. Hayford
Allamakee County and Teamsters Local 238	Habbo G. Fokkena
Andrew Community School District and Andrew Education Association	Daniel G. Gallagher
Area Education Agency 7 and Area Education Agency 7 Education Association	William B. Griffee
Atlantic Community School District and Atlantic Education Association	Richard Pegnetter
Audubon County and Teamsters Local 147	Chandler F. Fizer
Belle Plaine Community School District and Belle Plaine Education Association	Wayne R. Everson
Bremer County and IBPAT Local 2003	Daniel G. Gallagher
Buena Vista County Care Facility and United Food and Commerical Workers Local 191	Harry Graham
Cal Community School District and Cal Education Association	Neil N. Bernstein
Cass County and IBPAT Local 2003	William B. Griffee
Cedar Rapids and IAFF Local 11	Mollie Bowers
Central Clayton Community School District and Central Clayton Community Education Assn.	Frank J. Madden
Clinton and IAFF Local 609	Marvin F. Hill
Coon Rapids Community School District and Coon Rapids Education Association	Sol M. Yarowsky
Council Bluffs and Fraternal Order of Police Lodge 1	Richard John Miller

Crawford County and Crawford County Highway and Engineering Bargaining Unit	James A. Doyle
Dallas County and Teamsters Local 147 (secondary roads)	Habbo G. Fokkena
Dallas County and Teamsters Local 147 (sheriff)	John H. Connors
Davenport Public Library and AFSCME Council 61	Peter Pashler
Davis County Community School District and Davis County Community Education Association	John H. Connors
Decatur County and IBPAT Local 2003	William E. Spellman
Delwood Community School District and Delwood Education Association	Paul F. Gerhart
Dubuque and Dubuque Policemen's Protective Association	James R. Cox
Dubuque and IUOE Local 758	Harvey A. Nathan
Dubuque Community School District and Dubuque Association of Educational Secretaries	Hugh J. Perry
Dubuque Community School District and Dubuque Education Association	Peter Feuille
Eddyville Community School District and Eddyville Education Association	Hugh J. Perry
Estherville and Estherville Police	Thomas P. Gallagher
Estherville and UFCW Local 79A	Harry Graham
Estherville Community School District and United Food and Commercial Workers Local 79C	Nancy D. Powers
Estherville Community School District and Estherville Education Association	Peter J. Maniscalco
Everly Community School District and Everly Education Association	Sol M. Yarowsky
Evansdale and Teamsters Local 844 (police)	Wayne R. Everson
Floyd County Memorial Hospital and Retail Clerks Local 1086	Charles D. Hoornstra
Fort Dodge and OCAW Local 6-502	Frank J. Madden

Galva-Holstein Community School District and Galva-Holstein Education Association	Stephen L. Hayford
Glidden-Ralston Community School District and Glidden-Ralston Education Association	Daniel G. Gallagher
Grand Valley School District and Grand Valley Education Association	Marvin F. Hill
Grant Wood Area Education Agency and Grant Wood Area Education Association	John R. Carpenter
Grant Wood Area Education Agency and Grant Wood Classified Staff	Peter Feuille
Great River Area Education Agency 16 and Southeast Iowa Special Education Employees Association	John R. Thornell
Hancock County and Hancock County Secondary Road Workers	Habbo G. Fokkena
Harmony Community School district and Harmony Education Association	William B. Griffee
HLV Community School District and HLV Education Association	John M. Gradwohl
Humboldt Community School District and Humboldt Education Association	Harry Graham
Ida County and IBPAT Local 2003 (secondary roads)	David A. Dilts
State of Iowa Board of Regents & UNI and UNI United Faculty	John M. Gradwohl
Kossuth County and Kossuth County Secondary Road Employees	Alvin N Zachrich
Lamoni Community School District and Lamoni Education Association	Harry Graham
La Porte City Community School District and La Porte City Education Association	Richard John Miller
Loess Hills AEA Education Agency 13 and AEA Agency 13 Education Association	Frank J. Madden
Le Mars Community School District and Le Mars Community Education Association	Stanley H. Michelstetter
Lone Tree Community School District and Lone Tree Education Association	Neil N. Bernstein

Marion Independant School District and Marion Education Association	Marvin F. Hill
Mason City Community School District and Mason City Education Association	Stephen L. Hayford
Melcher-Dallas Community School District and Melcher-Dallas Education Association	Richard John Miller
North Mahaska Community School District and North Mahaska Education Association	John M. Gradwohl
North Scott Community School District and North Scott Education Association	Stephen Hayford
Northern Trails Area Education Agency and Northern Trails Education Association	Peter Feuille
Norwalk Community School District and Norwalk Education Association	Paul F. Gerhart
Ottumwa and Ottumwa Association of Professional Fire Fighters Local 395	John J. Mikrut
Ottumwa and Teamsters Local 147 (police)	Milo G. Flaten
Panora-Linden Community School District and Panora-Linden Education Association	Charles D. Hoornstra
Pleasant Hill and Teamsters Local 147	Milo G. Flaten
Pocahontas County and Communications Workers of America	Habbo G. Fokkena
Preston Community School District and Preston Education Association	Richard Pegnetter
Ringgold County and IBPAT Local 2003	Alvin N. Zachrich
Scott County and UFCW Local 1470	John R. Thornell
Shellsberg Community School District and Shellsberg Education Association	Barbara Zausner Tener
Sibley Community School District and Sibley Education Association	Habbo G. Fokkena
Sidney Community School District and Sidney Education Association	Richard Pegnetter
Sioux City Community School District and Sioux City Education Association	Peter Feuille

South Eastern Community College and South Eastern Community College HEA	Richard Pegnetter
Tipton Community School District and Tipton Education Association	Daniel G. Gallagher
Urbandale Community School District and Urbandale Education Association	Chandler F. Fizer
Ventura Community School District and Ventura Education Association	John E. Drotning
Waterloo and Waterloo Fire Fighters Local 66	Charles D. Hoornstra
Waterloo Community School District and Waterloo Education Association	Peter Feuille
Wayne Community School District and Wayne Community Education Association	Thomas P. Gallagher
West Delaware Community School District and West Delaware Education Association	John L. Ayers
West Des Moines and Teamsters Local 147 (police)	Richard Pegnetter
West Lyon Community School District and West Lyon Community Association	Nancy D. Powers
West Monona Community School District and West Monona Education Association	Richard John Miller
Western Hills Area Education Agency 12 and Professional Staff Association of Area Education Association Agency 12	Thomas P. Gallagher
Westwood Community School District and Westwood Education Association	Hugh J. Perry
Windsor Heights and Windsor Heights Police Association	Chandler F. Fizer
Woodbury County and Woodbury County Deputy Sheriff's Assn.	Hugh J. Perry

By Fact Finder

Ayers, John L.
West Delaware CSD/West Delaware EA

Bernstein, Neil N.
Cal CSD/Cal EA
Lone Tree CSD/Lone Tree EA

Bowers, Mollie Heath
Cedar Rapids/IAFF Local 11

Carpenter, John R.
Grant Wood AEA/Grant Wood EA

Connors, John H.
Dallas County/Teamsters Local 147 (sheriff)
Davis County CSD/Davis County Community EA

Cox, James R.
Dubuque/Dubuque Policeman's Protective Association

Dilts, David A.
Ida County/IBPAT Local 2003 (secondary roads)

Doyle, James A.
Crawford County/Crawford County Highway and Engineering Bargaining Unit

Drotning, John E.
Ventura CSD/Ventura EA

Evenson, Wayne R.
Belle Plaine CSD/Belle Plaine EA
Evansdale/Teamsters Local 844 (police)

Feuille, Peter
Dubuque CSD/Dubuque EA
Grant Wood AEA/Grant Wood Classified Staff
Northern Trails AEA/Northern Trail EA
Sioux City CSD/Sioux City EA
Waterloo/Waterloo Firefighters

Fizer, Chandler F.
Audubon County/Teamsters Local 147
Urbandale CSD/Urbandale EA
Windsor Heights/Windsor Heights Police Association

Flaten, Milo G.
Ottumwa/Teamsters Local 147 (police)
Pleasant Hill/Teamsters Local 147

Fokkena, Habbo G.
Allamakee County/Teamsters Local 238
Dallas County/Teamsters Local 147 (secondary roads)
Hancock County/Hancock County Secondary Road Workers
Pocahontas County/Communications Workers of America
Sibley CSD/Sibley EA

Gallagher, Daniel G.
Andrew CSD/Andrew EA
Bremer County/IBPAT Local 2003
Glidden-Ralston CSD/Glidden-Ralston EA
Tipton CSD/Tipton EA

Gallagher Thomas P.
Estherville/Estherville Police
Wayne CSD/Wayne EA
Western Hills AEA 12/Professional Staff

Gerhart, Paul F.
Delwood CSD/Delwood EA
Norwalk CSD/Norwalk EA

Gradwohl, John M
HLV CSD/HLV EA
State of Iowa Board of Regents & UNI/UNI-United Faculty
North Mahaska CSD/North Mahaska EA

Graham, Harry
Buena Vista County Care Facility/UFCW Local 191
Estherville/UFCW Local 79A
Humboldt CSD/Humboldt EA
Lamoni CSD/Lamoni EA

Griffee, William B.
AEA 7/AEA 7 EA
Cass County/IBPAT Local 2003
Harmony CSD/Harmony EA

Hayford, Stephen L.
Allamakee CSD/Allamakee Community EA
Galva-Holstein CSD/Galva-Holstein EA
Mason City CSD/ Mason City EA
North Scott CSD/North Scott EA

Hill, Marvin F.
Clinton/IAFF Local 609
Grand Valley CSD/Grand Valley EA
Marion CSD/Marion EA

Hornstra, Charles D.
Algona CSD/Algona EA
Floyd Memorial Hospital/Retail Clerks Local 1086
Panora-Linden CSD/Panora-Londen EA
Waterloo/Waterloo Fire Fighters Local 66

Madden, Frank J.
Central Clayton CSD/Central Clayton Community EA
Fort Dodge/OCAW Local 6-502
Loess Hills AEA 13/AEA 13 EA

Maniscalco, Peter J.
Estherville CSD/Estherville EA

Michelstetter, Stanley H.
LeMars CSD/LeMars EA

Mikrut, John J.
Ottumwa/Fire Fighters Local 395

Miller, Richard John
Council Bluffs/Fraternal Order of Police Lodge 1
LaPorte City CSD/LaPorte City EA
Melcher-Dallas CSD/Melcher-Dallas EA
West Monona CSD/West Monona EA

Nathan, Harvey A.
Dubuque/IUOE Local 758

Pashler, Peter
Davenport City Library/AFSCME Council 61

Pegnetter, Richard
Atlantic CSD/Atlantic EA
Preston CSD/Preston EA
Sidney CSD/Sidney EA
South Eastern Community College/South Eastern Community College HEA
West Des Moines/Teamsters Local 147 (police dept)

Perry, Hugh J.
Alden CSD/Alden EA
Dubuque CSD/Educational Secretaries
Eddyville CSD/Eddyville EA
Westwood CSD/Westwood EA
Woodbury County/Woodbury County Deputy Sheriff's Department

Powers, Nancy D.
Estherville CSD/UFCW Local 79C
West Lyon CSC/West Lyon EA

Spellman, William E.
Decatur County/IBPAT Local 2003

Tener, Barbara Zausner
Shellsburg CSD/Shellsburg EA

Thornell, John R.
Great River AEA 16/Southeast Iowa Special Education Employees
Scott County/UFCW Local 1470

Yarowsky, Sol M.
Coon Rapids CSD/Coon Rapids EA
Everly CSD/Everly EA

Zachrich, Alvin N.
Kossuth County/Kossuth County Secondary Road Workers
Ringgold County/IBPAT Local 2003

By Subject Matter

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Association Rights

Algona CSD/Algona EA

Great River AEA 16/Special Education Association

Sidney CSD/Sidney EA

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Marion CSD/Marion EA

Melcher-Dallas CSD/EA

Sidney CSD/Sidney EA

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Estherville/UFCW #79C

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Allamakee CSD/Allamakee EA

Central Clayton CSA/EA

Estherville CSD/Estherville EA

Humboldt CSD/Humboldt EA

Loess Hills AEA 13/EA

Northern Trails AEA/EA

Sidney CSD/Sidney EA

West Delaware CSD/EA

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Melcher-Dallas CSD/EA

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Decatur County/IBPAT Local 2003

Ida County/IBPAT Local 2003

Ringgold County/IBPAT Local 2003

Duration of Agreement

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Decatur County/IBPAT Local 2003

Eddyville CSD/Eddyville EA

Great River AEA/Special EA

Hancock County/Secondary Road Workers

Loess Hills AEA 13/EA

Melcher-Dallas CSD/EA

Educational Advancement

Evansdale Police Department/Teamsters 844
HLV Community School District/EA
Loess Hills AEA 13/EA

Escalator Clause

Great River AEA 16/Special EA

Evaluation Procedures

Eddyville CSD/Eddyville EA
HLV CSD/HLV EA
Humboldt CSD/Humboldt EA
West Lyon CSD/West Lyon EA

Extended Contracts

Loess Hills AEA 13/EA

Grievance Procedures

Eddyville CSD/Eddyville EA
State of Iowa Regents, UNI/UNI United Faculty
LeMars CSD/LeMars EA
Norwalk CSD/Norwalk EA
Shellsburg CSD/Shellsburg EA
Western Hills AEA 12/Professional Staff

Health and Safety

Great River AEA 16/Special Education Association
Pleasant Hill/Teamsters 147
Western Hills AEA 12/Professional Staff

Holidays

Buena Vista County Care/UFCW 191
Crawford County/Highway Employees
Dallas County/Teamsters 147 (Roads)
Davenport Public Library/AFSCME
Estherville CSD/UFCW 79C
Evansdale Police Department/Teamsters 844
Grant Wood AEA/Classified Staff
Great River AEA 16/Special Education Association
HLV CSD/HLV EA
Lamoni CSD/Lamoni EA
Melcher-Dallas CSD/EA
Pleasant Hill/Teamsters 147
Southeastern Community College/Education Association
West Des Moines/Teamsters 147 (Police)
Woodbury County/Deputy Sheriff's Association

Hours

Bremer County/IBPAT Local 2003
Clinton/Firefighters
Davenport Public Library/AFSCME
Decatur County/IBPAT Local 2003
Eddyville CSD/Eddyville EA
Estherville CSD/UFCW 79C
Evansdale Police Department/Teamsters 844

Hours cont.

Floyd County Hospital/Retail Clerks 1086
Fort Dodge/OCAW 6-502
Galva-Holstein CSD/EA
Ida County/IBPAT (Roads)
Lamoni CSD/Lamoni EA
Loess Hills AEA 13/EA
Marion CSD/Marion EA
Melcher-Dallas CSD/EA
North Scott CSD/North Scott EA
Norwalk CSD/Norwalk EA
Sidney CSD/Sidney EA
West Des Moines/Teamsters 147 (Police)
West Lyon CSD/West Lyon EA

Insurances

- Dental Insurance

Clinton/Firefighters
Crawford County/Highway Employees
Davis County CSD/EA
Estherville/UFCW 79A
State of Iowa Regents-UNI/UNI Faculty
Loess Hills AEA 13/EA
Mason City CSD/Mason City EA
North Mahaska CSD/EA
Northern Trails AEA/EA
Ottumwa/Firefighters
Pleasant Hill/Teamsters 147
Sioux City CSD/EA
Western Hills AEA 12/Professional Staff

- Drug Insurance

Estherville/UFCW 79A

- Health, Major Medical Insurance

For purposes of this index, it is presumed that health insurance was at issue in all fact-finding cases.

- Life Insurance

Audubon County/Teamsters 147
Davis County CSD/EA
Estherville/UFCW 79A
Estherville CSD/UFCW 79C
Estherville CSD/EA
Grant Wood AEA/Classified Staff
Great River AEA 16/Special Education Association
Mason City CSD/EA
Melcher-Dallas CSD/EA
Ottumwa/Firefighters
Ottumwa/Teamsters 147 (Police)
Pleasant Hill/Teamsters 147
Sioux City CSD/EA
Wayne CSD/EA
Western Hills AEA 12/Professional Staff

- Long Term Disability Insurance
 - Algona CSD/Algona EA
 - Galva-Holstein CSD/EA
 - Melcher-Dallas CSD/EA
 - Norwalk CSD/Norwalk EA
 - Wayne CSD/Wayne EA
- Orthodontic Insurance
 - Great River AEA 16/Special Education Association
- Travel Accident Insurance
 - Grant Wood AEA/EA
- Vision Insurance
 - Estherville UFCW 79A
 - State of Iowa Regents-UNI/UNI Faculty
- Workers Compensation Insurance
 - Galva-Holstein CSD/EA

Job Bidding

Fort Dodge/OCAW 6-502

Job Classifications

Grant Wood AEA/EA
Grant Wood AEA/Classified Staff

Kelly Days

Clinton/Firefighters
Waterloo/Firefighters

Leaves of Absence

- Appointments (Doctor, Dental)
 - Eddyville CSD/Eddyville EA
 - Western Hills AEA 12/Professional Staff Association
- Association Leave
 - Davenport Public Library/AFSCME
 - Dubuque CSD/Educational Secretaries
 - Fort Dodge/OCAW 6-502
 - Great River AEA 16/Special Education Association
 - Western Hills AEA 12/Professional Staff Association
- Bereavement Leave
 - Algona CSD/Algona EA
 - Estherville CSD/UFCW 79C
 - Fort Dodge/OCAW 6-502
 - Great River AEA 16/Special Education Association
 - Humboldt CSD/Humboldt EA
 - Pleasant Hill/Teamsters 147
 - Western Hills AEA 12/Professional Staff Association

- Business Leave
HLV CSD/HLV EA
- Developmental Leave
Great River AEA 16/Special Education Association
- Educational Leave
Great River AEA 16/Special Education Association
Western Hills AEA 12/Professional Staff Association
- Emergency Leave
Eddyville CSD/Eddyville EA
Grant Wood AEA/Classified Staff
Norwalk CSD/Norwalk EA
- Extended Leave
Eddyville CSD/Eddyville EA
- Family Illness Leave
Algona CSD/Algona EA
Dubuque CSD/Dubuque EA
Estherville/UFCW 79A
Evansdale/Teamsters 844 (police)
Fort Dodge/OCAW 6-502
Grant Wood AEA/Classified Staff
Loess Hills AEA 13/Education Association
Shellsburg CSD/Shellsburg EA
Western Hills AEA 12/Professional Staff Association
- Jury or Legal Leave
Estherville CSD/UFCW 79C
Great River AEA 16/Special Education Association
- Military Leave
Great River AEA 16/Special Education Association
- Parental Leave
Estherville CSD/Estherville EA
Great River AEA 16/Special Education Association
- Personal Leave
Algona CSD/Algona EA
Belle Plaine CSD/Belle Plaine EA
Eddyville CSD/Eddyville EA
Estherville CSD/Estherville EA
Evansdale/Teamsters 844 (police)
Floyd County Hospital/Retail Clerks 1086
Grant Wood AEA/Classified Staff
Great River AEA 16/Special Education Association
HLV CSD/HLV EA
North Mahaska CSD/North Mahaska EA
Norwalk CSD/Norwalk EA
Sidney CCS/Sidney EA
Ventura CSD/Ventura EA

- Personal Leave cont.
 - West Delaware CSD/EA
 - West Lyon CSD/EA
 - Western Hills AEA 12/Professional Staff Association
 - Westwood CSD/Westwood EA

- Professional Leave
 - Grant Wood AEA/Education Association
 - Grant Wood AEA/Classified Staff
 - Great River AEA 16/Special Education Association
 - Loess Hills AEA 13/EDUCATION Association
 - Western Hills AEA 12/Professional Staff Association

- Public Office Leave
 - Great River AEA 16/Special Education Association

- Sick Leave
 - Belle Plaine CSD/EA
 - Bremer County/IBPAT 2003
 - Buena Vista County Care/UFCW 191
 - Cedar Rapids/Firefighters
 - Clinton/Firefighters
 - Crawford County/Highway Employees
 - Dallas County/Teamsters 147 (Roads)
 - Estherville CSD/UFCW 79C
 - Evansdale/Teamsters 844 (pollice)
 - Galva-Holstein CSD/EA
 - Grant Wood AEA/Classified Staff
 - Great River AEA 16/Special Education Association
 - Hancock County/Secondary Road Workers
 - North Scott CSD/EA
 - Norwalk CSD/EA
 - Pleasant Hill/Teamsters 147
 - Southeastern Community College/Education Association
 - Ventura CSD/EA
 - West Des Moines/Teamsters 147 (Police)
 - Western Hills AEA 12/Professional Staff Association
 - Westwood CSD/EA

- Unpaid Leave
 - Grant Wood AEA/Classified Staff

Longevity Pay

- Atlantic CSD/EA
- Bremer County/IBPAT 2003
- Buena Vista County Care/UFCW 191
- Council Bluffs/Police
- Evansdale/Teamsters 888 (police)
- Grant Wood AEA/Classified Staff
- Hancock County/Secondary Road Workers
- Woodbury County/Deputy Sheriff's Association

Lunch

Floyd County Hospital/Retail Clerks
Galva-Holstein CSD/EA
Melcher-Dallas CSD/EA
Norwalk CSD/EA

Maintenance of Standards

Davenport Public Library/AFSCME
Great River AEA 16/Special Education Association
Humboldt CSD/EA
Melcher-Dallas CSD/EA
Waterloo/Firefighters

Manning

Waterloo/Firefighters

Meal Allowance

Buena Vista County Care/UFCW 191
Waterloo/Firefighters

Mileage

AEA 7/Education Association
Grant Wood AEA/Education Association

Negotiator's Pay

Decatur County/IBPAT 2003
West Des Moines/Teamsters 147 (Police)

Overload

Melcher-Dallas CSD/EA

Overtime

Davenport Public Library/AFSCME
Decatur County/IBPAT 2003
Estherville/UFCW 79A
Evansdale/Teamsters 844 (police)
Ida County/IBPAT 2003
Melcher-Dallas CSD/EA
Ringgold County/IBPAT 2003
Waterloo/Firefighters

Part-Time Employees

Buena Vista County Care/UFCS 191
Estherville CSD/UFCW 79C
State of Iowa Regents-UNI/UNI Faculty
Western Hills AEA 12/Professional Staff Association

Physical Exams

Davis County CSD/EA
Dubuque CSD/EA
HLV CSD/HLV EA
Ventura CSD/EA
Western Hills AEA 12/Professional Staff Association

Printing Agreement
Eddyville CSD/EA
Melcher-Dallas CSD/EA

Probationary Period
Ringgold County/IBPAT 2003

Promotions
Estherville/UFCW 79A

Recall Rights
Davenport Public Library/AFSCME
Fort Dodge/OCAW 6-502
Ventura CSD/EA

Recognition Clause
Western Hills AEA 12/Professional Staff Association

Reopener
Cal CSD/CAI EA
Estherville CSD/EA
Humboldt CSD/EA
Loess Hills AEA 13/Education Association
Ventura CSD/EA

Salary Schedule Placement
Grant Wood AEA/Education Association
Grant Wood AEA/Classified Staff
Humboldt CSD/EA
Shellsburg CSD/EA
Western Hills AEA 12/Professional Staff Association

Seniority
Eddyville CSD/EA
Estherville CSD/UFCW 79C
Ventura CSD/EA
Woodbury County/Deputy Sheriff's Association

Separability Clause
Eddyville CSD/EA
Great River AEA 16/Special Education Association

Severance Pay
Evansdale/Teamsters 844 (police)
Southeastern Community College/EA

Shift Differential
Buena Vista County Care/UFCW 191
Evansdale/Teamsters 84(police)
Woodbury County/Deputy Sheriff's Association

Signature Clause
Eddyville CSD/EA
Great River AEA 16/Special Education Association

Staff Reduction

Alden CSD/EA
Belle Plaine CSD/EA
Eddyville CSD/EA
Estherville/UFCW 79A
Estherville CSD/EA
Grant Wood AEA/Classified Staff
LeMars CSD/EA
Sidney CSD/EA
Ventura CSD/EA
Waterloo CSD/EA
Western Hills AEA 12/Professional Staff Association
Woodbury County/Deputy Sheriff's Association

Substituting

Melcher-Dallas CSD/EA
Ringgold County/IBPAT 2003
Waterloo/Firefighters

Summer Employment

Algona CSD/EA
Dubuque CSD/EA
Western Hills AEA 12/Professional Staff Association

Supplemental Pay

Algona CSD/EA
AEA 7/Education Association
Council Bluffs/Police
Dallas County/Teamsters 147 (Roads)
Dubuque CSD/EA
Eddyville CSD/EA
Estherville CSD/EA
Harmony CSD/EA
LeMars CSD/EA
Melcher-Dallas CSD/EA
Norwalk CSD/EA
Panora-Linden CSD/EA
Shellsburg CSD/EA
Sibley CSD/EA
Sioux City CSD/EA
Ventura CSD/EA
Wayne CSD/EA
West Lyon CSD/EA
West Monona CSD/EA
Westwood CSD/EA
Woodbury County/Deputy Sheriff's Association

Transfers

Dubuque CSD/EA
Eddyville CSD/EA
Estherville/UFCW 79A
Galva-Holstein CSD/EA
Grant Wood AEA/Classified Staff
Melcher-Dallas CSD/EA
North Scott CSD/EA
Woodbury County/Deputy Sheriff's Association

Travel Expenses
Melcher-Dallas CSD/EA

Vacations

Bremer County/IBPAT 2003
Buena Vista County Care/UFCW 191
Crawford County/Highway Employees
Dallas County/Teamsters 147 (Roads)
Davenport Public Library/AFSCME
Decatur County/IBPAT 2003
Eddyville CSD/EA
Estherville CSD/UFCW 79C
Evansdale/Teamsters 844 (police)
Southeastern Community College/Education Association

Wages

For purposes of this index it is presumed that wages were at issue
in all fact-finding cases.

Work Year

Grant Wood AEA/Education Association
Great River AEA 16/Special Education Association
Loess Hills AEA 13/Education Association
Melcher-Dallas CSD/EA

Zipper Clause

Clinton/Firefighters
Great River AEA 16/Special Education Association

ARBITRATION

1982-1983

By Employer

Algona Community School District and
Algona Education Association

Harvey A. Nathan

Allamakee County and
Teamsters Local 238

John L. Ayers

Andrew Community School District and
Andrew Education Association

Donald C. Hoskins

City of Ankeny and
Teamsters Local 147 (police/dispatchers)

Richard Pegnetter

Area Education Agency 7 and
Area Education Agency 7 Education Assn.

David R. Ulrick

Burlington Municipal Waterworks and
Teamsters Local 218

William B. Griffiee

Cass County and IBPAT Local 2003 (secondary road workers)	Habbo G. Fokkena
City of Cedar Rapids and IAFF Local 11	Stanley Michelstetter
Central Clayton Community School District and Central Clayton Community Education Assn.	Ross A Engel
City of Council Bluffs and Association of Waterworks Employees	Walter Franke
Dallas County and Teamsters Local 147 (secondary roads)	Richard John Miller
Dallas County and Teamsters Local 147 (sheriff)	John L. Ayers
Davis County Community School District and Davis County Community Education Assn.	Richard Pegnetter
Delwood Community School District and Delwood Education Association	Thomas P. Gallagher
Denver Community School District and Denver Education Association	Harvey A. Nathan
Dubuque and Dubuque Policemen's Protective Assn.	Nancy D. Powers
Dubuque Community School District and Dubuque Education Association	Barbara Zausner Tener
Estherville Community School District and Esterville Education Association	Richard John Miller
Everly Community School District and Everly Education Association	Frank J. Madden
Glidden-Ralston Community School District and Glidden-Ralston Education Association	Marvin F. Hill
Grant Wood Area Education Agency and Grant Wood Area Education Association	Richard John Miller
Hancock County and Hancock County Secondary Road Workers	William B. Griffee
State of Iowa and UNI United Faculty (IHEA)	Neil M. Gundermann
Lyon County and IBPAT Local 2003 (courthouse employees)	Chandler F. Fizer
Lyon County and IBPAT Local 2003 (road maintenance)	Chandler F. Fizer

City of Marion and IAFF Local 1937	Richard John Miller
City of Marion and Marion Policemen's Protective Association	John J. Mikrut
Marshall County Sheriff's Department and Teamsters Local 828	Reynolds C. Seitz
Melcher-Dallas Community School District and Melcher-Dallas Education Association	Paul F. Gerhart
Mills County and AFSCME Local 3094	Hugh J. Perry
Ottumwa and Ottumwa Association of Firefighters	Thomas Gallagher
Ottumwa and Teamsters Local 147 (police)	James R. Cox
City of Pella and Teamsters Local 147	Harry Graham
Polk County and Teamsters Local 147	Gladys W. Gruenberg
Pottawattamie County and AFSCME Local 2364	Chandler F. Fizer
Pottawattamie County and Pottawattamie County Public Safety Assn.	Paul F. Gerhart
Ringgold County and IBPAT Local 2003	Hugh J. Perry
Shellsburg Community School District and Shellsburg Education Association	Clifford E. Smith
Sibley Community School District and Sibley Education Association	Peter Feuille
Taylor County and Local Organization of Taylor County Employees	Martin Wagner
Union County and Operating Engineers Local 234	John H. Connors
Urbandale Community School District and Urbandale Education Association	Frank J. Madden
Washington Community School District and Washington Education Association	John J. Flagler
Wayne Community School District and Wayne Community Education Association	John E. Drotning
West Lyon Community School District and West Lyon Education Association	Richard Pegnetter

City of Windsor Heights and
Windsor Heights Police Association

James A. Doyle

By Arbitrator

Ayers, John L.

Allamakee County/Teamsters Local 238
Dallas County/Teamsters Local 147 (sheriff)

Connors, John H.

Union County/Operating Engineers Local 234

Cox, James R.

Ottumwa/Teamsters Local 147 (police)

Doyle, James A.

Windsor Heights/Windsor Heights Police Association

Drotning, John E.

Wayne CSD/Wayne EA

Engel, Ross A.

Central Clayton CSD/Central Clayton EA

Feuille, Peter

Sibley CSD/Sibley EAucation Association

Fizer, Chandler F.

Lyon County/IBPAT Local 2003 (courthouse employees group)
Lyon County/IBPAT Local 2003 (road maintenance department)
Pottawattamie County/AFSCME Local 2364

Flagler, John J.

Washington CSD/Washington EA

Fokkena, Habbo G.

Cass County/IBPAT Local 2003 (secondary road workers)

Franke, Walter

Council Bluffs/Association of Water Works Employees

Gallagher, Thomas P.

Delwood CSD/Delwood EA
Ottumwa/Ottumwa Association of Professional Fire Fighters #395

Gerhart, Paul F.

Melcher-Dallas CSD/EA
Pottawattamie County/Public Safety Association

Graham, Harry

Pella/Teamsters Local 147

Griffee, William B.
Burlington Municipal Waterworks/Teamsters Local 218
Hancock County/Hancock County Secondary Road Workers

Gruenberg, Gladys W.
Polk County/Teamsters Local 147

Gundermann, Neil M.
University of Northern Iowa/UNI United Faculty

Hill, Marvin F.
Glidden-Ralston CSD/Glidden-Ralston EA

Hoskins, Donald C.
Andrew CSD/Andrew EA

Madden, Frank J.
Everly CSD/Everly EA
Urbandale CSD/Urbandale EA

Michelstetter, Stanley H.
Cedar Rapids/IAFF Local 11

Mikrut, John J.
Marion/Marion Policemen's Protective Association

Miller, Richard John
Dallas County/Teamsters Local 147 (secondary roads)
Estherville CSD/Estherville EA
Grant Wood AEA/Grant Wood Area EA
Marion/IAFF Local 1937

Nathan, Harvey A.
Algona CSD/Algona EA
Denver CSD/Denver EA

Pegnetter, Richard
Ankeny/Teamsters Local 147 (police/dispatcher unit)
Davis County CSD/Davis County EA
West Lyon CSD/West Lyon EA

Perry, Hugh J.
Mills County/AFSCME Local 3094
Ringgold County/IBPAT Local 2003

Powers, Nancy D.
Dubuque/Dubuque Policemen's Protective Association

Seitz, Reynolds C.
Marshall County/Teamsters Local 828

Smith, Clifford E.
Shellsburg CSD/Shellsburg EA

Tener, Barbara Zausner
Dubuque CSD/Dubuque EA

Ulrick, David R.
AEA 7/AEA 7 EA

Wagner, Martin
Taylor County/Taylor County Employees

By Subject Matter

Association Rights
Algona CSD/EA

Clothing Allowance
Marion IAFF

Dues Deductions
Ringgold Co/IBPAT

Duration of Agreement
Council Bluffs/Waterworks

Education Incentive
Marion/Police

Evaluation Procedures
West Lyon CSD/EA

Grievance Procedure
Shellsburg CSD/EA

Holidays
Council Bluffs/Waterworks
Marion IAFF
Marshall Co Sheriff/Teamsters
Polk Co/Teamsters

Hours
Ankeny/Teamsters (police)
West Lyon CSD/EA

Insurance

- Dental
Council Bluffs/Waterworks
Marion/IAFF
Wayne CSD/EA

- Long Term Disability
Algona CSD/EA

- Life
Algona CSD/EA
David County CSD/EA
Marion/IAFF
Washington CSD/EA

Job Classifications
Grant Wood AEA/EA
Union County/IUOE #234

Leaves of Absence

- Emergency
Estherville CSD/EA
- Family Illness
Algona CSD/EA
Shellsburg CSD/EA
- Parental Leave
Estherville CSD/EA
- Personal
West Lyon CSD/EA
- Professional
Grant Wood AEA/EA
- Sick
Dallas County/Roads
Estherville CSD/EA
Grant Wood AEA/EA
Marion/IAFF

Mileage
Melcher-Dallas CSD/EA

Overtime
Marshall Co Sheriff/Teamsters
Ringgold Co/IBPAT

Probationary Period
Ringgold Co/IBPAT

Staff Reduction
Estherville CSD/EA

Supplemental Pay
Melcher-Dallas CSD/EA
Sibley CSD/EA
Washington CSD/EA

Tax Sheltered Annuities
Urbandale CSD/EA

Ticket Taking (Extra Duty)
shellsbury CSD/EA

Transfers
Melcher-Dallas CSD/EA

Vacation
Taylor County/Org of Taylor Co Employees

Work Year
Grant Wood AEA/EA
Taylor County/Org of Taylor Co Employees

GRIEVANCE ARBITRATION

1983

By EmployerArbitrator

Ames Community School District Ames Education Association	Milton Talent
Burlington Community School District Burlington Education Association	Milton Talent
City of Cedar Rapids AFSCME, Council 61, Local 620	John Mikrut
City of Cedar Rapids Teamsters, Local 238	Thomas Gilroy
Cerro Gordo County Care Facility IBPAT, Local 2003	John Loihl
Charles City Community School District Robert Hume, Et Al	Peter L.J. Pashler
Charles City Community School District AFSCME, Local 1734	James O'Brien
City of Clinton AFSCME, Local 888	Neil Gundermann
Colo Community School District Colo Education Association	Peter Feuille
City of Council Bluffs Fraternal Order of Police	Paul Fitzsimmons
Creston Board of Education Creston Education Association	Neil Gundermann
City of Des Moines Des Moines Association of Firefighters	Thomas Gilroy
Des Moines Ind. Community School District AFSCME, Local 2048	Thomas Gilroy
Eastern Iowa Comm. College Eastern Iowa CC Higher Ed. Association	Harvey Nathan
Estherville Community School District Estherville Education Association	William Petrie
City of Evansdale Teamsters, Local 344	James McClimon

Fort Madison Community School District Teamsters, Local 218	Byron Yaffe
Fort Madison Community School District Teamsters, Local 218	Hugh Perry
Hudson Community School District Hudson Education Association	Christine VerPloeg
State of Iowa (DOT) AFSCME	John Gradwohl
State of Iowa (Dept. of Revenue) AFSCME	Milton Edelman
State of Iowa (Beer & Liquor Comm.) AFSCME	Alvin Zachrich
State of Iowa Arlyn Anderson, AFSCME Council 61	David Dilts
State of Iowa (Woodward State Hospital) AFSCME	George Berteau
City of Keokuk Teamsters, Local 218	Wayne Evenson
Lake View-Auburn Community School District Lake View-Auburn Education Association	Hugh Perry
Lewis Central Community School District Lewis Central Education Association	Thomas Gilroy
Melcher-Dallas Community School District Melcher-Dallas Education Association	Harvey Nathan
Radcliffe Community School District Radcliffe Education Association	George Berteau
Scott County Scott County Sheriff's Association	Allan Harrison
Scott County Teamsters, Local 238	Ronald Hoh
Senco Community School District Senco Education Association	Richard J. Miller
City of Sioux City AFSCME, Local 212	Hugh Perry
City of Sioux City Policemen's Association	Peter Maniscalco

Sioux City Community School District Sioux City Education Association	Clifford Smith
Sioux City Community School District Sioux City Education Association	Thomas Gallagher
Valley Community School District Valley Education Association	Nancy Powers
City of Waterloo Local 146, HRE & CIU, AFL-CIO	Walter Foley
City of Waterloo Carolyn Manatt, Teamsters Local 844	William Griffee
Wilton Community School District Wilton Education Association	Paul Fitzsimmons

GRIEVANCE ARBITRATION
1983

By Arbitrator

Berteau, George
State of Iowa (Woodward State Hospital)/AFSCME
Radcliffe CSD/Radcliffe EA

Dilts, David
State of Iowa/Arlyn Anderson, AFSCME Council 61

Edelman, Milton
State of Iowa (Dept. of Revenue)/AFSCME

Evenson, Wayne
City of Keokuk/Teamsters, Local 218

Feuille, Peter
Colo CSD/Colo EA

Fitzsimmons, Paul
Council Bluffs/Fraternal Order of Police.
Wilton CSD/EA

Foley, Walter
Waterloo, Local 146, HEW & CIU, AFL-CIO

Gallagher, Thomas
Sioux City CSD/Sioux City EA

Gilroy, Thomas
Cedar Rapids, Teamsters, Local 238
Des Moines/D.M. Association of Firefighters
Des Moines CSD/AFSCME, Local 2048
Lewis Central CSD/Lewis Central EA

Gradwohl, John
State of Iowa (DOT)/AFSCME

Griffee, William
Waterloo/Carolyn Manatt, Teamsters, Local 844

Gundermann, Neil
Clinton/AFSCME, Local 888
Creston Board of Education/Creston EA

Harrison, Allan
Scott County/Scott County Sheriff's Association

Hoh, Ronald
Scott County/Teamsters, Local 238

Loihl, John
Cerro Gordo County Care Facility/IBPAT, Local 2003

Maniscalco, Peter
Sioux City/Policemen's Association

McClimon, James
Evansdale/Teamsters, Local 844

Mikrut, John
Cedar Rapids/AFSCME, Council 61, Local 620

Miller, Richard J.
Semco CSD/Semco EA

Nathan, Harvey
Eastern Iowa CC/Eastern Iowa CC Higher Ed. Assn.
Melcher-Dallas CSD/Melcher-Dallas EA

O'Brien, James
Charles City CSD/AFSCME, Local 1734

Pashler, Peter L.J.
Charles City CSD/Robert Hume, Et Al

Perry, Hugh
Fort Madison CSD/Teamsters, Local 218
Lake View-Auburn CSD/Lake View-Auburn EA
Sioux City/AFSCME, Local 212

Petrie, William
Estherville CSD/Estherville EA

Powers, Nancy
Valley CSD/Valley EA

Smith, Clifford
Sioux City CSD/Sioux City EA

Talent, Milton
Ames CSD/Ames EA
Burlington CSD/Burlington EA

VerPloeg, Christine
Hudson CSD/Hudson EA

Yaffe, Byron
Fort Madison CSD/Teamsters, Local 218

Zachrich, Alvin
State of Iowa (Beer & Liquor Comm.)/AFSCME

ARBITRATION - SUBJECT MATTER

Arbitrability

Fort Madison CSD/Fort Madison EA
Council Bluffs/Fraternal Order of Police
Clinton/AFSCME, Local 888

Assignment

Radcliffe CSD/Radcliffe EA

Clothing Provision

Des Moines/D.M. Association of Firefighters

Compensatory Time Off

Scott County/Scott County Sheriffs Association

Discharge

Waterloo/Local 146, HRE & CIU
Iowa (Woodward State Hospital)/AFSCME
Keokuk/Teamsters, Local 218

Educational Credit

Hudson CSD/Hudson EA

Job Posting

Waterloo CSD/Teamsters, Local 844
Fort Madison CSD/Teamsters 218
Burlington CSD/Burlington EA

Layoff

Clinton/AFSCME, Local 888
Cerro Gordo County Care Facility/IBPAT, Local 2003
Senco CSD/Senco EA

Leaves of Absence

Personal
Lake View-Auburn CSD/Lake View-Auburn EA

Sick
Sioux City/AFSCME, Local 212

Vacation
Charles City CSD/Robert Hume, Et al

Overtime Pay
Waterloo/Teamsters, Local 844

Paid Meal Period
Waterloo/Teamsters, Local 844

Payroll Deductions
Colo CSD/Colo EA
Lewis Central CSD/Lewis Central EA

Promotions & Vacancies
Estherville CSD/Estherville EA

Reassignment
Ames CSD/Ames EA
Burlington CSD/Burlington EA

Recall
Creston CSD/Creston EA

Reprimand
Iowa/AFSCME

Salary Increases
Sioux City CSD/Sioux City EA

Seniority
Cedar Rapids/Teamsters, Local 238
Charles City/AFSCME, Local 1734
Des Moines Ind. CSD/AFSCME, Local 2048
Sioux City/Policemen's Association

Staff Reduction
Eastern Iowa CC/Eastern Iowa CC Higher EA

Supplemental Pay
Melcher-Dallas CSD/Melcher-Dallas EA
Wilton CSD/Wilton EA

Suspension
Evansdale/Teamsters, Local 844
Iowa (DOT)/AFSCME
Iowa (Dept. of Revenue)/AFSCME
Scott County/Teamsters, Local 238
Valley CSD/Valley EA

Timeliness

Cedar Rapids/Teamsters, Local 238
Colo CSD/Colo EA
Eastern Iowa CC/Eastern Iowa CC Higher EA
Melcher-Dallas CSD/Melcher-Dallas EA
Sioux City CSD/Sioux City EA

Transfer

Sioux City CSD/Sioux City EA

Work Schedules

Iowa (DOT)/AFSCME

Vacation & Holiday Pay

Council Bluffs/Fraternal Order of Police

FACT FINDING

1983-1984

By Employer

Fact-Finder

Area Education Agency 12 and Associate Professional Staff Assn.	Zel Rice
Ankeny Community School District and Ankeny Education Association	Edward Pribble
Audubon County Board of Supervisors and Teamsters, Local 147	Richard Pegnwttter
Carlisle Community School District and Carlisle Education Association	James Doyle
Carroll Community School District and Carroll Education Association	John Gradwohl
Cedar Falls Community School District and Cedar Falls Educational Office Personnel	Harvey Nathan
Cedar Rapids Community School District and Cedar Rapids Education Association	Francis Kapsch
Centerville Community School District and Centerville Education Association	Thomas Gallagher
Central Decatur Community School District and Central Decatur Education Association	Alvin Zachrich
Cherokee, City of and Cherokee Policemen's Assn.	Zel Rice
Clarence-Lowden Community School District and Clarence-Lowden Education Association	Zel Rice
Clay Central Community School District and Clay Central Education Association	Harvey Nathan
Council Bluffs, City of and Fraternal Order of Police	John Thornell
Davenport, City of and Davenport Assn. of Prof. Firefighters	Richard J. Miller
Davenport Library Board of Trustees AFSCME Council 61	Peter Pashler
Davenport, City of and Municipal Workers, Teamsters 238	Alvin Zachrich

Davenport, City of and Davenport Police Assn.	John Flagler
Davenport Community School District and Davenport Association of Aides	Marvin Hill
Davenport Community School District and Davenport Education Association	Richard J. Miller
Davis County Community School District and Davis County Education Association	Gordon Brewer
Davis County Community School District and Public, Professional & Maintenance #2003	Daniel Gallagher
Dubuque County and Dubuque County Deputy Sheriff's Assn.	Hugh Perry
Estherville Community School District and Estherville Education Associiaton	Stephen Hayford
Everly Community School District and Everly Education Association	Edward Pribble
Emmetsburg Community School District and Emmetsburg Education Association	Sharon Imes
Fort Dodge Community School District and Fort Dodge Education Association	Christine VerPloeg
Greene Community School District and Greene Education Association	Richard J. Miller
Grinnell-Newburg Community School District and Grinnell-Newburg Education Association	James Doyle
Guthrie Center Community School District and Guthrie Center Education Association	Hugh Perry
Hinton Community School District and Hinton Education Association	Barbara Z. Tener
Hudson Community School District and Hudson Education Association	John Gradwohl
Humboldt County and AFSCME, Local 1796	David Dilts
Kanawha Community School District and Kanawha Education Association	Peter Feuille
Keokuk County and Public, Professional & Maintenance #2003	Daniel Gallagher

Knoxville Community School District and Knoxville Education Association	Harvey Nathan
Lewis-Central Community School District and Lewis-Central Education Association	Nancy Powers
Lakeview-Aiburn Community School District and Lakeview-Auburn Education Association	Gordon Brewer
Maple Valley Community School District and Maple Valley Education Association	Stephen Hayford
Marshall County and Marshall County Secondary Road Crew	Alvin Zachrich
Mason City and Mason City Firefighters Local 633	Daniel Gallagher
Mason City and Mason City Education Association	Francis Kapsch
Monona County; Monona County/City of Onawa and CWA Local 7179 [Secondary Roads]; Local 7103 [Sheriffs] and Local 7103 [Dispatchers]	John Ayers
Moravia Community School District and Moravia Education Association	Harvey Nathan
North Tama County Community School District and North Tama County Education Association	Harvey Nathan
Norwalk Community School District and Norwalk Prof. Education Association	William Spellman
Pocahontas County and CWA [Secondary Roads]	Christine VerPloeg
Pleasantville Community School District and pleasantville Education Association	Alvin Zachrich
Pottawattamie County and Pottawattamie County Public Safety Assn.	Narvey Nathan
Rock Rapids, City [Utility] and International Brotherhood of Electrical Workers	Cliff Foster
Sac City Community Schoool District and Sac City Education Association	Stanley Michelstetter
Scott County and AFSCME Local 606	Sharon Imes
Scott County and Scott County Corrections & Communications Assn., Teamsters Local 238	James Cox

Sergeant Bluff-Luton Community School District and Sergeant Bluff-Luton Education Association	Nancy Powers
Sioux County and AFSCME Local 1774 [Maintenance, Secondary Roads]	Harry Graham
South Hamilton Community Schools and South Hamilton Education Association	John Flagler
Spirit Lake Community School District and Spirit Lake Education Association	Alvin Zachrich
Stuart-Menlo Community School District and Stuart-Menlo Education Association	Edward Pribble
Van Meter Community School District and Van Meter Education Association	Jeffrey Winton
Waukon, City of and Teamsters Local 238	Walter Foley
Waverly-Shell Rock Community School District and Waverly-Shell Rock Education Association	Richard J. Miller
West Des Moines, City of and Teamsters Local 147 [Police]	James Cox
West Des Moines Community School District and West Des Moines Educational Support Personnel	Marvin Hill
West Lyon Community School District and West Lyon Education Association	Curtis Behrens
West Monona Community School District and West Monona Education Association	Peter Feuille
Woden-Crystal Lake Community School District and Woden-Crystal Lake Education Association	Richard J. Miller

By Fact-Finder

Ayers, John
 Monona County; Monona County/City of Onawa and CWA Local 7179,
 CWA Local 7103, CWA Local 7103 [Sheriff]

Behrens, Curtis
 West Lyon CSD and West Lyon EA

Brewer, Gordon
 Davis County CSD and Davis County EA
 Lakeview-Auburn CSD and Lakeview-Auburn EA

Cox, James
Scott County and Scott County Corrections & Communications Assn.
Teamsters Local 238
City of West Des Moines and Teamsters Local 147 [Police]

Dilts, Davis
Humboldt County and AFSCME, Council 61, Local 1796

Doyle, James
Carlisle CSD and Carlisle EA
Grinnell-Newburg CSD and Grinnell-Newburg EA

Feuille, Peter
Kanawha CSD and Kanawha EA
West Monona CSD and West Monona EA

Flagler, John
City of Davenport and Davenport Police Assn.
South Hamilton CSD and South Hamilton EA

Foley, Walter J.
City of Waukon and Teamsters Local 238

Foster, Cliff
City of Rock Rapids [Utility] and IBEW Local 55

Gallagher, Daniel
Davis County CSD and Public, Professional & Maintenance Local 2003
Keokuk County and Public, Professional & Maintenance Local 2003
City of Mason City and Mason City Firefighters Local 633

Gallagher, Thomas
Centerville CSD and Centerville EA

Gradwohl, John
Carroll CSD and Carroll EA
Hudson CSD and Hudson EA

Graham, Harry
Sioux County and AFSCME Local 1774

Hayford, Stephen
Estherville CSD and Estherville EA
Maple Valley CSD and Maple Valley EA

Hill, Marvin
AEA 13 and Area Education Association #13
Davenport CSD and Davenport Assoc. of Aides
West Des Moines CSD and West Des Moines Educational Support Personnel

Ines, Sharon
Emmetsburg CSD and Emmetsburg EA
Scott County and AFSCME Local 606

Kapsch, Francis

Cedar Rapids CSD and Cedar Rapids EA
Mason City CSD and Mason City EA

Michelstetter, Stanley

Sac City CSD and Sac City EA

Miller, Richard J.

City of Davenport and Davenport Prof. Firefighters Local 17
Davenport CSD and Davenport EA
Greene CSD and Greene EA
Waverly-Shell Rock CSD and Waverly-Shell Rock EA
Woden-Crystal Lake CSD and Woden-Crystal Lake EA

Nathan, Harvey

Cedar Falls CSD and Cedar Falls Educ. Office Personnel
Clay Central CSD and Clay Central EA
Knoxville CSD and Knoxville EA
Moravia CSD and Moravia EA
North Tama County CSD and North Tama County EA
Pottawattamie County and Pottawattamie County Public Safety Assn.

Pashler, Peter

Davenport Library Board of Trustees and AFSCME Council 61

Pegnetter, Richard

Audubon County and Teamsters Local 147

Pribble, Edward

Ankeny CSD and Ankeny EA
Everly CSD and Everly EA
Stuart-Menlo CSD and Stuart-Menlo EA

Petty, Hugh

Dubuque County and Dubuque County Deputy Sheriff's Assn.
Guthrie Center CSD and Guthrie Center EA

Powers, Nancy

Lewis-Central CSD and Lewis-Central EA
Sergeant Bluff-Luton CSD and Sergeant Bluff-Luton EA

Rice, Zel

AEA 12 and Associate Prof. Staff Assn.
City of Cherokee and Cherokee Policemen's Assn.
Clarence-Lowden CSD and Clarence-Lowden EA

Spellman, William

Norwalk CSD and Norwalk Prof. EA

Tener, Barbara Z.

Hinton CSD and Hinton EA

Thornell, John
City of Council Bluffs and Fraternal Order of Police

Ver Ploeg, Christine
Fort Dodge CSD and Fort Dodge EA
Pocahontas County and CWA [Secondary Roads]

Winton, Jeffrey
Van Meter CSD and Van Meter EA

Zachrich, Alvin
City of Davenport and Municipal Workers, Teamsters Local 238
Central Decatur CSD and Central Decatur EA
Marshall County and Marshall County Secondary Road Crew
Pleasantville CSD and Pleasantville EA
Spirit Lake CSD and Spirit Lake EA

INTEREST ARBITRATION INDEX

1983-84

By Employer

Ankeny Community School District Ankeny Education Association	Edward D. Pribble
Audubon County Teamsters Local 147	Nancy D. Powers
Burlington AFSCME (Public Works & Library)	Richard Pagnetter
Burlington IAFF Local 301	Mel Kramer
Carroll Community School District Carroll Education Association	Jeffrey B. Winton
Cedar Rapids Community School District Cedar Rapids Education Association	Thomas P. Gallagher
Centerville Community School District Centerville Education Association	John M. Gradwohl
Cherokee Cherokee Policeman's Association	Nancy D. Powers
Council Bluffs Fraternal Order of Police Lodge #1	Harry Graham
Davenport IAFF Local 17	David A. Dilts
Davenport Iowa State Policemen's Association	Milton T. Edelman
Davenport Teamsters Local 238	John J. Mikrut
Davis County Community School District Davis County Education Association	Harry Graham
Davis County Community School District PPME Local 2003	Richard J. Miller
Dubuque Dubuque Professional Firefighters Association	Richard Pagnetter
Dubuque IUOE Local 758	Duane D. Anderson

Emmetsburg Community School District Emmetsburg Education Association	Alvin N. Zachrich
Fort Dodge OCAW Local 6-502	Nancy D. Powers
Guthrie Center Community School District Guthrie Center Education Association	Harvey A. Nathan
Humboldt County AFSCME Local 1796 (Roads)	Alvin N. Zachrich
Independence Teamsters Local 844	Richard J. Miller
State of Iowa Iowa United Professionals	John M. Gradwohl
Jesup Community School District Jesup Education Association	Richard J. Miller
Linn County Mental Health Center AFSCME Local 231	Anthony V. Sinicropi
Loess Hills AEA 13 AEA 13 Education Association	Hugh J. Perry
Maple Valley Community School District Maple Valley Education Association	Thomas P. Gallagher
Mason City Teamsters Local 828 (Police)	Stephen L. Hayford
Mason City IAFF Local 633	Hugh J. Perry
North Tama County Community School District North Tama County Education Association	Hugh J. Perry
Norwalk Community School District Norwalk Professional Education Association	Marvin F. Hill
Ottumwa Community School District Ottumwa Education Association	Peter Feuille
Pleasantville Community School District Pleasantville Education Association	Harry Graham
Scott County Teamsters Local 238	John R. Thornell
Sergeant Bluff-Luton Community School District Sergent Bluff-Luton Education Association	John J. Flagler

Sioux County AFSCME Local 1774	Richard Pegnetter
Union County IUOE Local 234	Thomas P. Gilroy
Van Meter Community School District Van Meter Education Association	Jeffrey B. Winton
Waterloo Community School District Waterloo Education Association	Nancy E. Powers
West Des Moines Teamsters Local 147 (Police)	Hugh J. Perry
West Des Moines Community School District West Des Moines Education Association	Neil N. Bernstein
West Lyon Community School District West Lyon Community Education Association	Habbo G. Fokkena

By Arbitrator

Anderson, Duane D.
Dubuque/IUOE Local 758

Bernstein, Neil N.
West Des Moines CSD/West Des Moines EA

Dilts, David
Davenport/IAFF Local 17

Edelman, Milton
Davenport/Iowa State Policemen's Association

Feuille, Peter
Ottumwa CSD/Ottumwa EA

Flagler, John
Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA

Fokkena, Habbo
West Lyon CSD/West Lyon EA

Gallagher, Thomas
Cedar Rapids CSD/Cedar Rapids EA
Maple Valley CSD/Maple Valley EA

Gilroy, Thomas
Union County/IUOE Local 234

Graham, Harry

Council Bluffs/Fraternal Order of Police Lodge #1
Davis County CSD/Davis County EA
Pleasantville CSD/Pleasantville EA

Gradwohl, John

Centerville CSD/Centerville EA
State of Iowa/Iowa United Professionals

Hayford, Steven

Mason City/Teamsters Local 828 (Police)

Hill, Marvin

Norwalk CSD/Norwalk Professional EA

Kramer, Mel

Burlington/IAFF Local 301

Mikrut, John

Davenport/Teamsters Local 238

Miller, Richard J.

Davis County CSD/PPME Local 2003
Dubuque/Dubuque Professional Firefighters Association
Independence/Teamsters Local 844
Jesup CSD/Jesup EA

Nathan, Harvey

Guthrie Center CSD/Guthrie Center EA

Pegnetter, Richard

Burlington/AFSCME (Public Works & Library)
Sioux County/AFSCME Local 1774

Perry, Hugh

Loess Hills AEA 13/AEA 13 EA
Mason City/IAFF Local 633
North Tama County CSD/North Tama County EA
West Des Moines/Teamsters Local 147 (Police)

Powers, Nancy

Audubon County/Teamsters Local 147
Cherokee/Cherokee Policeman's Association
Fort Dodge/OCAW Local 6-502
Waterloo CSD/Waterloo EA

Pribble, Edward

Ankeny CSD/Ankeny EA

Sinicropi, Anthony

Linn County Mental Health Center/AFSCME Local 231

Thornell, John

Scott County/Teamsters Local 238

Winton, Jeffrey
Carroll CSD/Carroll EA
Van Meter CSD/Van Meter EA

Zachrich, Alvin
Emmetsburg CSD/Emmetsburg EA
Humboldt County/AFSCME Local 1796 (Roads)

ARBITRATION - SUBJECT MATTER

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Ottumwa CSD/Ottumwa EA
Pleasantville CSD/Pleasantville EA
Waterloo CSD/Waterloo EA

Contracted Hours
Davis County/PPME Local 2003

Cost of Living
Davenport/IAFF Local 17

Early Departure
West Des Moines CSD/West Des Moines EA

EMT Training
Davenport/IAFF Local 17

Evaluation Files & Procedures
Iowa/Iowa United Professionals

Fringe Benefits (Part-time workers)
Linn County Mental Health/AFSCME Local 231

Grievance Procedure Language
Emmetsburg CSD/Emmetsburg EA
Loess Hills AEA 13/AEA 13 EA
West Lyon CSD/West Lyon EA

Holidays
Iowa/Iowa United Professionals

Hours
Iowa/Iowa United Professionals
Jesup CSD/Jesup EA

Insurance
Ankeny CSD/Ankeny EA
Burlington/AFSCME Local 301
Davenport/IAFF Local 17
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Jesup CSD/Jesup EA
Maple Valley CSD/Maple Valley EA
Mason City/Teamsters Local 828 (Police)
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North Tama CSD/North Tama EA
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Scott County/Teamsters Local 238
Union County/IUOE Local 234
West Des Moines/Teamsters 147 (Police)
West Des Moines CSD/West Des Moines EA
West Lyon CSD/West Lyon EA

Job Sharing

Iowa/Iowa United Professionals

Leaves

Davenport/IAFF Local 17
Iowa/Iowa United Professionals
Jesup CSD/Jesup EA
Loess Hills AEA 13/AEA 13 EA
Maple Valley CSD/Maple Valley EA
Sioux County/AFSCME Local 1774

Overtime

Independence/Teamsters Local 844

Paid Lunch

Van Meter CSD/Van Meter EA

Position Reallocation

Iowa/Iowa United Professionals

Reopener

Ottumwa CSD/Ottumwa EA

Shift Reduction

Iowa/Iowa United Professionals
Jesup CSD/Jesup EA
Loess Hills AEA 13/AEA 13 EA

Stand By Pay

Iowa/Iowa United Professionals

Supplemental Pay

Jesup CSD/Jesup EA
Loess Hills AEA 13/AEA 13 EA
Maple Valley CSD/Maple Valley EA
Ottumwa CSD/Ottumwa EA
West Des Moines//Teamsters 147 (Police)
West Lyon CSD/West Lyon EA

GRIEVANCE ARBITRATION INDEX

1984

By Employer

Arrowhead AEA #5 Arrowhead Employees Association	Bryon Yaffe
Ackley-Geneva Community School District Ackley-Geneva Education Association	Nancy Powers
Black Hawk County Teamsters, Local 833 (Secondary Roads)	Milton Talent
Burlington Community School District Burlington Education Association	Barbara Doering
Clarinda Community School District Clarinda Education Association	Milton Talent
Clayton County Robert Wiedner	Robert J. Miller
Denison Community School District Denison Education Association	Daniel Gallagher
Clarke Community School District Clarke Education Association	John Gradwohl
Clear Creek Community School District IBPAT, Local 2003	John E. Beamer
Charles City Community School District Charles City Educational Services	Richard J. Miller
City of Davenport Iowa State Policemen's Assn, Unit #2	Ronald Hoh
City of Des Moines Central Iowa Public Employees Council	John Drotning
Des Moines County AFSCME	Wayne Newkirk
Eagle Grove Community School District Eagle Grove Education Association	Habbo Fokkena
Fairfield Community School District Fairfield Education Association	William Petrie
State of Iowa (Mt. Pleasant Hospital) AFSCME	John Drotning

State of Iowa (U of I Hospital) AFSCME	William Petrie
State of Iowa (Mt. Pleasant Hospital) AFSCME	Habbo Fokkena
State of Iowa (Anamosa) AFSCME	Wilbur Bothwell
State of Iowa AFSCME	William VanDeest
State of Iowa (Anamosa) AFSCME	Wilbur Bothwell
State of Iowa (Rockwell City) AFSCME	Barbara Doering
State of Iowa (Ft. Madison) AFSCME	Habbo Fokkena
State of Iowa State Police Officers Council	John Mikrut
City of Keokuk I.A.F.F.	Susan Schreurs
New Hampton Community School District New Hampton Education Association	Robert J. Miller
North Scott Community School District IBPAT, Local 2003	Ross Engel
Northern Trails AEA Northern Trails AEA Education Association	Nancy Powers
Oskaloosa Community School District Oskaloosa Education Association	Clifford Smith
Polk County AFSCME, Local 1868	Ronald Hoh
Scott County Scott County Sheriff's Association	Richard J. Miller
Sioux Center Community School District Sioux Center Education Association	Harvey Nathan
Sioux Center Community School District Sioux Center Education Association	Harvey Nathan
Sioux City Community School District Sioux City Education Association	Jeffery Tener

Sioux City Community School District Sioux City Education Association	Shlomo Sperka
Southeast Warren Community School District Southeast Warren Education Association	Richard Pegnetter
City of Waterloo Waterloo Policemen's Protective Association	M. Sue Warner
City of West Des Moines Teamsters, Local 147	Nancy Powers
Woden-Crystal Lake Community School District Woden-Crystal Lake Education Association	Richard J. Miller

GRIEVANCE ARBITRATION

1984

By Arbitrator

Beamer, John
Clear Creek CSD/IBPAT, Local 2003

Bothwell, Wilbur
State of Iowa (Anamosa)/AFSCME
State of Iowa (Anamosa)/AFSCME

Doering, Barbara
Burlington CSD/Burlington EA
State of Iowa (Rockwell City)/AFSCME

Drotning, John
City of Des Moines/Central Iowa Employees Council
State of Iowa (Mt. Pleasant Hospital)/AFSCME

Engel, Ross
North Scott CSD/IBPAT, Local 2003

Fokkena, Habbo
Eagle Grove CSD/Eagle Grove EA
State of Iowa (Ft. Madison)/AFSCME
State of Iowa (Mt. Pleasant Hospital)/AFSCME

Gallagher, Daniel
Denison CSD/Denison EA

Gradwohl, John
Clarke CSD/Clarke EA

Hoh, Ronald
City of Davenport/Iowa State Policemen's Assn., Unit #2
Polk County/AFSCME, Local 1868

Mikrut, John
State of Iowa/State Police Officers Council

Miller, Robert J.
Clayton County/Robert Wiedner
Charles City CSD/Charles City Educational Services
New Hampton CSD/New Hampton EA
Scott County/Scout County Sheriff's Association
Woden-Crystal Lake CSD/Woden-Crystal Lake EA

Nathan, Harvey
Sioux Center CSD/Sioux Center EA
Sioux Center CSD/Sioux Center EA

Newkirk, Wayne
Des Moines County/AFSCME

Pegnetter, Richard
Southeast Warren CSD/Southeast Warren EA

Petrie, William
Fairfield CSD/Fairfield EA
State of Iowa (U of I Hospital)/AFSCME

Powers, Nancy
Ackley-Geneva CSD/Ackley-Geneva EA
Northern Trails AEA/Northern Trails AEA EA
City of West Des Moines/Teamsters, Local 147

Schreurs, Susan
City of Keokuk/I.A.F.F.

Smith, Clifford
Oskaloosa CSD/Oskaloosa EA

Sperka, Shlomo
Sioux City CSD/Sioux City EA

Talent, Milton
Black Hawk County/Teamsters, Local 833 (Roads)
Clarinda CSD/Clarinda EA

Tener, Jeffery
Sioux City CSD/Sioux City EA

VanDeest, William
State of Iowa/AFSCME

Warner, M. Sue
City of Waterloo/Waterloo Policemen's Protective Association

Yaffe, Bryon
Arrowhead AEA #5/Arrowhead Employees Association

ARBITRATION - SUBJECT MATTER

Arbitrability

Iowa/State Police Officers Council

Assignment

Eagle Grove CSD/Eagle Grove EA
North Scott CSD/IBPAT, Local 2003

Bumping

City of Des Moines/Central Iowa Public Employees Council

Discharge

Charles City CSD/Charles City Ed. Services
Iowa/AFSCME (U of I Hospital)
Iowa/AFSCME (Mt. Pleasant)
Iowa/AFSCME (Anamosa)
Iowa/AFSCME (Anamosa)
Iowa/AFSCME (Rockwell City)
Iowa AFSCME (Ft. Madison)
Polk County/AFSCME

Insurance

Iowa/AFSCME
Sioux Center CSD/Sioux Center EA
Sioux Center CSD/Sioux Center EA
Sioux City CSD/Sioux City EA

Leaves of Absence

- Paid Business
Ackley-Geneva CSD/Ackley-Geneva EA
- Personal
Clarinda CSD/Clarinda EA
Fairfield CSD/Fairfield EA
- Sick
Northern Trails AEA/Northern Trails AEA EA
New Hampton CSD/New Hampton EA
- Unusual Circumstance
Woden-Crystal Lake CSD/Woden-Crystal Lake EA
- Vacation
Keokuk/I.A.F.F.

Overtime Pay

Davenport/Iowa State Policemen's Association, Unit #2

Pay for unused Sick Leave

Des Moines County/AFSCME

Reassignment

Southeast Warren CSD/Southeast Warren EA
Waterloo/Waterloo Policemen's Protective Association

Recall

Clear Creek/IBPAT, Local 2003
Sioux City CSD/Sioux City EA

Reprimand

Iowa/State Police Officers Council
West Des Moines/Teamsters, Local 147

Salary Increases

Clayton County/Robert Wiedner

Staff Reduction/Realignment

Burlington CSD/Burlington EA
Denison CSD/Denison EA

Step Advancement/Nonadvancement

Arrowhead AEA 5/Arrowhead Employees Association
Clarke CSD/Clarke EA

Supplemental Pay

Oskaloosa CSD/Oskaloosa EA

Suspension

Black Hawk County/Teamsters, Local 844
Iowa/State Police Officers Council

Timeliness

Sioux City CSD/Sioux City EA

Transfer

Iowa/AFSCME (Mt. Pleasant)

FACT FINDING INDEX
1984-85

By Employer

Fact Finder

Ames Firefighters #625	Curtiss Behrens
Andrew Community School District Andrew Education Association	Francis Kapsch
Aplington Community School District Aplington Education Association	Marvin Hill
Arrowhead AEA 5 AEA 5 Employees Association	Harvey Nathan
Belle Plaine Community School District Belle Plaine Education Association	Thomas Gallagher
Bettendorf Community School District Bettendorf Education Association	Richard J. Miller
Boone IAFF #678	Marvin Hill
Boone Boone Police	Edward Pribble
Boone City Employee Bargaining Organization	Clifton Foster
Boyden-Hull Community School District Boyden-Hull Education Association	Peter Maniscalco
Brener County IBPAT Local 2003	Peter Feuille
Buena Vista County UFCW #191 (Care facility)	Anton Netusil
Burlington Municipal Water Works Teamsters #218	Walter Foley
Carroll Community School District Carroll Education Association	John Ayers
Cedar Falls Firefighters #1366	Harvey Nathan
Cedar Falls Teamsters #844 (Police)	Nancy Powers
Cedar Rapids IAFF #11	Duane Anderson

Central Decatur Community School District Central Decatur Education Association	Lionel Rowley
Charles City Community School District Educational Services Association	Sharon Imes
Clarence-Lowden Community School District Clarence Lowden Education Association	Stanley Michelstetter
Clarinda Community School District Clarinda Education Association	Thomas Gallagher
Clarke Community School District Clarke Education Association	Thomas Gilroy
Clay Central Community School District Clay Central Education Association	Hugh Perry
Coon Rapids Community School District Coon Rapids Education Association	Sharon Imes
Corning Community School District Corning Education Association	John Ayers
Cresco AFSCME #1068	Edward Suntrup
Decatur County IBPAT Local 2003	Richard J. Miller
Des Moines Des Moines Police	Peter Feuille
Dike Community School District Dike Education Association	Francis Kapsch
Durant Community School District Durant Education Association	Richard J. Miller
Emmetsburg Community School District Emmetsburg Education Association	Walter Foley
English Valley Community School District English Valley Education Association	Harry Graham
Estherville Estherville Police	Marvin Hill
Everly Community School District Everly Education Association	William Van Deest

Fort Dodge Community School District Fort Dodge Education Association	Alvin Zachrich
Fremont County IBPAT Local 2003	Chandler Fizer
Galva-Holstein Community School District Galva-Holstein Education Association	Harvey Nathan
Grand Community School District Grand Education Association	Paul Gerhart
Hamburg Community School District Hamburg Education Association	Melvin Kramer
Highland Community School District Highland Education Association	Harvey Nathan
Highland Community School District Highland Support Staff	Thomas Gallagher
Indianola Community School District Indianola Education Association	Thomas Gallagher
Iowa State Police Officers Council	Richard J. Miller
Iowa City Iowa City Police	Curtiss Behrens
Iowa City Community School District Iowa City Educational Support Staff	Richard J. Miller
Iowa State Board of Regents UNI United Faculty	Harry Graham
Jesup Community School District Jesup Education Association	Harry Graham
Johnston Community School District Johnston Education Association	Peter Feuille
Jones County IBPAT Local 2003	John Ayers
Keokuk County IBPAT Local 2003	Habbo Fokkena
Keota Community School District Keota Education Association	Alvin Zachrich
Lake View-Auburn Community School District Lake View-Auburn Education Association	James Doyle

Lawton-Bronson Community School District Lawton-Bronson Education Association	Richard J. Miller
Lewis Central Community School District Lewis Central Education Association	Harvey Nathan
Lisbon Community School District Lisbon Education Association	Curtiss Behrens
Loess Hills AEA 13 AEA 13 Education Association	Ross Engel
Madison County AFSCME #2919 (Roads)	Alvin Zachrich
Marion Policeman's Protective Association	John Thornell
Marshall County IBPAT Local 2003 (Roads)	Harvey Nathan
Martensdale-St. Marys Community School District Martensdale-St. Marys Education Association	Alvin Zachrich
Missouri Valley Community School District Missouri Valley Education Association	Richard Pegnetter
Mt. Ayr Community School District Mt. Ayr Education Association	Hugh Perry
New London Community School District New London Education Association	Harvey Nathan
New Market Community School District New Market Education Association	Thomas Gallagher
North Tama Community School District North Tama Education Association	Clifton Foster
Northwest Iowa Community College Area IV CC Education Association	Christine Ver Ploeg
Ogden Community School District Ogden Education Association	Stephen Hayford
Osage Community School District Osage Education Association	Stephen Hayford
Ottumwa Community School District Ottumwa Association Educational Secretaries	Edward Pribble
Page County IBPAT Local 2003	Nancy Powers

Pleasant Valley Community School District Pleasant Valley Education Association	Barbara Z. Tener
Riceville Community School District Riceville Education Association	Melvin Kramer
Ringgold County IBPAT Local 2003	Walter Foley
Rockwell-Swaledale Community School District Rockwell-Swaledale Education Association	Harry Graham
Sac County CWA	Alvin Zachrich
Scott County Scott County Sheriff's Association	John Thornell
Sentral Community School District Sentral Education Association	John Ayers
Sergeant Bluff-Luton Community School District Sergeant Bluff-Luton Education Association	Peter Feuille
Sheldon Community School District Sheldon Education Association	Walter Foley
Shenandoah Community School District Shenandoah Education Association	William Spellman
Sigourney Community School District Sigourney Education Association	Harvey Nathan
Southern Prairie AEA 15 AEA 15 Education Association	Thomas Gallagher
South Tama Community School District South Tama Education Association	Byron Yaffee
Stratford Community School District Stratford Education Association	Ross Engel
St. Ansgar Community School District St. Ansgar Education Association	Byron Yaffe
Treynor Community School District Treynor Education Association	Francis Kapsch
Wayne Community School District Wayne Education Association	Harvey Nathan
Western Hills AEA 12 AEA 12 Associate Professional Staff	Richard J. Miller

Western IA Tech Community College Western IA Tech CC Education Association	Richard J. Miller
West Liberty Community School District West Liberty Education Association	Harvey Nathan
West Monona Community School District West Monona Education Association	Richard J. Miller
Westwood Community School District Westwood Education Association	John Flagler
Wheatland Community School District Wheatland Education Association	Marvin Hill

By Fact Finder

Anderson, Duane
Cedar Rapids/IAFF #11

Ayers, John
Carroll CSD/Carroll EA
Corning CDS/Corning EA
Jones County/IBPAT Local 2003
Sentral CSD/Sentral EA

Behrens, Curtiss
Ames/Firefighters #625
Iowa City/Iowa City Police
Lisbon CSD/Lisbon EA

Doyle, James
Lake View-Auburn CSD/Lake View-Auburn EA

Engel, Ross
Loess Hills AEA 13/AEA 13 EA
Stratford CSD/Stratford EA

Feuille, Peter
Bremer County/IBPAT Local 2003
Des Moines/Des Moines Police
Johnston CSD/Johnston EA
Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA

Fizer, Chandler
Fremont County/IBPAT Local 2003

Flagler, John
Westwood CSD/Westwood EA

Fokkena, Habbo
Keokuk County/IBPAT Local 2003

Foley, Walter
Burlington Municipal WW/Teamsters #218
Emmetsburg CSD/Emmetsburg EA
Ringgold County/IBPAT Local 2003
Sheldon CSD/Sheldon EA

Foster, Clifton
Boone/City Employee Bargaining Organization
North Tama CSD/North Tama EA

Gallagher, Thomas
Belle Plaine CSD/Belle Plaine EA
Clarinda CSD/Clarinda EA
Highland CSD/Highland Support Staff
Highland CSD/Highland EA
New Market CSD/New Market EA
Southern Prairie AEA 15/AEA 15 EA

Gerhart, Paul
Grand CSD/Grand EA

Gilroy, Thomas
Clark CSD/Clark EA

Graham, Harry
English Valley CSD/English Valley EA
Iowa State Board of Regents/UNI United Faculty
Jesup CSD/Jesup EA
Rockwell-Swaledale CSD/Rockwell-Swaledale EA

Hayford, Stephen
Ogden CSD/Ogden EA
Osage CSD/Osage EA

Hill, Marvin
Aplington CSD/Aplington EA
Boone/IAFF #678
Estherville/Estherville Police
Wheatland CSD/Wheatland EA

Imes, Sharon
Charles City CSD/Charles City Ed. Services Assn.
Coon Rapids CSD/Coon Rapids EA

Kapsch, Francis
Andrew CSD/Andrew EA
Dike CSD/Dike EA
Treyner CSD/Treyner EA

Kramer, Melvin
Hamburg CSD/Hamburg EA
Riceville CSD/Riceville EA

Maniscalco, Peter
Boyden-Hull CSD/Boyden-Hull EA

Michelstetter, Stanley
Clarence-Lowden CSD/Clarence-Lowden EA

Miller, Richard J.
Bettendorf CSD/Bettendorf EA
Decatur County/IBPAT Local 2003
Durant CSD/Durant EA
Iowa/SPOC
Iowa City CSD/Iowa City Educ. Support Staff
Lawton-Bronson CSD/Lawton-Bronson EA
Western Hills AEA 12/AEA 12 Assoc. Prof. Staff
Western IA Tech CC/Western IA Tech CC EA
West Monona CSD/West Monona EA

Nathan, Harvey
Arrowhead AEA 5/AEA 5 Employees Assn.
Cedar Falls/Firefighters #1366
Galva-Holstein CSD/Galva-Holstein EA
Highland CSD/Highland EA
Lewis Central CSD/Lewis Central EA
Marshall County/IBPAT Local 2003 (Roads)
New London CSD/New London EA
Sigourney CSD/Sigourney EA
Wayne CSD/Wayne EA
West Liberty CSD/West Liberty EA

Netusil, Anton
Buena Vista County/UFCW #191 (Care Facility)

Pegnetter, Richard
Missouri Valley CSD/Missouri Valley EA

Perry, Hugh
Clay Central CSD/Clay Central EA
Mt. Ayr CSD/Mt. Ayr EA

Powers, Nancy
Cedar Falls/Teamsters #844(Police)
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Pribble, Edward
Boone/Boone Police
Ottumwa CSD/Ottumwa Assn. of Educ. Secretaries

Rowley, Lionel
Central Decatur CSD/Central Decatur EA

Spellman, William
Shenandoah CSD/Shenandoah EA

Suntrup, Edward
Cresco/AFSCME #1068

Tener, Barbara Z.
Pleasant Valley CSD/Pleasant Valley EA

Thornell, John
Marion/Policeman's Protective Association
Scott County/Scott Co Sheriff's Association

Van Deest, William
Everly CSD/Everly EA

Ver Ploeg, Christine
Northeast Iowa CC/Northeast Iowa CC EA

Yaffee, Byron
South Tama CSD/South Tama EA
St. Ansgar CSD/St. Ansgar EA

Zachrich, Alvin
Fort Dodge CSD/Fort Dodge EA
Keota CSD/Keota EA
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Martensdale-St. Marys CSD/Martensdale-St. Marys EA
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Lawton-Bronson CSD/Lawton Ed. Assn.
Lewis Central CSD/Lewis Central Ed. Assn.
Loess Hills AEA 13/AEA 13 Ed. Assn.
Madison County/AFSCME 2919
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Missouri Valley CSD/Missouri Valley Ed. Assn.
New London CSD/New London Ed. Assn.
North Tama CSD/North Tama Ed. Assn.
Ogden CSD/Ogden Ed. Assn.
Osage CSD/Osage Ed. Assn.
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West Liberty CSD/West Liberty Ed. Assn.
Western Hills AEA/AEA 12 Associate Prof. Staff
West Monona CSD/West Monona Ed. Assn.
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Boone/IAFF #678

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Lewis Central CSD/Lewis Central Ed. Assn.

Loess Hills AEA 13/AEA 13 Ed. Assn.

Madison County/AFSCME 2919

Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton Ed. Assn.

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Sac County/CWA

INTEREST ARBITRATION INDEX

1984-85

By Employer

AEA 5 Arrowhead AEA 5 Education Association	Richard Pagnetter
AEA 13 Loess Hills AEA 13 Education Association	John Ayers
Audubon County Teamsters Local 147	John Ayers
Boone IAFF Local 678	Peter Feuille
Boone Police Bargaining Unit	Charles Clark
Boone Public Works Employees Bargaining Organization	William VanDeest
Bremer County IBPAT Local 2003	Chandler Fizer
Cedar Falls Teamsters Local 844 (Police)	Paul Gerhart
Cedar Rapids IAFF Local 11	Hugh Perry
Clarke Community School District Clarke Community Education Association	Richard J. Miller
Clay Central Community School District Clay Central Education Association	Harry Graham
Clinton Clinton Police	Milton Talent
Cresco AFSCME Local 1068	Habbo Fokkena
Decatur County IBPAT Local 2003	James O'Brien
Dubuque City Assessors Office Teamsters Local 421	Hugh Perry
Durant Community School District Durant Education Association	Harry Graham
English Valleys Community School District English Valleys EA/ISEA	Richard J. Miller

Estherville Estherville Police	Paul Gerhart
Everly Community School District Everly EA/ISEA	Peter Feuille
Fort Dodge UFCW Local P.31 (Police)	Peter Maniscalco
Galva-Holstein Community School District Galva-Holstein Education Association	Alvin Zachrich
Guttenberg AFSCME Local 1127	Ira Epstein
Highland Community School District Highland Education Association	Peter Maniscalco
State of Iowa State Police Officers Council	Harvey Nathan
State of Iowa UNI-United Faculty Association	Thomas Gallagher
Keota Community School District Keota Education Association	Curtiss Behrens
Marshall County IBPAT Local 2003 (Roads)	Curtiss Behrens
Mid-Prairie Community School District Mid-Prairie Education Association	Harry Graham
Monroe County AFSCME Local 1396	Stanley Michelstetter
New London Community School District New London Education Association	Curtiss Behrens
Oelwein Teamsters Local 844	Hugh Perry
Ottumwa Community School District IBPAT Local 2003 (Secretaries)	Peter Feuille
Page County IBPAT Local 2003 (Roads)	Judith Perkins
Pocahontas CWA Local 7173	John Ayers
Polk City Teamsters Local 147	Ronald Hoh

Scott County Scott County Sheriffs Assn.	Edward Pribble
Starmont Community School District Starmont Educational Support Staff	Harvey Nathan
Stratford Community School District Stratford Education Association	Richard J. Miller
Tipton Community School District Tipton Education Association	Richard J. Miller
Van Meter Community School District Van Meter Education Association	Alvin Zachrich
Waterloo Community School District Waterloo Ed. Office Personnel	Harvey Nathan
Wheatland Community School District Wheatland Education Association	Alvin Zachrich

By Arbitrator

Ayers, John
AEA 13 Loess Hills/AEA 13 EA
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Behrens, Curtiss
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Boone/Police Bargaining Unit

Epstein, Ira
Guttenberg/AFSCME Local 1127

Feuille, Peter
Boone/IAFF Local 678
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Bremer County/IBPAT Local 2003

Fokkena, Habbo
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Gallagher, Thomas
State of Iowa/UNI United Faculty

Gerhart, Paul
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Graham, Harry
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Hoh, Ronald
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Maniscalco, Peter
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Monroe County/AFSCME Local 1396

Miller, Richard J.
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English Valleys CSD/English Valleys EA
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AEA 5 Arrowhead/AEA 5 EA

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Perkins, Judith
Page County/IBPAT Local 2003 (Roads)

Pribble, Edward
Scott County/Scott County Sheriffs Assn.

Talent, Milton
Clinton/Clinton Police

VanDeest, William
Boone/Public Works Emps Bargaining Org.

Zachrich, Alvin
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State of Iowa/SPOC
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Loess Hills AEA 13/AEA 13 EA
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Allamakee County Teamsters Local 238	Walter J. Foley
Ames Community School District Ames Education Association	Harvey A. Nathan
Black Hawk County PPME Local 2003	Richard Pegnetter
Cedar Rapids Community School District Cedar Rapids Assn. of Ed. Office Personnel	Harvey A. Nathan
Central City Community School District Central City Education Association	Harvey A. Nathan
Dallas Center-Grimes Community School District Dallas Center-Grimes Education Association	Richard J. Miller
Davenport I.A.F.F. Local 17	Francis E. Kapsch
Des Moines I.A.F.F. Local 4	Richard J. Miller
Des Moines D.M. Police Bargaining Unit	Peter J. Maniscalco
Dubuque Community School District Dubuque Education Association	Hugh J. Perry
Dubuque Community School District Dubuque Education Association	David A. Dilts
Dumont Community School District Dumont Education Association	Francis E. Kapsch
Everly Community School District Everly Education Association	Richard J. Miller
Ft. Dodge Community School District Ft. Dodge Maintenance Employees	Alvin N. Zachrich
Ft. Dodge Community School District Ft. Dodge Maintenance Employees	Richard Pegnetter
Indianola Community School District Indianola Education Association	Clifford E. Smith
Indianola Community School District Indianola Education Association	Sharon K. Imes

State of Iowa (DOT) AFSCME	Alvin N. Zachrich
State of Iowa (DOT) AFSCME	Harvey A. Nathan
State of Iowa (Prof Fiscal) AFSCME	Harvey A. Nathan
State of Iowa (Ft. Madison) AFSCME	Habbo G. Fokkena
State of Iowa (Gen Services) AFSCME	John M. Gradwohl
State of Iowa (Ft. Madison) AFSCME	Habbo G. Fokkena
State of Iowa (Univ Hospital) AFSCME	J.C. Fogelberg
State of Iowa (DOT) AFSCME	John M. Gradwohl
Jasper County Care Facility AFSCME Local 2840	Hugh J. Perry
Jesup Community School District Jesup Education Association	Richard J. Miller
LaPorte Community School District LaPorte Education Association	Richard J. Miller
Mason City AFSCME Local 1367	Francis E. Kapsch
Mt. Pleasant Community School District Mt. Pleasant Education Association	Robert J. Kubie
Norwalk Community School District Norwalk Education Association	Jeffrey B. Winton
Ottumwa Teamsters Local 147	John R. Thornell
Pottawattamie County Pottawattamie Co Public Safety Association	Hugh J. Perry
Pringhar Community School District Pringhar Education Association	Richard J. Miller
Scott County Scott Co Deputy Sheriff's Association	John R. Thornell

South Clay Community School District South Clay Education Association	Harvey A. Nathan
Tripoli Community School District Tripoli Education Association	John L. Ayers
Wapello Community School District Wapello Education Association	Steven F. McDowell
Waterloo Waterloo Police	Hugh J. Perry
West Des Moines Community School District West Des Moines Education Association	Marvin Hill
West Des Moines Community School District West Des Moines Education Association	Thomas P. Gilroy
Western Iowa Tech Community College Western Iowa Tech Education Association	Richard J. Miller

By Arbitrator

Ayers, John
Tripoli CSD/Tripoli EA

Dilts, David
Dubuque CSD/Dubuque EA

Fogelberg, J.C.
Iowa (Univ Hospital)/AFSCME

Fokkena, Habbo G.
Iowa (Ft. Madison)/AFSCME
Iowa (Ft. Madison)/AFSCME

Foley, Walter J.
Allamakee County/Teamsters Local 238

Gilroy, Thomas P.
West D.M. CSD/West D.M. EA

Gradwohl, John
Iowa (Gen Services)/AFSCME
Iowa (DOT)/AFSCME

Hill, Marvin
West D.M. CSD/West D.M. EA

Imes, Sharon K.
Indianola CSD/Indianola EA

Kapsch, Francis E.
Davenport/I.A.F.F. Local 17
Dumont CSD/Dumont EA
Mason City/AFSCME

Kubie, Robert J.
Mt. Pleasant CSD/Mt. Pleasant EA

Maniscalco, Peter J.
Des Moines/Police Bargaining Unit

McDowell, Steven
Wapello CSD/Wapello EA

Miller, Richard John
Dallas Center-Grimes CSD/Dallas Center-Grimes EA
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Western IA Tech CC/Western IA Tech EA

Nathan, Harvey A.
Ames CSD/Ames EA
Cedar Rapids CSD/Assn. of Ed. Office Personnel
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Iowa (DOT)/AFSCME
Iowa (Prof Fiscal)/AFSCME
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Pegnetter, Richard
Black Hawk County/PPME Local 2003
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Perry, Hugh J.
Dubuque CSD/Dubuque EA
Jasper County Care Facility/AFSCME
Pottawattamie Co/Safety Ass.
Waterloo/Police

Smith, Clufford E.
Indianola CSD/Indianola EA

Thornell, John R.
Ottumwa/Teamsters Local 147
Scott County/Deputy Sheriff's Assn.

Winton, Jeffrey B.
Norwalk CSD/Norwalk EA

Zachrich, Alvin N.
Ft. Dodge CSD/Maintenance Employees
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By Employer

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Adams County Adams County Road Workers/PPME Local 2003	Alvin Zachrich
Albia Community School District Albia Community Education Association	Harvey A. Nathan
Ames Community School District Ames Education Association	Paul Gerhart
Aplington Community School District Aplington Education Association	Harry Graham
Appanoose County PPME Local 2003	Hugh Perry
Audubon County PPME Local 2003	Richard J. Miller
Audubon County Teamsters Local 147 (Sheriff)	Chandler Fizer
Belle Plaine Community School District Belle Plaine Education Association	Francis Kapsch, Sr.
Benton County PPME Local 2003	Chandler Fizer
Benton County (Care facility) PPME Local 2003	David Johnson
Bettendorf Community School District Bettendorf EA/ISEA	Peter Feuille
Cass County (Sheriff's/Communications) Teamsters Local 147	Hugh Perry
Cedar Rapids AFSCME Local 620	Peter Feuille
Cedar Rapids Firefighters Local No. 11	John Thornell
Central City Community School District Central City Education Association	Stanley Michelstetter
Central Lee Community School District Central Lee Education Association	Neil Bernstein
Cerro Gordo County Teamsters Local 828	Edward Pribble

Chariton Community School District Chariton Education Association	Alvin Zachrich
Clarence-Lowden Community School District Clarence-Lowden Education Association	Marvin Hill
Clarinda Community School District Clarinda Education Association	Curtis Behrens
Clayton County Clayton County Secondary Road Employees	Clifton N. Foster
Clinton County PPME Local 2003	James O'Brien
Council Bluffs Firefighters Local 15	John Clifford
Council Bluffs Council Bluffs Police	Hugh J. Perry
Council Bluffs Waterworks Association of Waterworks Employees	James A. Doyle
Crawford County Crawford County Highway & Engineering Dept	James A. Doyle
Dallas County Teamsters Local 147	Chandler F. Fizer
Danville Community School District Danville Education Association	Peter Feuille
Davenport Firefighters Local 171	Nancy D. Powers
Davenport Police Local 2	John L. Ayers
Davenport Community School District Davenport Association of Aides	Harry Graham
Davenport Community School District Davenport Education Association	Alvin Zachrich
Des Moines Independent Community School District Des Moines Education Association	Stanley Michelstetter
Des Moines Independent Community School District Des Moines EA Dept of Associates	Harvey A. Nathan
Des Moines Independent Community School District Des Moines EA Dept of Secretaries	Francis Kapsch, Sr.
Dexfield Community School District Dexfield Education Association	Francis Kapsch, Sr.

Dike Community School District Dike Education Association	Christine D. Ver Ploeg
Dubuque County Dubuque County Assistant County Atty's Assn.	Walter J. Foley
Dubuque County Dubuque County Deputy Sheriff's Association	Edward L. Suntrup
Dumont Community School District Dumont Education Association	Richard J. Miller
Exira Community School District Exira Education Association	Richard J. Miller
Fort Dodge Community School District Fort Dodge Education Association	Christine D. Ver Ploeg
Glenwood Community School District Glenwood Education Association	Harvey A. Nathan
Great River Area Education Agency 16 S.E. Iowa Special Education Employees Assn.	Christine D. Ver Ploeg
Grundy Center Community School District Grundy Center Education Association	Harry Graham
Hancock County Hancock County Secondary Road Workers	Hugh J. Perry
Howard County AFSCME Local 1068	Wendell W. Wright
Iowa Central Community College Iowa Central Classified Employees Assn.	Stanley H. Michelstetter
Iowa County Teamsters Local 238 (Secondary Roads)	James A. Doyle
Iowa County Teamsters 238	Hugh J. Perry
Iowa Falls Teamsters Local 828	John R. Baker
Knoxville Community School District Knoxville Education Association	Byron Yaffe
Kossuth County Kossuth County Secondary Road Association	William E. Spellman
Lake Mills Community School District Lake Mills Education Association	Richard Pagnetter

Lewis Central Central Community School District PPME Local 2003	David A. Dilts
Lincoln Community School District Lincoln Education Association	Richard Pegnetter
Linn-Mar Community School District Linn-Mar Education Assocation	Richard J. Miller
Lisbon Teamsters Local 238	Anton J. Netusil
Lyon County PPME Local 2003 (Courthouse)	Steven McDowell
Lyon County PPME Local 2003 (Sec Roads)	Steven McDowell
Marion Independent School District Marion Education Association	Thomas P. Gallagher
Mason City AFSCME Local 1367	Alvin Zachrich
Mason City Firefighters Local 633	Alvin Zachrich
Mason City Teamsters Local 828 (Police)	Alvin Zachrich
Mason City Community School District Mason City Education Association	Richard J. Miller
Midland Community School District Midland Education Association	Richard J. Miller
Muscatine Community School District Muscatine Education Association	Richard Pegnetter
Northern Trails AEA Northern Trails Education Association	James R. Cox
North Tama Community School District North Tama Education Association	Christine D. Ver Ploeg
Norway Community School District Norway Education Association	John L. Ayers
Oskaloosa Community School District Oskaloosa Education Association	Harry Graham
Pleasant Valley Community School District Pleasant Valley Education Association	Peter J. Maniscalco
Pottawattamie County Public Safety Commission Communication Workers of America	Wendell W. Wright

Poweshiek County Poweshiek County Secondary Road Department	Hugh J. Perry
Radcliffe Community School District Radcliffe Education Association	Marvin Hill
Red Oak Teamsters Local 147 (Police)	Hugh J. Perry
Sergeant Bluff-Luton Community School District Sergeant Bluff-Luton Education Association	Harvey A. Nathan
Sigourney Community School District Sigourney Education Association	Nancy D. Powers
Sioux County AFSCME	Hugh J. Perry
Southeast Warren Community School District Southeast Warren Education Association	Peter Feuille
South Hamilton Community School District South Hamilton Education Association	Francis E. Kapsch, Sr.
Tipton Community School District Tipton Education Association	Marvin Hill
Union County IUOE Local 234 (Sec Rds)	Chandler F. Fizer
Union County Teamsters Local 147	William T. Stammerman
Waterloo Policeman's Protective Association	Sol M. Yarowsky
Waterloo Community School District Waterloo Education Association	Neil N. Bernstein
Waterloo Community School District Association of Educational Office Personnel	Edward J. Pribble
Waverly-Shell Rock Community School District Waverly-Shell Rock Education Association	Richard Pagnetter
Wayne County PPME Local 2003	Richard J. Miller
Western Dubuque County CSD Western Dubuque County Education Association	Nancy D. Powers
Western Hills AEA 12 Western Hills AEA 12 Professional Staff	Peter Feuille

Western Iowa Tech Community College
Western IA Tech CC Education Association

Ronald Hoh

West Lyon Community School District
West Lyon Education Association

Harvey Nathan

Wilton Community School District
Wilton Education Association

Joseph L. Bard

By Fact Finder

Ayers, John
Davenport/Police Local 2
Norway CSD/EA

Baker, John R.
Iowa Falls/Teamsters Local 828

Bard, Joseph L.
Wilton CSD/Wilton EA

Behrens, Curtiss
Clarinda CSD/Clarinda EA

Bernstein, Neil
Central Lee CSD/Central Lee EA
Waterloo CSD/Waterloo EA

Clifford, John
Council Bluffs/Firefighters Local 15

Cox, James R.
Northern Trails AEA/Northern Trails AEA EA

Dilts, David A.
Lewis Central CSD/PPME 2003

Doyle, James A.
Council Bluffs Waterworks/Waterworks Employees
Crawford County/Highway & Engineer Dept.
Iowa County/Teamsters 238 (Secondary Roads)

Feuille, Peter
Bettendorf CSD/Bettendorf EA/ISEA
Cedar Rapids/AFSCME Local 620
Danville CSD/Danville EA
Southeast Warren CSD/Southeast Warren EA
Western Hills AEA 12/Professional Staff

Fizer, Chandler
Audubon County/PPME Local 2003
Benton County/PPME Local 2003
Dallas County/Teamsters Local 147
Union County/IUOE Local 234 (Sec Rds)

Foley, Walter J.
Dubuque County/Assistant County Atty's Assn.

Foster, Clifton N.
Clayton County/Secondary Road Employees

Gallagher, Thomas P.
Marion CSD/Marion EA

Gerhart, Paul
Ames CSD/Ames EA

Graham, Harry
Aplington CSD/Aplington EA
Davenport CSD/Assn of Aides
Grundy Center CSD/Grundy Center EA
Oskaloosa CSD/Oskaloosa EA
West Lyon CSD/West Lyon EA

Hill, Marvin
Clarence Lowden CSD/Clarence Lowden EA
Radcliffe CSD/EA
Tipton CSD/Tipton EA

Hoh, Ronald
Western Iowa Tech Community College/EA

Johnson, David
Benton County (Care Facility)/PPME Local 2003

Kapsch, Francis Sr.
Belle Plaine CSD/Belle Plaine EA
Des Moines CSD/Des Moines EA (Secy's)
Dexfield CSD/Dexfield EA
South Hamilton CSD/South Hamilton EA

Maniscalco, Peter J.
Pleasant Valley CSD/Pleasant Valley EA

McDowell, Steven
Lyon County/PPME Local 2003 (Courthouse)
Lyon County/PPME Local 2003 (Sec Roads)

Michelstetter, Stanley
Central City CSD/Central City EA
Des Moines CSD/Des Moines EA
Iowa Central Community College/Classified Employees

Miller, Richard J.
Audubon County/PPME Local 2003
Dumont CSD/Dumont EA
Exira CSD/Exira EA
Linn-Mar CSD/Linn-Mar EA
Mason City CSD/Mason City EA
Midland CSD/Midland EA
Wayne County/PPME Local 2003

Nathan, Harvey
Albia CSD/Albia EA

Des Moines CSD/Des Moines EA Associates
Glenwood CSD/Glenwood EA
Sergeant Bluff-Luton CSD/EA

Netusil, Anton J.
Lisbon/Teamsters Local 238

O'Brien, James
Clinton County/PPME Local 2003

Pegnetter, Richard
Lincoln CSD/Lincoln EA
Muscatine CSD/Muscatine EA
Waverly-Shell Rock CSD/Waverly-Shell Rock EA

Perry, Hugh
Appanoose County/PPME Local 2003
Cass County/Teamsters (Sheriff/Communications)
Council Bluffs/Council Bluffs Police
Hancock County/Secondary Road Workers
Iowa County/Teamsters 238
Poweshiek County/Secondary Road Dept.
Red Oak/Teamsters (Police)
Sioux County/AFSCME Local 2844

Pribble, Edward
Cerro Gordo County/Teamsters Local 828
Lake Mills CSD/Lake Mills EA
Waterloo CSD/Ed. Office Personnel

Powers, Nancy
Davenport/Firefighters Local 171
Sigourney CSD/Sigourney EA
Western Dubuque County CSD/EA

Spellman, William E.
Kossuth County/Secondary Road Assn.

Suntrup, Edward L.
Dubuque County/Deputy Sheriff's Assn.

Stammerman, William T.
Union County/Teamsters Local 147

Thornell, John
Cedar Rapids/Firefighters Local 11

Ver Ploeg, Christine D.
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA
Great River AEA 16/S.E. IA Special Ed. Employees
North Tama CSD/North Tama EA

Wright, Wendell W.
Howard County/AFSCME Local 1068
Pottawattamie County Safety Comm/CWA

Yaffe, Byron
Knoxville CSD/Knoxville EA

Yarowsky, Sol M.
Waterloo/Policeman's Assn.

Zachrich, Alvin
Adams County/PPME Local 2003
Chariton CSD/Chariton EA
Davenport CSD/Davenport EA
Mason City/AFSCME Local 1367
Mason City/Firefighters Local 633
Mason City/Teamsters Local 828 (Police)

By Subject Matter

Association Rights
West Dubuque CSD/West Dubuque EA

Break Time
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA

Bulletin Board
Cedar Rapids/AFSCME Local 620

Career Increments
Glenwood CSD/Glenwood EA

Checkoff
Cedar Rapids/AFSCME Local 620

Clothing Allowance
Cedar Rapids/AFSCME Local 620
Iowa County/Teamsters 238

Comp Time
Clayton County/Secondary Rosds
Dubuque County/Assistant County Attorneys Association
Mason City/Firefighters Local 633

Comparable Worth
Davenport CSD/Association of Aides

Dues Deduction
Clarinda CSD/Clarinda EA
Midland CSD/Midland EA

Educational Advancement
Central Lee CSD/Central Lee EA
Des Moines Ind. CSD/Des Moines Ind. EA
Waterloo CSD/Ed. Office Personnel

Escalator Clause/De-Escalator Clause
Ames CSD/Ames EA

Central Lee CSD/Central Lee EA
Davenport CSD/Davenport EA
Des Moines Ind. CSD/EA-Dept of Secty's
Glenwood CSD/Glenwood EA
Fort Dodge CSD/Fort Dodge EA
Knoxville CSD/Knoxville EA
Linn-Mar CSD/Linn-Mar EA

Evaluation Procedures

Albia CSD/Albia EA
Bettendorf CSD/Bettendorf EA
Dike CSD/Dike EA
Waterloo CSD/Ed. Office Personnel

Experience Bonus

Ames CSD/Ames EA

Grievance Procedures

Appanoose County/PPME Local 2003
Cedar Rapids/AFSCME Local 620
Central City CSD/Central City EA
Dike CSD/Dike EA
Wayne County/PPME Local 2003

Health and Safety

Adams County Road Workers/PPME Local 2003

Higher Classification Pay

Mason City/Firefighters Local 633

Holidays

Ames CSD/Ames EA
Audubon County/Sheriff's Assn.
Cedar Rapids/AFSCME 610
Cedar Rapids/Firefighters Local 11
Cerro Gordo County/Teamsters Local 828
Dallas County/Teamsters Local 147
Davenport/Firefighters Local 171
Davenport CSD/Davenport EA
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA
Iowa Central CC/Classified Employees
Iowa County/Teamsters Local 238
Lisbon/Teamsters Local 238
Wayne County/PPME Local 2003

Hours

Belle Plaine CSD/Belle Plaine EA
Bettendorf CSD/Bettendorf EA
Cedar Rapids/AFSCME Local 620
Cerro Gordo County/Teamsters Local 828
Clayton County/Secondary Roads
Crawford County/Highway & Engineering Dept.
Davenport/Firefighters Local 171
Fort Dodge CSD/Fort Dodge EA
Glenwood CSD/Glenwood EA

Grundy Center CSD/Grundy Center EA
Iowa Central CC/Classified Employees
Iowa County/Teamsters 238
Muscatine CSD/Muscatine EA
Wayne County/PPME Local 2003
Western Hills AEA 12/Professional Staff

Inservice Training

Cedar Rapids/AFSCME Local 620

Insurances

- Accidental Death & Disability
Dubuque County/Assistant County Atty's Association
Oskaloosa CSD/Oskaloosa EA

- Dental Insurance
Appanoose County/PPME Local 2003
Audubon County/PPME Local 2003
Cedar Rapids/AFSCME Local 620
Council Bluffs/Police
Danville CSD/Danville EA
Davenport/Firefighters Local 171
Davenport/Police Lodge 2
Des Moines Ind. CSD/EA-Dept of Sectys
Dubuque County/Assistant County Attorneys Association
Marion CSD/Marion EA
Midland CSD/Midland EA
Southeast Warren CSD/Southeast Warren EA

- Eligibility
Radcliffe CSD/Radcliffe EA

- Employer Contribution
AEA 16/Special Ed. Employees
Clarinda CSD/Clarinda EA
Iowa Central CC/Classified Employees
Iowa County/Teamsters 238
Northern Trails AEA/Northern Trails EA
Sergeant Bluff-Luton CSD/EA
Waterloo CSD/Ed. Office Personnel

- Health, Major Medical Insurance
Adams County/PPME Local 2000
Ames CSD/Ames EA

- Health, Major Medical Insurance (cont)
Aplington CSD/Aplington EA
Appanoose County/PPME Local 2003
Audubon County/PPME Local 2003
Belle Plaine CSD/Belle Plaine EA
Cerro Gordo County/Teamsters 828
Council Bluffs/IAFF 15
Council Bluffs/Waterworks
Crawford County/Highway & Engineers
Dallas County/Teamsters 137

Danville CSD/Danville EA
Davenport CSD/Davenport EA
Dike CSD/Dike EA
Dubuque County/Assistant County Atty's Association
Glenwood CSD/Glenwood EA
Hancock County/Secondary Roads
Linn-Mar CSD/Linn-Mar EA
Marion CSD/Marion EA
Muscatine CSD/Muscatine EA
North Tama CSD/North Tama EA
Sioux County/AFSCME
Southeast Warren CSD/Southeast Warren EA
Tipton CSD/Tipton EA
Wayne County/PPME Local 2003
Western Hills AEA 12/Professional Staff

- Life

Adams County/PPME Local 2003
Audubon County/Sheriff's
Central Lee CSD/Central Lee EA
Danville CSD/Danville EA
Dike CSD/Dike EA
Muscatine CSD/Muscatine EA
Oskaloosa CSD/Oskaloosa EA

- Long Term Disability

Aplington CSD/Aplington EA
Danville CSD/Danville EA
Davenport CSD/Davenport EA

- Vision

Davenport/IAFF 171

Job Classifications

Ames CSD/Ames EA
Cedar Rapids/AFSCME 620
Lyon County/PPME Local 2003

Leaves of Absence

- Association Leave

Dexfield CSD/Dexfield EA
Dike CSD/Dike EA

- Bereavement

Appanoose County/PPME Local 2003
Bettendorf CSD/Bettendorf EA
Glenwood CSD/Glenwood EA
Iowa Central CC/Classified Employees
Midland CSD/Midland EA
Wayne County/PPME Local 2003

- Disability

Des Moines Ind. CSD/EA
Des Moines Ind. CSD/Dept of Associates
Des Moines Ind. CSD/Secretaries

- Emergency
 - Ames CSD/Ames EA
 - Bettendorf CSD/Bettendorf EA
 - Des Moines Ind. CSD/Dept of Associates
- Family Illness
 - Belle Plaine CSD/Belle Plaine EA
 - Bettendorf CSD/Bettendorf EA
 - Des Moines Ind. CSD/Dept of Associates
 - Des Moines Ind. CSD/Secretaries
 - Glenwood CSD/Glenwood EA
- Military Leave
 - Cedar Rapids/AFSCME 620
- Parental Leave
 - Ames CSD/Ames EA
 - Cedar Rapids/IAFF 11
- Personal
 - Ames CSD/Ames EA
 - Chariton CSD/Chariton EA
 - Davenport CSD/Davenport EA
 - Dubuque County Assistant County Atty's Association
 - Muscatine CSD/Muscatine EA
 - Pleasant Valley CSD/Pleasant Valley EA
 - Poweshiek County/Secondary Roads
- Professional
 - Bettendorf CSD/Bettendorf EA
- Sick
 - Appanoose County PPME 2003
 - Bettendorf CSD/Bettendorf EA
 - Cedar Rapids/AFSCME 620
 - Council Bluffs/IAFF 15
 - Council Bluffs/Waterworks
 - Dubuque County/Assistant County Atty's Association
 - Pleasant Valley CSD/Pleasant Valley EA
 - Wayne County/PPME Local 2003
 - Western Hills AEA 12/Professional Staff
- Temporary
 - Radcliffe CSD/Radcliffe EA
 - Western Hills AEA 12/Professional Staff
- Union
 - Cedar Rapids/AFSCME 620

Longevity Pay

- Adams County/PPME Local 2003
- Appanoose County/PPME Local 2003
- Audubon County/PPME Local 2003
- Benton County Care Facility/PPME Local 2003
- Central Lee CSD/Central Lee EA
- Chariton CSD/Chariton EA

Clinton County/PPME Local Local 2003
Council Bluffs/IAFF 15
Council Bluffs/Waterworks
Marion CSD/Marion EA
Mason City CSD/Mason City EA
Pleasant Valley CSD/Pleasant Valley EA
Pottawattamie County/CWA

Lunch

Ames CSD/Ames EA
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA
Glenwood CSD/Glenwood EA

Management Rights

Audubon County/PPME Local 2003

Maintenance of Standards

Cedar Rapids/AFSCME 620

Non-Discrimination

Cedar Rapids/AFSCME 620
Cedar Rapids/IAFF 11

No Strike Clause

Cedar Rapids/AFSCME 620

Overtime

Cedar Rapids/AFSCME 620
Cedar Rapids/IAFF 11
Dubuque County/Assistant County Attys Association

Part-time Employees

Ames CSD/Ames EA
Dubuque County/Assistant County Attys Association
Muscatine CSD/Muscatine EA

Payroll Deductions

West Dubuque CSD/West Dubuque EA

Physical Exams

Cedar Rapids/IAFF 11
Council Bluffs/IAFF 15
Glenwood CSD/Glenwood EA

Printing Agreement

Cedar Rapids/AFSCME 620
Central Lee CSD/Central Lee EA

Professional Development

Bettendorf CSD/Bettendorf EA
Dubuque County/Assistant County Attys Association

Recall Rights

Grundy Center CSD/Grundy Center EA
Muscatine CSD/Muscatine EA

Recognition Clause

Audubon County/PPME Local 2003
Cedar Rapids/AFSCME 620

Release Time

Appanoose County/PPME 2003

Salary Schedule Placement

Bettendorf CSD/Bettendorf EA
Des Moines CSD/Dept of Associates
Knoxville CSD/Knoxville EA
Linn-Mar CSD/Linn-Mar EA

Seniority

Appanoose County/PPME Local 2003
Bettendorf CSD/Bettendorf EA
Cedar Rapids/AFSCME 620
Clinton County/PPME Local 2003
Dallas County/Teamsters 147
Dike CSD/Dike EA
Pleasant Valley CSD/Pleasant Valley EA

Severance Pay

Davenport CSD/Association of Aides
Waterloo CSD/Ed. Office Personnel

Shift Differential

Council Bluffs/Police
Pottawattamie County/CWA

Staff Reduction

Aplington CSD/Aplington EA
Bettendorf CSD/Bettendorf EA
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA
Grundy Center CSD/Grundy Center EA
Iowa Central CC/Classified Employees
Lincoln CSD/Lincoln EA
Linn-Mar CSD/Linn-Mar EA
Pleasant Valley CSD/Pleasant Valley EA

Summer Employment

Ames CSD/Ames EA
Bettendorf CSD/Bettendorf EA

Supplemental Pay

Albia CSD/Albia EA
Ames CSD/Ames EA
Aplington CSD/Aplington EA
Belle Plaine CSD/Belle Plaine EA
Bettendorf CSD/Bettendorf EA
Cedar Rapids/AFSCME 620

Clarence Lowden CSD/Clarence Lowden EA
Des Moines CSD/Des Moines EA
Dike CSD/Dike EA
Fort Dodge CSD/Fort Dodge EA
Glenwood CSD/Glenwood EA
Linn-Mar CSD/Linn-Mar EA
North Tama CSD/North Tama EA
Norway CSD/Norway EA
Pleasant Valley CSD/Pleasant Valley EA
Pottawattamie County/CWA
Sergeant Bluff-Luton CSD/EA
Southeast Warren CSD/Southeast Warren EA
Tipton CSD/Tipton EA
Waterloo CSD/Ed. Office Personnel

Term of Agreement

Wayne County/PPME Local 2003

Transfers

Ames CSD/Ames EA
Aplington CSD/Aplington EA
Audubon County/Sheriff's
Bettendorf CSD/Bettendorf EA
Dike CSD/Dike EA
Iowa Central CC/Classified Employees
Muscatine CSD/Muscatine EA

Travel Expenses

Bettendorf CSD/Bettendorf EA

Vacation

Audubon County/PPME Local 2003
Audubon County/Sheriff's
Cerro Grodo County/Teamsters 828
Clinton County/PPME Local 2003
Council Bluffs/IAFF 15
Dallas County/Teamsters 147
Davenport/IAFF 171
Davenport CSD/Davenport EA
Dike CSD/Dike EA
Dubuque County/Assistant County Attys Association
Iowa Central CC/Classified Employees
Lisbon/Teamsters Local 238
Mason City/Police
Poweshiek County/Secondary Roads
Wayne County/PPME Local 2003

Wages: For purposes of this index it is presumed that wages were at issue in all fact-finding cases.

INTEREST ARBITRATION AWARDS

1985-86

By Employer

Arbitrator

Ames Community School District
Ames Education Association

Harvey A. Nathan
(Chairman)

Audubon County
PPME Local 2003

John R. Thornell

Bettendorf Community School District
Bettendorf Education Association

Peter J. Maniscalco

Boone Community School District
Boone Education association

Stanley H. Michelstetter

Buchanan County
AFSCME Local 1722

Wayne R. Evenson

Cedar Rapids
Cedar Rapids Assn. of Firefighters

Harvey A. Nathan

Clarence-Lowden Community School District
Clarence-Lowden Education Association

Curtiss K. Behrens

Clayton County
Clayton County Secondary Roads

Richard Pagnetter

Clinton County
PPME Local 2003

Edward D. Pribble

Council Bluffs
AFSCME Local 2844

Hugh J. Perry

Council Bluffs
Communication Workers of America

John L. Clifford

Council Bluffs
Police Lodge No. 1

Marvin Hill, Jr.

Crawford County
Highway and Engineering Dept.

Thomas P. Gilroy

Dallas County
Teamsters Local 147

John R. Thornell

Davenport Community School District
Davenport Education Association

Curtiss K. Behrens

Davenport
Iowa State Police Unit 2

John J. Flagler

Davenport IAFF 171	Marvin Hill
Davis County Community School District PPME Local 2003	David Dilts
Des Moines Independent Community School District Des Moines Education Association	Richard Peggnetter
Dubuque Community School District Dubuque Education Association	Peter J. Feuille
Fort Dodge Community School District Fort Dodge Education Association	Harvey A. Nathan
Fort Dodge UFCW Local P-31	David Dilts
Grant Wood Area Education Agency Grant Wood AEA Education Association	Peter J. Maniscalco (Chairman)
Grundy Center Community School District Grundy Center Education Association	Peter Feuille (Chairman)
Iowa County Teamsters Local 238 (Sheriff)	Harvey A. Nathan
State of Iowa Iowa United Professionals	Nancy D. Powers
Jones County PPME Local 2003	John R. Baker
Keokuk Teamsters Local 218	John R. Baker
Keokuk Local 568 IAAF	John J. Mikrut
Linn County PPME Local 2003	Harvey Nathan
Maquoketa Maquoketa Public Safety Association	Judith D. Perkins
Marion Independent School District Marion Education Association	Barbara Tener neutral panel member
Midland Community School District Midland Education Association	Edward D. Pribble
Northern Trails AEA Northern Trails Education Association	Harvey Nathan
Pleasant Hill Teamsters Local 147 (Public Works)	Chandler F. Fizer

Polk County Teamsters Local 147	James R. Cox
Pottawattamie County AFSCME Local 2364	Hugh J. Perry
Sergeant Bluff-Luton Community School District Sergeant Bluff-Luton Education Association	Richard Pegnetter
Sioux County AFSCME Local 1774	David A. Dilts
Tipton Community School District Tipton Education Association	Curtiss K. Behrens
Van Meter Community School District Van Meter Education Association	Hugh J. Perry (Chairperson)
Waterloo Waterloo Police Protective Association	Daniel G. Gallagher
Waverly-Shell Rock Community School District Waverly-Shell Rock Education Association	Richard J. Miller
Wayne County PPME Local 2003	Neil M. Gundermann

By Arbitrator

Alexander, Ellen J.
Carroll CSD/Carroll EA

Baker, John R.
Jones County/PPME Local 2003
Keokuk/Teamsters Local 218

Behrens, Curtiss
Clarence-Lowden CSD/Clarence-Lowden EA
Davenport CSD/Davenport EA (Chairman)
Tipton CSD/Tipton EA

Clifford, John L.
Council Bluffs/CWA

Cox, James R.
polk County/Teamsters Local 147

Dilts, David
Davis County CSD/PPME Local 2003
Fort Dodge/UFCW Local P-31
Sioux County/AFSCME Local 1774

Evenson, Wayne R.
Buchanan County/AFSCME Local 1722

Feuille, Peter
Dubuque CSD/Dubuque EA
Grundy Center CSD/Grundy Center EA

Fizer, Chandler
Pleasant Hill/Teamsters Local 147 (Public Works)

Flagler, John J.
Davenport/IA State Police Unit 2

Gallagher, Daniel G.
Waterloo/Waterloo Police

Gilroy, Thomas P.
Crawford County/Highway & Eng. Dept.

Gundermann, Neil M.
Wayne County/PPME Local 2003

Hill, Marvin
Council Bluffs/Police Lodge #1
Davenport/IAFF 171

Maniscalco, Peter
Grant Wood AEA/EA
Bettendorf CSD/EA

Michelstetter, Stanley H.
Boone CSD/Boone EA

Mikrut, John J.
Keokuk/Local 568 IAAF

Miller, Richard J.
Waverly-Shell Rock CSD/EA

Nathan, Harvey
Ames CSD/Ames EA
Cedar Rapids/Firefighters Local 11
Ft. Dodge CSD/Ft. Dodge EA
Iowa County/Teamsters Local 238 (Sheriff)
Linn County/PPME Local 2003
Northern Trails AEA/EA

Pegnetter, Richard
Clayton County/Sec. Roads
Des Moines Ind. CSD/EA
Sergeant Bluff-Luton CSD/EA

Perkins, Judith D.
Maquoketa/Public Safety Assn.

Perry, Hugh J.
Council Bluffs/AFSCME Local 2844
Pottawattamie County/AFSCME Local 2364
Van Meter CSD/Van Meter EA

Powers, Nancy D.
State of Iowa/IUP

Pribble, Edward D.
Clinton County/PPME Local 2003
Midland CSD/Midland EA

Thornell, John R.
Audubon County/PPME Local 2003
Dallas County/Teamsters Local 147

By Subject Matter

Break time
Ft. Dodge CSD/Ft. Dodge EA

Call-Out Pay
Keokuk/IAFF #568
Keokuk/Teamsters #218

Contract Language
Ft. Dodge CSD/EA (evaluation)
Grant Wood AEA/EA (sick leave)
Linn County/PPME #2003 (vacancy)

COLA
Davenport/IAFF #171

Grievance Procedures
Wayne County/PPME #2003

Holidays
Davenport/IAFF #171
Davenport CSD/Davenport EA
Ft. Dodge CSD/Ft. Dodge EA
Iowa County/Teamsters #238 (Sheriff)
Keokuk/IAFF #568
Wayne County/PPME #2003

Hours
Clayton County/Secondary Roads
Crawford County/Highway & Eng. Dept.
Davenport/IAFF #171
Keokuk/Teamsters #218
Northern Trails AEA/EA
Wayne County/PPME #2003

Insurances

- Dental
Davenport/IA State Police Unit 2

- Employer Contribution
Pottawattamie County/AFSCME 2364
Wayne County/PPME #2003

Hours (cont)

- Health, Major Medical
Clarence-Lowden CSD/EA
Council Bluffs/Police Lodge #1
Crawford County/Highway & Eng. Dept.
Davis County CSD/PPME #2003
Northern Trails AEA/EA
Sergeant Bluff-Luton CSD/EA
Sioux County/AFSCME #1774
Tipton CSD/Tipton EA
- Long Term Disability
Council Bluffs/CWA
Davenport CSD/Davenport EA

Leaves of Absences

- Bereavement
Midland CSD/Midland EA
Wayne County/PPME #2003
- Emergency
Bettendorf CSD/Bettendorf EA
- Family Illness
Des Moines Ind. CSD/DM EA
- Jury or Legal
Linn County/PPME #2003
- Parental
Northern Trails AEA/EA
- Personal
Davenport CSD/Davenport EA
Midland CSD/Midland EA
- Sick
Buchanan County/AFSCME #1722
Council Bluffs/CWA
Keokuk/IAFF #568
Wayne County/PPME #2003
- Unpaid
Keokuk/Teamsters #218

Longevity Pay

- Audubon County/PPME #2003
- Clinton County/PPME #2003
- Council Bluffs/CWA
- Waterloo CSD/Waterloo EA

Overtime

- Cedar Rapids/IAFF #11
- Clayton County/Secondary Roads
- Keokuk/IAFF #568
- Wayne County/PPME #2003

Pay Period

Keokuk/Teamsters #218

Seniority

Clinton County/PPME #2003
Pottawattamie County/AFSCME #2364

Shift Differential

Council Bluffs/Police Lodge #1
Maquoketa/Public Safety

Staff Reduction

Ames CSD/Ames EA
Ft. Dodge CSD/Ft. Dodge EA
Grundy Center CSD/Grundy Center EA

Stand By-Pay

Council Bluffs/AFSCME #2844

Supplemental Pay

Bettendorf CSD/Bettendorf EA
Midland CSD/Midland EA

Transfers

Bettendorf CSD/Bettendorf EA
Grant Wood AEA/Grant Wood EA

Vacations

Clinton County/PPME #2003
Davenport IAFF #171
Davenport CSD/Davenport EA
Ft. Dodge/UFCW P-31
Keokuk/IAFF #568
Keokuk/Teamsters #218

Wages

For purposes of this index it is presumed that wages were at issue
in all arbitration cases

Work Year

Grant Wood AEA/Grant Wood EA

GRIEVANCE ARBITRATION
1986

By Employer

Arbitrator

Albia Community School District Albia Community Education Association	Zel S. Rice
Ames Community School District Ames Education Association	Thomas P. Gallagher
Benton County Care Facility PPME Local 2003	Steven F. McDowell
Boyden-Hull Community School District Boyden-Hull Education Association	Harvey A. Nathan
Burlington Community School District Burlington Education Association	Harvey A. Nathan
Burlington Community School District Burlington Education Association	Stanley M. Block
Burlington Community School District Burlington Education Association	Ira S. Epstein
Burlington Community School District Burlington Education Association	Milton T. Edelman
Clayton County Clayton County Secondary Roads Emps	Habbo G. Fokkena
Clinton Community School District Clinton Education Association	Daniel G. Gallagher
Dayton Community School District Dayton Education Association	Wayne R. Evenson
Denver Community School District Denver Education Association	Sidney Mogul
Des Moines Central IA Public Emps Council	John M. Gradwohl
Dike Community School District Dike Education Association	Christine D. Ver Ploeg
Dubuque County Dubuque County Deputy Sheriffs	Wayne R. Evenson
Fairfield Community School District Fairfield Education Association	Eric W. Lawson
Fort Dodge Community School District Fort Dodge Education Association	William W. Petrie

Fort Dodge Community School District Fort Dodge Education Association	Robert J. Mueller
Fort Madison PPME Local 2003	Habbo G. Fokkena
Independence Community School District Independence Teachers' Association	Richard Pegnetter
State of Iowa (DOT) AFSCME	Sol M. Yarowsky
State of Iowa (Univ Hosp) AFSCME	Habbo G. Fokkena
State of Iowa IUP	John L. Ayers
State of Iowa IUP	Mel Kramer
State of Iowa IUP	Habbo G. Fokkena
Keokuk County PPME Local 2003	Francis E. Kapsch
Lewis Central Community School District Lewis Central Education Association	Thomas Gallagher
Linn County PPME Local 2003	Harvey Nathan
Linn County PPME Local 2003	Harvey Nathan
Muscatine County Teamsters Local 238	Hugh J. Perry
Muscatine County Teamsters Local 238	Hugh J. Perry
Oelwein Community School District Oelwein Education Association	Richard Pegnetter
Preston Community School District Preston Education Association	David A. Dilts
Sergeant Bluff-Luton Community School District Sergeant Bluff-Luton Ed. Assn.	J.C. Fogelberg
Sioux City Sioux City Policemen's Association	Robert J. Mueller

Southeastern Community College SE Community College Support Staff Assn.	Peter Feuille
Southern Prairie AEA Southern Prairie Education Association	Robert H. Kubie
Waterloo Waterloo Police	Sharon K. Imes
Southern Prairie AEA 15 Southern Prairie Education Association	Nancy D. Powers
Western Dubuque Community School District Western Dubuque Education Association	Frank J. Murphy

By Arbitrator

Ayers, John
Iowa/IUP

Block, Stanley M.
Burlington CSD/Burlington EA

Dilts, David
Preston CSD/Preston EA

Edelman, Milton
Burlington CSD/Burlington EA

Evenson, Wayne
Dayton CSD/Dayton EA
Dubuque County/Deputy Sheriffs

Epstein, Ira S.
Burlington CSD/Burlington EA

Feuille, Peter
Southeastern Community College/Support Staff

Fogelberg, J.C.
Sergeant Bluff-Luton CSD/EA

Fokkena, Habbo G.
Clayton Co/Secondary Road Emps
Fort Madison/PPME
Iowa/AFSCME
Iowa/IUP

Gallagher, Daniel
Clinton CSD/Clinton EA

Gallagher, Thomas
Ames CSD/Ames EA
Lewis Central CSD/Lewis Central EA

Gradwohl, John
Des Moines/Central IA Public Emps Council

Imes, Sharon K.
Waterloo/Waterloo Police

Kapsch, Francis E.
Keokuk County/PPME

Kramer, Mel
Iowa/IUP

Lawson, Eric W.
Fairfield CSD/Fairfield EA

McDowell, Steven
Benton County Care/PPME

Mogul, Sidney
Denver CSD/Denver EA

Mueller, Robert J.
Fort Dodge CSD/Fort Dodge EA
Sioux City/Police

Murphy, Frank J.
Western Dubuque CSD/Western Dubuque EA

Nathan, Harvey A.
Boyden-Hull CSD/Boyden-Hull EA
Burlington CSD/Burlington EA
Linn County/PPME Local 2003
Linn County/PPME Local 2003

Pegnetter, Richard
Independence CSD/Independence EA
Oelwein CSD/Oelwein EA

Perry, Hugh
Muscatine County/Teamsters Local 238
Muscatine County/Teamsters Local 238

Petrie, William
Fort Dodge CSD/Fort Dodge EA

Powers, Nancy
Southern Prairie AEA 15/Southern Prairie EA

Rice, Zel S.
Albia CSD/Albia EA

Ver Ploeg, Christine
Dike CSD/Dike EA

Yarowsky, Sol M.
Iowa/AFSCME (DOT)

ARBITRATION - SUBJECT MATTER

ARBITRABILITY

Albia CSD/Albia EA
Boyden-Hull CSD/Boyden-Hull EA
Southeastern Community College/Support Staff
Western Dubuque CSD/Western Dubuque EA

ASSIGNMENT

Ames CSD/Ames EA

EVALUATION

Albia CSD/Albia EA

FLEX TIME

Southern Prairie AEA/EA

INSURANCE

Burlington CSD/Burlington EA
Dike CSD/Dike EA

INCLEMENT WEATHER

Oelwein CSD/Oelwein EA

LAYOFF

Benton County Care/PPME Local 2003
Boyden-Hull CSD/Boyden-Hull EA
Denver CSD/Denver EA
Des Moines/CIPEC

MILEAGE REIMBURSEMENT

Iowa/IUP

OVERTIME

Ft. Dodge CSD/Ft. Dodge EA (GA 74)
Linn County/PPME Local 2003
Muscatine County/Teamsters 238
Sioux City/Police
Waterloo/Police (GA 78)

PERSONAL PHONE NUMBERS

Iowa/IUP

PERSONAL LEAVE

Fairfield CSD/Fairfield EA
Southern Prairie AEA 15/EA

REASSIGNMENT

Burlington CSD/Burlington EA (GA 105)

RECALL

Preston CSD/Preston EA

REPRIMAND

Iowa/AFSCME (Schlimmer)
Lewis Central CSD/Lewis Central EA

SALARY

Burlington CSD/Burlington EA (GA 15)
Iowa/IUP
West Des Moines CSD/W.D.M. EA

SENIORITY

Burlington CSD/Burlington EA (GA 83 & 84)
Dubuque County/Deputy Sheriff's

SEVERANCE PAY

Ft. Dodge CSD/Ft. Dodge EA (GA 75)

STAFF REDUCTION

Burlington CSD/Burlington EA (GA 83 & 84)
Dayton CSD/Dayton EA
Independence CSD/Independence EA

SUSPENSION

Ft. Madison/PPME Local 2003
Keokuk County/PPME Local 2003
Iowa/AFSCME (DOT)

TERMINATION

Clinton CSD/Clinton EA
Muscatine County/Teamsters Local 238

TIMELINESS

Burlington CSD/Burlington EA (GA 15)
Southern Prairie AEA/EA

TOOLS/EQUIPMENT

Clayton County/Secondary Roads

TRANSFER

Western Dubuque CSD/Western Dubuque EA

UNIFORM ALLOWANCE

Waterloo/Police (GA 120)

WORK SCHEDULES

Linn County/PPME Local 2003
Southeastern Community College/Support Staff

FACT FINDING INDEX

1986-87

By EmployerFact Finder

Albia Community School District Albia Education Association	Peter Feuille
Alden Community School District Alden Education Association	Duane D. Anderson
Allamakee County PPME Local 2003	Joseph L. Bard
Allamakee County Teamsters Local 238	Steven F. McDowell
Amana Community School District Amana Education Association	Edward D. Pribble
Ames PPME Local 2003	John R. Baker
Ames IBEW Local 55	Milton T. Edelman
Aplington Community School District Aplington Education Association	Peter Feuille
Area Education Agency 7 AEA 7 Education Association	Edward D. Pribble
Bettendorf Community School District Bettendorf Education Association	Edward D. Pribble
Black Hawk County Teamsters Local 844 (Dep. Sheriffs)	James A. O'Brien
Blakesburg Community School District Blakesburg Education Association	John M. Gradwohl
Cedar Rapids AFSCME Local 620	Walter Franke
Charles City Teamsters Local 828	John R. Thornell
Clayton County PPME Local 2003 (Sec. Roads)	Joseph L. Bard
Clinton Community School District Clinton Education Association	James R. Cox

College Community School District College Community Education Association	Francis E. Kapsch
Creston Community School District Creston Education Association	Thomas P. Gallagher
Davenport Community School District Davenport Association of Aides	Francis E. Kapsch
Des Moines Des Moines Police Bargaining Unit	John J. Mikrut, Jr
Dike Community School District Dike Education Association	Richard J. Miller
Dubuque Community School District Dubuque Education Association	Marvin Hill, Jr.
Dubuque County Dubuque County Asst Co Attorney's	Walter Franke
Dubuque County Dubuque County Deputy Sheriff's Association	Peter Feuille
Dysart-Geneseo Community School District Dysart-Geneseo Education Association	Harvey A. Nathan
Eagle Grove Community School District Eagle Grove Education Association	Francis E. Kapsch
East Union Community School District East Union Education Association	Thomas P. Gallagher
Eldora-New Providence School District Eldora-New Providence Education Association	Marvin Hill, Jr.
Fayette County AFSCME (Secondary Roads)	Sharon K. Imes
Great River AEA No. 16 SE Iowa Education Special Employees Association	Peter J. Maniscalco
Greene Community School District Greene Education Association	Thomas P. Gallagher
Greene County Greene County Secondary Road Employees	Anton J. Netusil
Griswold Community School District Griswold Education Association	Stanley H. Michelstetter
Guthrie Center Community School District Guthrie Center Education Association	Richard John Miller
Guttenberg Community School District Guttenberg Education Association	Stanley H. Michelstetter

Hampton Community School District Hampton Education Association	Alvin Zachrich
Hawkeye Institute of Technology Professional Educators Association	Ronald Hoh
Iowa Central Community College IA Central CC Classified Employee's	Barbara Zausner Tener
Iowa City Community School District Iowa City Educational Support Staff Assn.	Hugh J. Perry
Iowa Falls Community School District Iowa Falls Education Association	Edward D. Pribble
Iowa Western Community College Iowa Western Community College Education Association	Christine VerPloeg
Jefferson Community School District Jefferson Education Association	Harry Graham
Johnson County AFSCME Local 183 (SEATS)	Hugh J. Perry
Jones County PPME Local 2003	Christine Ver Ploeg
Keokuk IAFF Local 568	Milton T. Edelman
Lenox Community School District Lenox Education Association	Richard John Miller
Lincoln Community School District Lincoln Education Association	John R. Baker
Lisbon Community School District Lisbon Education Association	Francis E. Kapsch
M-F-L Community School District M-F-L Education Association	Richard John Miller
Maquoketa Community School District Maquoketa Education Association	Harvey A. Nathan
Maquoketa Valley Community School District Maquoketa Valley Education Association	Harvey A. Nathan
Marion IAFF Local 1937	Thomas P. Gilroy
Midland Community School District Midland Education Association	Harvey Nathan
Milford Community School District Milford Education Association	Francis E. Kapsch

Monona County Communication Workers of America	John R. Baker
Moravia Community School District Moravia Education Association	John M. Gradwohl
Nesco Community School District Nesco Education Association	Richard John Miller
New Hampton Community School District New Hampton Education Association	Edward D. Pribble
New Hartford Community School District New Hartford Education Association	Stanley H. Michelstetter
New Market Community School District New Market Education Association	Harvey A. Nathan
North Tama County Community School District North Tama County Education Association	John M. Gradwohl
Northwood-Kensett Community School District Northwood-Kensett Education Association	Ellen J. Alexander
Norway Community School District Norway Education Association	Harry Graham
Oelwein Community School District Oelwein Education Association	Harvey A. Nathan
Ogden Community School District Ogden Education Association	Marvin Hill, Jr.
Ottumwa Community School District Ottumwa Education Association	John M. Gradwohl
Ottumwa Teamsters Local 147	Sol M. Yarowsky
Palo Alto County PPME Local 2003	Steven F. McDowell
Plymouth County Plymouth County Secondary Road Workers	Richard Ulric Miller
Pocahontas County Communication Workers of America	William E. Spellman
Postville Community School District Postville Education Support Association	Francis E. Kapsch
Reinbeck Community School District Reinbeck Education Association	Richard John Miller

Scott County AFSCME Local 606	David A. Dilts
Sergeant Bluff-Luton Community School District Sergeant Bluff-Luton Education Association	Stanley H. Michelstetter
Shenandoah Community School District Shenandoah Education Association	Hugh J. Perry
Sigourney Community School District Sigourney Education Association	Thomas P. Gallagher
Southeast Polk Community School District AFSCME Local 2023	Chandler F. Fizer
Spirit Lake Community School District Spirit Lake Education Association	Thomas P. Gallagher
Sumner Community School District Sumner Education Association	Daniel G. Gallagher
Urbandale PPME Local 2003 (Police)	John J. Mikrut, Jr.
Van Buren Community School District Van Buren Education Association	Neil M. Gundermann
Vinton Teamsters Local 238 (Police)	John H. Connors
Waukee Community School District Waukee Education Association	Harvey A. Nathan
Waverly IBEW Local 55	Duane D. Anderson
Webster County Local P-31, UFCW	Peter Fueille
West Delaware Community School District West Delaware Educational Support Assn.	Richard John Miller
West Des Moines Community School District West Des Moines Ed. Support Personnel	Paul F. Gerhart
Winneshiek County Winneshiek County Deputy Sheriff's Bargaining Unit	Edward D. Pribble
Wright County Wright County Road Maintenance Union	Chandler F. Fizer

By Fact Finder

Alexander, Ellen J.
Northwood-Kensett CSD/EA

Anderson, Duane D.
Alden CSD/Alden EA
Waverly/IBEW Local 55

Baker, John R.
Ames/PPME Local 2003
Lincoln CSD/Lincoln EA
Monona County/CWA

Bard, Joseph L.
Allamakee Co/PME Local 2003
Clayton Co/PPME Local 2003 (Sec. Roads)

Connors, John H.
Vinton/Teamsters Local 238 (Police)

Cox, James R.
Clinton CSD/Clinton EA

Dilts, David A.
Scott County/AFSCME Local 606

Edelman, Milton T.
Ames/IBEW Local 55
Keokuk/I.A.F.F. Local 568

Feuille, Peter
Albia CSD/Albia EA
Aplington CSD/Aplington EA
Dubuque Co/Deputy Sheriff's Assn
Webster Co/UFCW

Fizer, Chandler F.
SE Polk CSD/AFSCME Local 2023
Wright County/Road Employees

Franke, Walter
Cedar Rapids/AFSCME 620
Dubuque Co/Asst Co Attorneys

Gallagher, Daniel G.
Sumner CSD/Sumner EA

Gallagher, Thomas P.
Creston CSD/Creston EA
East Union CSD/East Union EA
Greene CSD/Greene EA
Sigourney CSD/Sigourney EA
Spirit Lake CSD/Spirit Lake EA

Gerhart, Paul F.
W.D.M. CSD/Ed Support Personnel

Gilroy, Thomas
Marion/IAFF Local 1937

Gradwohl, John M.
Blakesburg CSD/Blakesburg EA
Blakesburg CSD/Blakesburg EA
Moravia CSD/Moravia EA
North Tama Co CSD/North Tama Co EA
Ottumwa CSD/Ottumwa EA

Graham, Harry
Jefferson CSD/Jefferson EA
Norway CSD/Norway EA

Gundermann, Neil
Van Buren CSD/Van Buren EA

Hill, Marvin
Dubuque CSD/Dubuque EA
Eldora-New Providence CSD/EA
Ogden CSD/Ogden EA

Hoh, Ronald
Hawkeye Institute of Tech/Prof Ed Assn

Imes, Sharon
Fayette County/AFSCME (Roads)

Kapsch, Francis E.
College CSD/College EA
Davenport CSD/Davenport Assn. of Aides
Eagle Grove CSD/EA
Lisbon CSD/Lisbon EA
Milford CSD/EA
Postville CSD/Support

McDowell, Steven F.
Allamakee County/Teamsters Local 238
Palo Alto County/PPME Local 2003

Maniscalco, Peter J.
Great River AEA No. 16/SE IA Ed Special Emps Assn

Michelstetter, Stanley H.
Griswold CSD/Griswold EA
Guttenberg CSD/Guttenberg EA
New Hartford CSD/New Hartford EA
Sergeant Bluff-Luton CSD/EA

Miller, Richard John
Dike CSD/Dike EA
Guthrie Center CSD/Guthrie Center EA
Lenox CSD/Lenox EA

Miller, Richard John (cont)
M-F-L CSD/M-F-L EA
Nesco CSD/Nesco EA
Reinbeck CSD/Reinbeck EA
West Delaware CSD/Ed Support Assn

Miller, Richard Ulric
Plymouth Co/Plymouth Co Sec Roads

Mikrut, John J.
Des Moines/Police
Urbandale/PPME 2003 (Police)

Nathan, Harvey A.
Dysart-Geneseo CSD/Dysart-Geneseo EA
Maquoketa CSD/Maquoketa EA
Maquoketa Valley CSD/Maquoketa Valley EA
Midland CSD/Midland EA
New Market CSD/New Market EA
Oelwein CSD/Oelwein EA
Waukee CSD/Waukee EA

Netusil, Anton J.
Greene County/Secondary Road Employees

O'Brien, James A.
Black Hawk County/Teamsters Local 844 (Dep. Sheriffs)

Perry, Hugh J.
Iowa City CSD/Iowa City Ed. Support Staff Assn.
Johnson County/AFSCME Local 183 (SEATS)
Shenandoah CSD/Shenandoah EA

Pribble, Edward D.
AEA 7/AEA 7 EA
Amana CSD/Amana EA
Bettendorf CSD/Bettendorf EA
Iowa Falls CSD/Iowa Falls EA
New Hampton CSD/New Hampton EA
Winneshiek Co/Dep. Sheriff's

Tener, Barbara Zausner
IA Central CC/Classified Staff

Thornell, John R.
Charles City/Teamsters Local 828

Ver Ploeg, Christine
IA Western CC/IA Western CC EA
Jones County/PPME Local 2003

Yarowsky, Sol M.
Ottumwa/Teamsters 147

Zachrich, Alvin
New Hampton CSD/New Hampton EA

By Subject Matter

Dues Deductions

Midland CSD/Midland EA

Duration of Agreement

Norway CSD/Norway EA

Winneshiek County/Deputy Sheriffs

Evaluation Procedures

Aplington CSD/Aplington EA

AEA 7/AEA 7 EA

Bettendorf CSD/Bettendorf EA

Clinton CSD/Clinton EA

Creston CSD/Creston EA

Dike CSD/Dike EA

Eldora-New Providence CSD/Eldora-New Providence EA

Great River AEA 16/AEA 16 Employees Assn.

Greene CSD/Greene EA

Hawkeye Institute of Tech/Hawkeye Inst. of Tech EA

Iowa City CSD/Support Staff

Iowa Falls CSD/Iowa Falls EA

Lenox CSD/Lenox EA

Maquoketa Valley CSD/Maquoketa Valley EA

M-F-L CSD/M-F-L EA

Midland CSD/Midland EA

New Hampton CSD/New Hampton EA

Northwood-Kensett CSD/Northwood-Kensett EA

Norway CSD/Norway EA

Postville CSD/Support Staff

Reinbeck CSD/Reinbeck EA

Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA

Shenandoah CSD/Shenandoah EA

Spirit Lake CSD/Spirit Lake EA

West Delaware CSD/West Delaware EA

Extra Duties

Maquoketa Valley CSD/Maquoketa Valley EA

Midland CSD/Midland EA

Grievance Procedures

Clinton CSD/Clinton EA

Maquoketa Valley CSD/Maquoketa Valley EA

New Hampton CSD/New Hampton EA

Northwood-Kensett CSD/Northwood-Kensett EA

Reinbeck CSD/Reinbeck EA

Health & Safety

West Delaware CSD/West Delaware EA

West Des Moines CSD/Support Staff

Holidays

Allamakee County/Teamsters 238

Clayton County/PPME 2003

Davenport CSD/Aides

Jones County/PPME 2003

Holidays (cont)

Marion/Fire Fighters
Monona County/CWA
Postville CSD/Support Staff
West Delaware CSD/West Delaware EA

Holiday Pay

Fayette County/AFSCME

Hours

Albia CSD/Albia EA
Ames/PPME 2003
Blakesburg CSD/Blakesburg EA
Clayton County/PPME 2003
Davenport CSD/Aides
Dike CSD/Dike EA
Dubuque County/Sheriffs
Iowa Central CC/Classified Employees
Iowa Falls CSD/Iowa Falls EA
Jones County/PPME 2003
Pocahontas County/CWA
Plymouth County/Secondary Roads
Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA
West Delaware CSD/West Delaware EA

Insurance

Alden CSD/Alden EA
Allamakee County/PPME 2003
Allamakee County/Teamsters 238
Amana CSD/Amana EA
Ames/PPME 2003
Aplington CSD/Aplington EA
AEA 7/AEA 7 EA
Clayton County/PPME 2003
Clinton CSD/Clinton EA
Creston CSD/Creston EA
College CSD/College EA
Davenport CSD/Aides
Dike CSD/Dike EA
Dysart-Geneseo CSD/Dysart-Geneseo EA
Eagle Grove CSD/Eagle Grove EA
Great River AEA 16/AEA 16 Employees Assn.
Greene County/Secondary Roads
Guttenberg CSD/Guttenberg EA
IA Central CC/Classified Employees
Iowa City CSD/Support Staff
Iowa Falls CSD/Iowa Falls EA
Iowa Western CC/Iowa Western EA
Lenox CSD/Lenox EA
Lincoln CSD/Lincoln EA
Lisbon CSD/Lisbon EA
Maquoketa Valley CSD/Maquoketa EA
M-F-L CSD/M-F-L EA
Marion/Fire Fighters
Milford CSD/Milford EA
Monona County/CWA
Nesco CSD/Nesco EA

Insurance (cont)

New Hartford CSD/New Hartford EA
Northwood-Kensett CSD/Northwood-Kensett EA
Oelwein CSD/Oelwein EA
Ottumwa CSD/Ottumwa EA
Pocahontas County/CWA
Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA
Sigourney CSD/Sigourney EA
Spirit Lake CSD/Spirit Lake EA
Sumner CSD/Sumner EA
Urbandale/PPME 2003
Van Buren CSD/Van Buren EA
West Delaware CSD/West Delaware EA
Winneshiek County/Deputy Sheriffs
Wright County/Secondary Roads

Leaves of Absence

- Association Leave

Dike CSD/Dike EA
Hawkeye Institute of Tech/EA

- Bereavement

Albia CSD/Albia EA
Bettendorf CSD/Bettendorf EA
Dike CSD/Dike EA
Hawkeye Institute of Tech/EA
Maquoketa Valley CSD/Maquoketa Valley EA
Postville CSD/Support Staff
Plymouth County/Secondary Roads

- Emergency

Bettendorf CSD/Bettendorf EA
Blakesburg CSD/Blakesburg EA
Creston CSD/Creston EA
Norway CSD/Norway EA

- Family Illness

Van Buren CSD/Van Buren EA

- Personal

Bettendorf CSD/Bettendorf EA
Chariton CSD/Chariton EA
Clinton CSD/Clinton EA
Midland CSD/Midland EA
Postville CSD/Support Staff
Spirit Lake CSD/Spirit Lake EA
Winneshiek County/Deputy Sheriff

- Predictable Illness/Surgical

Norway CSD/Norway EA

- Sick

Albia Csd/Albia Ea
Fayette County/AFSCME
Marion/Fire Fighters
Pocahontas County/CWA
Plymouth County/Secondary Roads
SE Polk CSD/AFSCME

Longevity Pay

Ames/PPME 2003
Amana CSD/Amana EA
Chariton CSD/Chariton EA
Iowa Falls CSD/Iowa Falls EA
Monona County/CWA
Plymouth County/Secondary Roads
Urbandale/PPME 2003
Waukee CSD/Waukee EA
West Des Moines CSD/Support Staff

Overtime

Monona County/CWA
Plymouth County/Secondary Roads

Part-time Employees

New Hampton CSD/New Hampton EA

Paid Lunch

Black Hawk County/Teamsters 844

Preparation Time

Amana CSD/Amana EA

Promotions

IA Western CC/IA Western EA

Recognition Clause

West Delaware CSD/West Delaware EA

Salary Payment Schedule

Clinton CSD/Clinton EA

Seniority

Allamakee County/Teamsters 238
Clayton County/PPME 2003
Dike CSD/Dike EA
New Hampton CSD/New Hampton EA
West Des Moines CSD/Support Staff

Shift Differential

Ames/PPME 2003
Jones County/PPME 2003

Staff Reduction

Aplington CSD/Aplington EA
Dike CSD/Dike EA
Dysart-Geneseo CSD/Dysart-Geneseo EA
Greene CSD/Greene EA
Lenox CSD/Lenox EA
Maquoketa Valley CSD/Maquoketa Valley EA

Staff Reduction (cont)

New Hampton CSD/New Hampton EA
Northwood-Kensett CSD/Northwood-Kensett EA
Shenandoah CSD/Shenandoah EA
Spirit Lake CSD/Spirit Lake EA
West Delaware CSD/West Delaware EA

Supplemental Pay

Amana CSD/Amana EA
Aplington CSD/Aplington EA
Bettendorf CSD/Bettendorf EA
Blakesburg CSD/Blakesburg EA
Creston CSD/Creston EA
Iowa Falls CSD/Iowa Falls EA
Lenox CSD/Lenox EA
Milford CSD/Milford EA
M-F-L CSD/M-F-L EA
Nesco CSD/Nesco EA
New Market CSD/New Market EA
Ottumwa CSD/Ottumwa EA
SE Polk CSD/AFSCME
Van Buren CSD/Van Buren EA
West Des Moines CSD/Support Staff

Transfers

Allamakee County/PPME 2003
Allamakee County/Teamsters 238
Bettendorf CSD/Bettendorf EA
Blakesburg CSD/Blakesbure EA
Dike CSD/Dike EA
Sergeant Bluff-Luton CSD/Sergeant Bluff-Luton EA
West Delaware CSD/West Delaware EA

Uniform Allowance

Winneshiek County/Deputy Sheriffs

Vacations

Allamakee County/Teamsters 238
Clayton County/PPME 2003
Plymouth County/Secondary Roads
Winneshiek County/Deputy Sheriffs

Wages

For purposes of this index it is presumed that wages were at issue in all fact-finding cases

Work Year

Clinton CSD/Clinton EA

INTEREST ARBITRATION

1986-87

By Employer

Arbitrator

Allamakee County
PPME Local 2003

Marvin Hill, Jr.

Altoona
Teamsters Local 147 (Police)

Hugh J. Perry

Amana Community School District
Amana Education Association

Ronald Hoh

Bettendorf Community School District
Bettendorf Education Association

Nancy D. Powers

Black Hawk County
Teamsters Local 844

James R. Cox

Cedar Rapids
Teamsters Local 238 (Police)

Hugh J. Perry

Cedar Rapids
AFSCME 620

Walter Franke

Cherokee County
Cherokee County Secondary Roads

Daniel Gallagher

Clayton County
PPME Local 2003

Edward D. Pribble

Clinton County Communications Commission
Clinton County Communications Officers

Alvin Zachrich

Davenport Community School District
Davenport Association of Aides

Richard John Miller

Dubuque
IAFF Local 353

Daniel Gallagher

Dubuque Community School District
Dubuque Education Association

Stanley Michelstetter
(chairman)

Eastern Iowa Community College
Eastern Iowa CC Higher Education Association

Thomas P. Gallagher

Eldora-New Providence Community School District
Eldora-New Providence Education Association

Thomas P. Gallagher
(chairman)

Griswold Community School District
Griswold Education Association

Marvin Hill

Guttenberg Community School District Guttenberg Education Association	Harvey A. Nathan
Indianola Utility Board Municipal Laborers #353	Thomas P. Gallagher
Iowa City Community School District Iowa City Education Association	John M. Gradwohl
Jones County PPME Local 2003	Alvin N. Zachrich
Keokuk IAFF Local 568	Milton T. Edelman
Lincoln Community School District Lincoln Education Association	Edward D. Pribble
Maquoketa Valley Community School District Maquoketa Valley Education Association	Richard John Miller
Marion IAFF Local 1937	Richard John Miller
Marshalltown IAFF Local 715	Marvin Hill
Mason City AFSCME Local 1367	Nancy D. Powers
Midland Community School District Midland Education Association	Peter Feuille
Muscatine Water Works IBEW Local 55	John J. Mikrut
Norway Community School District Norway Education Association	Peter Feuille (chair)
Ogden Community School District Ogden Education Association	Peter Feuille
Ottumwa Community School District Ottumwa Education Association	Marvin Hill
Ottumwa Teamsters Local 147	Sol Yarowsky
Palo Alto County PPME Local 2003	Chandler F. Fizer
Plymouth County Plymouth County Secondary Road Assn.	Nancy D. Powers
Sac Community School District Sac City Education Association	Hugh Perry

Scott County
AFSCME Local 606

John J. Flagler

Starmont Community School District
Starmont Education Association

Nancy D. Powers

Toledo
AFSCME (Police)

Walter A. Stover

Waverly
IBEW Local 55

Duane D. Anderson

Winneshiek County
Winneshiek County Deputy Sheriffs

Hugh J. Perry

By Arbitrators

Anderson, Duane D.
Waverly/IBEW Local 55

Cox, James R.
Black Hawk Co/Teamsters Local 844

Edelman, Milton T.
Keokuk/IAFF Local 568

Feuille, Peter
Midland CSD/Midland EA
Norway CSD/EA (chair)
Ogden CSD/Ogden EA

Fizer, Chandler F.
Palo Alto Co/PPME 2003

Flagler, John J.
Scott County/AFSCME 606

Franke, Walter
Cedar Rapids/AFSCME #620

Gallagher, Daniel
Cherokee County/Secondary Roads
Dubuque/IAFF Local 353

Gallagher, Thomas P.
Eastern Iowa CC/Eastern IA CC EA
Eldora-New Providence CSD/EA
Indianola Utilities/Mun. Lab. #353

Gradwohl, John M.
Iowa City CSD/Iowa City EA

Hill, Marvin
Allamakee Co/PPME Local 2003
Griswold CSD/Griswold EA
Marshalltown/IAFF Local 715
Ottumwa CSD/Ottumwa EA

Hoh, Ronald
Amana CSD/Amana EA

Michelstetter, Stanley
Dubuque CSD/Dubuque EA

Mikrut, John J.
Muscatine (Water)/IBEW Local 55

Miller, Richard John
Davenport CSD/Davenport Assn. of Aides
Maquoketa Valley CSD/Maquoketa Valley EA
Marion/IAFF 1937

Nathan, Harvey A.
Guttenberg CSD/Guttenberg EA

Perry, Hugh J.
Altoona/Teamsters #147 (Police)
Cedar Rapids/Teamsters #238 (Police)
Sac CSD/Sac City EA
Winneshiek Co/Deputy Sheriffs

Powers, Nancy D.
Bettendorf CSD/Bettendorf EA
Plymouth County/Secondary Roads
Mason City/AFSCME Local 1367
Starmont CSD/Starmont EA

Pribble, Edward D.
Clayton Co/PPME 2003
Lincoln CSD/Lincoln EA

Stover, Walter A.
Toledo/AFSCME (Police)

Yarowsky, Sol
Ottumwa/Teamsters Local 247

Zachrich, Alvin
Clinton Co. Comm. Comm/Communications Officers
Jones County/PPME 2003

By Subject Matter

Additional Employment
Toledo/AFSCME

Benefits for Part-time Employees
Indianola Utilities/Mun. Lab. #353

Compensatory Time
Clayton County/PPME

Evaluation Procedures
Bettendorf CSD/Bettendorf EA
Eldora-New Providence CSD/Eldora-New Providence Ea
Maquoketa Valley CSD/Maquoketa Valley EA
Midland CSD/Midland EA
Norway CSD/Norway EA
Starmont CSD/Starmont EA

Extra Duties
Maquoketa Valley CSD/Maquoketa Valley EA

Grievance Procedures
Maquoketa Valley CSD/Maquoketa Valley EA

Holidays
Davenport CSD/Aides
Marion/Fire Fighters
Toledo/AFSCME

Hours
Cherokee County/Secondary Roads
Clayton County/PPME 2003
Jones County/PPME 2003
Toledo/AFSCME

Insurance
Allamakee County/PPME 2003
Amana CSD/Amana EA
Davenport CSD/Aides
Guttenberg CSD/Guttenberg EA
Keokuk/Fire Fighters
Maquoketa Valley CSD/Maquoketa Valley EA
Marion/Fire Fighters
Ottumwa CSD/Ottumwa EA
Starmont CSD/Starmont EA
Winneshiek County/Deputy Sheriff's

Longevity Pay
Cedar Rapids/Teamsters 238

Meal Allowance
Muscatine Water Works/IBEW 55

Overtime
Cherokee County/Secondary Roads
Toledo/AFSCME

Paid Leave for Court Time
Toledo/AFSCME

Paid Lunch
Black Hawk County/Teamsters 844

Shift Differential
Jones County/PPME 2003

Sick Leave
Muscatine Water Works/IBEW 55

Standby Pay
Marion/Fire Fighters
Muscatine Water Works/IBEW 55

Supplemental Pay
Amana CSD/Amana EA
Bettendorf CSD/Bettendorf EA
Ottumwa CSD/Ottumwa EA
Starmont CSD/Starmont EA

Vacations
Davenport CSD/Aides
Dubuque/Fire Fighters
Sac City CSD/Sac City EA
Scott County/AFSCME
Toledo/AFSCME

GRIEVANCE ARBITRATION
1987

By Employer

Arnolds Park Consolidated School District
Arnolds Park Education Association

Black Hawk County
Teamsters Local 844

Cedar Falls Community School District
Teamsters Local 844

Charles City Community School District
Charles City Community Education Sevices Assn.

Charles City
Teamsters Local 828

Delaware County
AFSCME Council 61

Arbitrator

Herbert M. Berman

James H. Gilliam

Nancy D. Powers

Robert H. Kubie

John L. Ayers

J.C. Fogelberg

Des Moines CIPEC	John M. Gradwohl
Dike Community School District Dike Education Association	Richard John Miller
Dubuque Community School District Dubuque Education Association	Harvey A. Nathan
Estherville Estherville Police Bargaining Unit	Amy J. Mills
Howard-Cresco Public Safety Commission AFSCME Local 1068	Thomas P. Gilroy
Iowa AFSCME Council 61	Habbo G. Fokkena
Keokuk IAFF Local 568	Jack Holveck
Keokuk IAFF Local 568	Frank J. Murphy
Keokuk Keokuk Policeman's Association	Walter J. Foley
Keota Community School District Keota Education Association	Harvey A. Nathan
Marion IAFF Local 1937	John R. Baker
Northeast Iowa Technical Institute NE IA Technical Institute Support Staff	John M. Gradwohl
Northeast Iowa Technical Institute NE IA Technical Institute Support Staff	Robert J. Kubie
Northeast Iowa Technical Institute NE IA Technical Institute Support Staff	Peter Feuille
Ottumwa Teamsters Local 147 (Police)	Frank J. Murphy
Ottumwa IAFF Local 395	Clifford E. Smith
Radcliffe Community School District Radcliffe Education Association	Barbara W. Doering
Saydel Consolidated School District Saydel Education Association	J.C. Fogelberg

Schaller Community School District
Schaller Education Association

Ronald Hoh

Sergeant Bluff-Luton Community School District
Sergeant Bluff-Luton Education Association

Edward D. Pribble

State of Iowa
State Police Officers Council

Richard Pegnetter

Twin Cedars Community School District
Donald E. Peterson

John R. Baker

Western Hills Area Education Agency
Western Hills Associate Professional Staff Assn.

Steven F. McDowell

Western Hills Area Education Agency
Western Hills Associate Professional Staff Assn.

Milton T. Edelman

By Arbitrator

Ayers, John L.
Charles City/Teamsters Local 828

Baker, John R.
Marion/IAFF Local 1937
Twin Cedars CSD/Donald Peterson

Berman, Herbert M.
Arnolds Park CSD/Arnolds Park EA

Doering, Barbara W.
Radcliffe CSD/Radcliffe EA

Feuille, Peter
NE IA Tech Inst/NE IA Support

Fogelberg, J.C.
Delaware Co/AFSCME Council 61
Saydel CSD/Saydel EA

Fokkena, Habbo G.
Iowa/AFSCME Council 61

Foley, Walter J.
Keokuk/Police

Gilliam, James H.
Black Hawk Co/Teamsters Local 844

Gilroy, Thomas P.
Howard-Cresco Safety Comm/AFSCME Local 1068

Gradwohl, John M.
Des Moines/CIPEC
NE IA Tech Institute/Support Staff

Hoh, Ronald
Schaller CSD/Schaller EA

Holveck, Jack
Keokuk/IAFF Local 568
Keokuk/IAFF Local 568

Kubie, Robert H.
Charles City CSD/Charles City Ed. Services
NE IA Tech Institute/Support Staff

McDowell, Steven F.
Western Hills AEA/Western Hills Assoc. Prof. Staff

Miller, Richard John
Dike CSD/Dike EA

Mills, Amy J.
Estherville/Police

Murphy, Frank J.
Keokuk/IAFF Local 568
Ottumwa/Police

Nathan, Harvey A.
Dubuque CSD/Dubuque EA
Keota CSD/Keota EA

Powers, Nancy D.
Cedar Falls CSD/Teamsters Local 844

Pribble, Edward D.
Sergeant Bluff-Luton CSD/EA

Smith, Clifford E.
Ottumwa/IAFF Local 395

By Subject Matter

Arbitrability
Iowa/AFSCME
Keota CSD/Keota EA
Ottumwa/IAFF 395

Bumping Rights
Des Moines/CIPEC

Call Back
Marion/IAFF 1937

Discharge
Iowa/AFSCME
Iowa/SPOC

Free time - Lunch
Charles City/Teamsters (Firefighters)

Fringe Benefits
Western Hills AEA/Assoc. Prof. Staff

Holiday Pay
Delaware Co/AFSCME
Western Hills AEA/Assoc. Prof. Staff

Leaves of Absence

Bereavement - NE IA Tech Inst/Support Staff

Immediate Family Illness - Dike CSD/Dike EA

Sick - Cedar Falls CSD/Teasmeters 844
NE IA Tech Inst/Support Staff

No Spouse Rule
Howard-Cresco Public Safety Comm/AFSCME

Overtime
Charles City CSD/Ed. Services
Keokuk/IAFF 568
Ottumwa/Police

Pay Differential
Keokuk/IAFF 568

Promotions/Vacancies
Black Hawk Co/Teamsters

Raises
NE IA Tech Inst/Support Staff

Rate of Pay
Esherville/Police

Recall Rights
Twin Cedars CSD/Twin Cedars EA

Salary
Keokuk/Police

Salary Schedule Placement
Saydel CSD/Saydel EA

Staff Reduction
Arnold Park CSD/Arnolds Park Ea
Ottumwa/IAFF 395

Supplemental Pay
Radcliffe CSD/Radcliffe EA

Transfer

Dubuque CSD/Dubuque EA
Schaller CSD/Schaller EA
Sergeant Bluff-Luton CSD/EA

Work Schedules

Keota CSD/Keota EA

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