

STATE OF IOWA  
BEFORE THE EMPLOYMENT APPEAL BOARD

IN THE MATTER OF:

BU-0953

City of Sheldon,  
Public Employer,

ORDER DIRECTING  
RETENTION AND  
RECERTIFICATION ELECTION

and

AFSCME Iowa Council 61,  
Certified Employee Organization.

The Public Employment Relations Board (whose duties were recently transferred to the EAB) has previously determined that the grouping of employees of City of Sheldon as described and attached at the end of this document constitutes an appropriate bargaining unit for purposes of collective bargaining pursuant to Iowa Code chapter 20.

Pursuant to Iowa Code section 20.15(2) and Chapter 15 of EAB's administrative rules, EAB must conduct a retention and recertification election prior to the expiration of the collective bargaining agreement to determine whether AFSCME Iowa Council 61 will be retained and recertified as the exclusive collective bargaining representative. Having determined that an election is required pursuant to Iowa Code section 20.15(2) and EAB rule 621—15.5(20), and having received payment from the employee organization pursuant to Iowa Code section 20.6(7) and Chapter 15 of EAB's administrative rules, EAB finds that such retention and recertification election should be conducted.

IT IS THEREFORE ORDERED that a retention and recertification election be conducted under the supervision and direction of the Employment Appeal Board from 7:00 a.m. on Tuesday, October 14, 2025, to 9:00 a.m. on Tuesday, October 28, 2025. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 22, 2025.

On August 15, 2025, EAB filed a Notice of Intent to Conduct Election requiring that the City of Sheldon provide an employee list by uploading the list to the secure portal provided by EAB at <https://iowa-superb.iowa.gov> by August 25, 2025. The list was to include all names of the eligible voters (employees in the unit on September 22) in alphabetical order by last name, their job classifications, their date of birth (MM/DD/YYYY), the last four digits of their social security number, their home addresses, their work and personal email addresses, if known, and their work and personal telephone numbers, if known.

City of Sheldon has a continuing duty to inform AFSCME Iowa Council 61 if any eligible voter leaves employment prior to the conclusion of the election.

**City of Sheldon shall promptly distribute, electronically or by hard copy, and post, in the manner and locations customarily used for posting of information to employees, copies of the attached Notice of Election, Voting Schedule and Instructions, and Unit Description** to the affected employees. The notices should remain posted until City of Sheldon receives notification of the tally of the

ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 22nd day of September 2025.

EMPLOYMENT APPEAL BOARD

By: /s/ James Strohman, Board Chair

THE EMPLOYER SHALL PROMPTLY DISTRIBUTE, ELECTRONICALLY OR BY HARD COPY, THE NOTICE TO THE AFFECTED EMPLOYEES. THE EMPLOYER SHALL ALSO PROMPTLY POST THE NOTICE IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES.

THIS SHALL REMAIN POSTED UNTIL THE EMPLOYER RECEIVED NOTIFICATION OF THE TALLY OF BALLOTS AT THE CONCLUSION OF THE ELECTION.

## NOTICE OF TELEPHONE AND WEB-BASED RETENTION AND RECERTIFICATION ELECTION

The Employment Appeal Board (EAB) ordered a retention and recertification election to determine whether AFSCME Iowa Council 61 will be retained and recertified as the exclusive collective bargaining representative for certain employees of City of Sheldon. Employees will vote by telephone and online. During the election period, which begins October 14 at 7:00 a.m. and ends October 28 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaeab/>) or call in (toll free at 877-246-8619) to cast a ballot. You may vote 24 hours a day, 7 days a week during the voting period.

**\*\*AFSCME Iowa Council 61 will be retained and recertified if it receives a “yes” vote from a majority of eligible voters. An eligible voter’s choice not to vote is the same as casting a “no” vote.**

**The script of the ballot question and ballot options are shown below.**

Retention and Recertification Election  
for Certain Employees of  
City of Sheldon

DO YOU WANT

AFSCME Iowa Council 61

TO BE RETAINED AND RECERTIFIED AND CONTINUE TO BE  
YOUR EXCLUSIVE BARGAINING REPRESENTATIVE?

Yes.

No.

## **VOTING SCHEDULE AND INSTRUCTIONS**

**Voting Begins Tuesday, October 14 at 7:00 a.m.**

**Voting Ends Tuesday, October 28 at 9:00 a.m.**

### **To Vote by Phone:**

1. Call 877-246-8619 toll-free.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you on the phone.
4. You will be asked, "Do you want AFSCME Iowa Council 61 to be retained and recertified and continue to be your exclusive bargaining representative?"
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You **MUST CONFIRM** your choice for your vote to be counted.

### **To Vote by Internet:**

1. Go to <https://vote.yeselections.com/iaeab/>.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you.
4. You will be asked, "Do you want AFSCME Iowa Council 61 to be retained and recertified and continue to be your exclusive bargaining representative?" Select either "Yes" or "No". Then submit your selection.
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You **MUST CONFIRM** your choice for your vote to be counted.

**\*\*If you receive a message saying you have already voted and you have not done so, please contact EAB.**

**The Employment Appeal Board does not endorse any choice in the election.**

#### **YesElections Help Desk**

If you experience any problems with the voting system or need special assistance in voting, call 855-525-5741.

#### **EAB**

If you have questions about the election process, e-mail EAB at [eab.elections@eab.iowa.gov](mailto:eab.elections@eab.iowa.gov) or call EAB at 515-281-3638.

## **Bargaining Unit Of Employees Of City of Sheldon\*\***

**\*\*The unit description below is subject to the mutual agreement between the parties concerning who is eligible to vote in the upcoming recertification election.**

**INCLUDED:** All regular full-time and regular part-time employees of the City of Sheldon in the following departments: street, cemetery, waste water, water and police

**EXCLUDED:** Public works director, street department superintendent, city clerk, assistant city clerk, city payroll and bookkeeping clerk, city hall receptionist, water department superintendent, waste water department superintendent, police chief, assistant police chief, police sergeants, police secretary, city mayor, city council, city manager, recreation director, assistant recreation director, economic development director, temporary and seasonal employees, and all others excluded the Act