



HOUSE REPUBLICAN STAFF ANALYSIS

Bill: SF 472	House Committee: Passed on 3/18 (14-7)
Committee: Judiciary	House Floor:
Floor Manager Representative Holt	Senate Floor: Passed on 3/10/25 (32-15)
Date: April 28, 2026	Governor:
Staff: Kristin Rozeboom (1-3015)	

Union Recertification

- Closes a loophole where public employers are not submitting their list of public employees to determine the employees eligible to vote in the election for recertification.

Section by Section Analysis

Section 1 Section 20.15(2)(a)

Amended to state for collective bargaining agreements with an expiration date different than the one specified, the election shall occur between 365 and 270 days prior to the expiration date.

Prior to conducting an election, the board shall issue a written notice of intent to conduct an election to the public employer and the bargaining representative. The public employer, after receiving such notice, shall submit to the board a list of employees in the bargaining unit within 10 days. The board shall utilize the submitted list to determine the employees eligible to vote in the election and the outcome of the election as provided. The board shall establish procedures for filing an objection to the board concerning a notice of intent to conduct an election or a list of employees in a bargaining unit.

Once the 10 day period for a public employer to submit a list of employees in a bargaining unit has concluded, the board shall publish on its website a list of public employers to which a notice of intent to conduct an election has been issued, but the election has not yet been conducted by the board. The list shall specify any public employers on the list that have failed to submit a list of employees to the board as required. The board's list shall also include the date on which it was published. The board shall update the list if a public employer subsequently submits a list of employees to the board.

It shall be unlawful for any public employer to fail to submit a list of employees to the board as required.

Within 60 days of the board's initial publication of a list of public employers, a resident of Iowa may petition the district court within the jurisdictional boundaries of a public employer or the district court for Polk county for a writ of mandamus to compel the public employer to provide the list to the board as required.

The individual need not show that failure by the public employer to submit a list of employees to the board as required has caused or will cause injury to the individual. The court shall expedite resolution of such an action and shall grant such a writ if it appears to the court that the public employer has failed to submit a list of employees to the board as required.

The court shall award court costs, reasonable attorney fees, and any other relief of the court determines is appropriate to the prevailing party in such an action.

The board shall extend the timelines as needed to allow for resolution of the petition and any resulting appeals. The board may also reschedule an election originally scheduled as provided for the next election period, or vice versa, if necessary to allow for such resolution.

The board shall adopt rules establishing procedures and timelines applicable, including but not limited to procedures for extending timelines or implementing the above.

Section 2. Effective Date

Takes effect upon enactment.

Section 3. Applicability

Applies to a retention and recertification election which the date of issuance of a notice of intent to conduct an election by the EAB occurs on or after the effective date.