

2026 Staff Council Presentation

Employee & Labor Relations Faculty & Staff Disability Services

2026 Union Recertification

Todd Rent

Employee & Labor Relations

- **Workplace concerns:** Assist staff, supervisors, and local HR in addressing workplace concerns and resolving conflict.
- **Employment policies:** Provide guidance on policy interpretation; fair and consistent application.
- **Performance and conduct:** Ensure fair, objective, and reasonable administration of corrective actions.
- **Investigations and grievances:** Conduct or support fair and objective investigations; guide grievance and administrative review procedures.
- **Labor relations:** Administer collective bargaining agreements and address union-related employment matters.

Faculty & Staff Disability Services

- **Americans with Disabilities Act (ADA):** Coordinate the ADA interactive; identify and implement reasonable workplace accommodations.
- **Family and Medical Leave Act (FMLA):** Administer FMLA protected leave process (e.g., eligibility, certification, and leave administration).
- **Parental and pregnancy-related needs:** Assist with applicable leave and accommodation processes.
- **Return to work:** Coordinate work restrictions and accommodation needs following an absence.
- **Consultation and coordination:** Help staff and departments navigate employment and health-related concerns.

Grievance & Administrative Review Procedures Overview

Policy	Status	Filing Deadline	Steps	Final Institutional Step	Arbitration
Bi-Weekly Student	All	30 days	3	Chief HR Officer/VP Student Life	No
Graduate Assistants	All	45 days	3	Chief HR Officer/Grad Dean	Yes
Merit	Perm	21 days	3	Collegiate/Division Admin	Yes
Postdoctoral	All	14 days	3	Chief HR Officer/Grad Dean	No
Professional & Scientific	Career	15 days	3	Reviewing Officer	Yes; Advisory
SNAHP	Regular	20 days	3	CEO/Dean/VP	Yes
Admin Review	All	15 days	2	Collegiate/Division Admin	No

Recertification: Purpose & Requirements

- **Purpose:** Determine whether the current union continues as the bargaining unit's representative.
- **Administrator:** Iowa Employment Appeal Board (EAB).
- **Eligible voters:** Eligible employees in participating bargaining units. Union membership is not required.
- **Majority threshold:** Affirmative votes from a majority of all employees in the bargaining unit, not merely a majority of ballots cast.

University Neutrality & Employee Choice

The University fully respects right of employees to decide the question of their union representation.

- The University maintains a neutral position regarding the outcome.
- The University undertakes to administer its responsibilities as directed by the Iowa Employment Appeal Board (EAB)

2026 Recertification: Voting Information

- **Voting begins:** Tuesday, October 13, 2026, at 7:00 a.m.
- **Voting ends:** Tuesday, October 27, 2026, at 9:00 a.m.
- **Voting methods:** Online or by telephone, following official EAB instructions.
- **Election notices:** Review the official notice for eligibility and voting instructions.
- **Questions or voting assistance:** Use the contacts and instructions provided by EAB.

Employee Support Contacts

MAIN CAMPUS EMPLOYEES

Employee & Labor Relations (ELR)

Phone: 319-467-4142

Email: elr-help@uiowa.edu

Faculty & Staff Disability Services (FSDS)

Phone: 319-335-2660

Email: fsds@uiowa.edu

UI HEALTH CARE EMPLOYEES

UI Health Care Employee & Labor Relations (UIHC ELR)

Phone: 319-335-9702

Email: UIHC-ELR@uiowa.edu

UI Health Care Leave and Disability Administration (LDA)

Phone: 319-356-2122

Email: UIHC-LDA@uiowa.edu

Questions?



For Your Reference

[Employee & Labor Relations](#)

[Faculty & Staff Disability Services](#)

[EAB Fall 2026 Election Information](#)

Questions & Support

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