



# PEI

**PROFESSIONAL EDUCATORS OF IOWA**

*March 18, 2015*

## Arbitration Bill HF 549

The Iowa House bill dealing with arbitration only for teachers and AEAs came up for debate yesterday March 17 and continued well into the evening hours. They gaveled out of session around 10:00 p.m. and resumed debate this morning with many amendments being offered up but voted down. HF 549 was brought to the vote at around 11:30 this morning and passed 56 to 41. HF 549 targets teachers and AEAs and excludes all other public sector bargaining contracts. PEI was well represented throughout the debate. We also appreciated each one of you who contacted your representatives. This is the official voting record of the representatives for this bill.



On the question "Shall the bill pass?" (H.F. 549)

### The ayes were 56:

Bacon	Baltimore	Baudler	Baxter
Best	Branhagen	Byrnes	Carlson
Cownie	Deyoe	Dolecheck	Drake
Fisher	Forristall	Fry	Gassman
Grassley	Gustafson	Hagenow	Hanusa
Heartsill	Heaton	Hein	Highfill
Holt	Huseman	Jones	Jorgensen
Kaufmann	Klein	Koester	Kooiker
Landon	Maxwell	Miller, L.	Mommsen
Moore	Nunn	Paustian	Pettengill
Rizer	Salmon	Sands	Sexton
Sheets	Sieck	Soderberg	Stanerson
Taylor, R.	Upmeyer	Vander Linden	Watts
Wills	Windschitl	Worthan	Mr. Speaker Paulsen

### The nays were, 41:

Abdul-Samad	Anderson	Bearinger	Bennett
Berry	Brown-Powers	Cohoon	Dawson
Finkenauer	Forbes	Gaines	Gaskill
Hall	Hanson	Heddens	Hunter
Isehart	Jacoby	Kearns	Kelley
Kressig	Lensing	Lykam	Mascher
McConkey	Meyer	Miller, H.	Olson
Ourth	Pritchard	Ruff	Running-Marquardt
Smith	Staed	Steckman	Stutsman
Taylor, T.	Thede	Wessel-Kroeschell	Winckler
Wolfe			

We will continue to make you aware of what happens to this bill. We have included again the rationale below as to why PEI took at stand against HF549.

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## Binding Arbitration Reform for Teachers

The faults of HF 549 outweigh its merits. Characterized as a "tightly focused bill" and being sold as a cost effective savings to the taxpayers, it is the opinion of Professional Educators of Iowa that it will not only be more costly, but also a burdensome drag on the collective bargaining process. PEI has investigated the promotional points and we conclude that they are mainly based on general opinion and not facts. We encourage all legislators to gain information from the agency that deals with this the most, the Public Employment Relations Board.

Under the current system, once a case reaches the arbitration stage, the arbiter is obliged to choose either the local bargaining unit's final offer or the administration's final offer. The proposed bill operates on the idealistic assumption that giving arbiters the ability to create a middle position will somehow result in more reasonable compromised settlements. The hope is that district money will be saved. This is possible, but the overall costs will escalate to achieve that, if in fact the well intentioned legislation comes to fruition. Here is why:

- The opening proposals will most likely be more extreme and less palatable or reasonable.
- In actuality in 26 cases, including 43 decisions, 20 sided with the management proposal and 23 sided with the union.
- The number of arbitrators will increase dramatically. Currently there are only 3 to 5 arbitration cases a year. In past practice of fact finding, which ended in 1990-91, which also allowed splitting of the difference by an outside party, 80 more cases/year went to an outside party. Using the past to predict the future, it is entirely reasonable to suggest arbitration cases will rise greatly.
- The use of attorneys which will be engaged for arbitration will increase dramatically.
- Arbitration settlements will be delayed because of case load which will delay contract offerings locally.
- There is already good success with the steps of local negotiations, then mediation before going to arbitration.
- To target the public schools and AEAs only for private sector wage comparisons is discriminatory compared to the bargaining leverage of the other public sector unions.

Education is notorious for being the object of experimentation with student methods because of the possibility of theoretical positive results. Many fail miserably. To experiment with the bargaining process of educators only is once again nothing more than an educational experiment. Perhaps it is time to go with the other public sector unions.

The above begs the questions:

- Why is this targeted exclusively for teachers and AEA employees?
- If the bill is good for those two groups, then why shouldn't the state make this effective for all public sector employees?
- With teachers being one of the rare groups that requires contracts and contract signings as well as releases within the Iowa Code, why would legislators consider experimenting with this group which could have huge repercussions in both signings and releases?

For the above stated reasons, Professional Educators is going public in resisting this proposed legislation.

To contact your legislators on this issue go to: <https://www.legis.iowa.gov/legislators>

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Make sure that you attach the [cover page](http://bit.ly/scholarship-cover-page) (http://bit.ly/scholarship-cover-page) when applying for the scholarships as listed here!

Download the scholarship brochure [here](http://bit.ly/scholarship-brochure). (http://bit.ly/scholarship-brochure).

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