

Representation

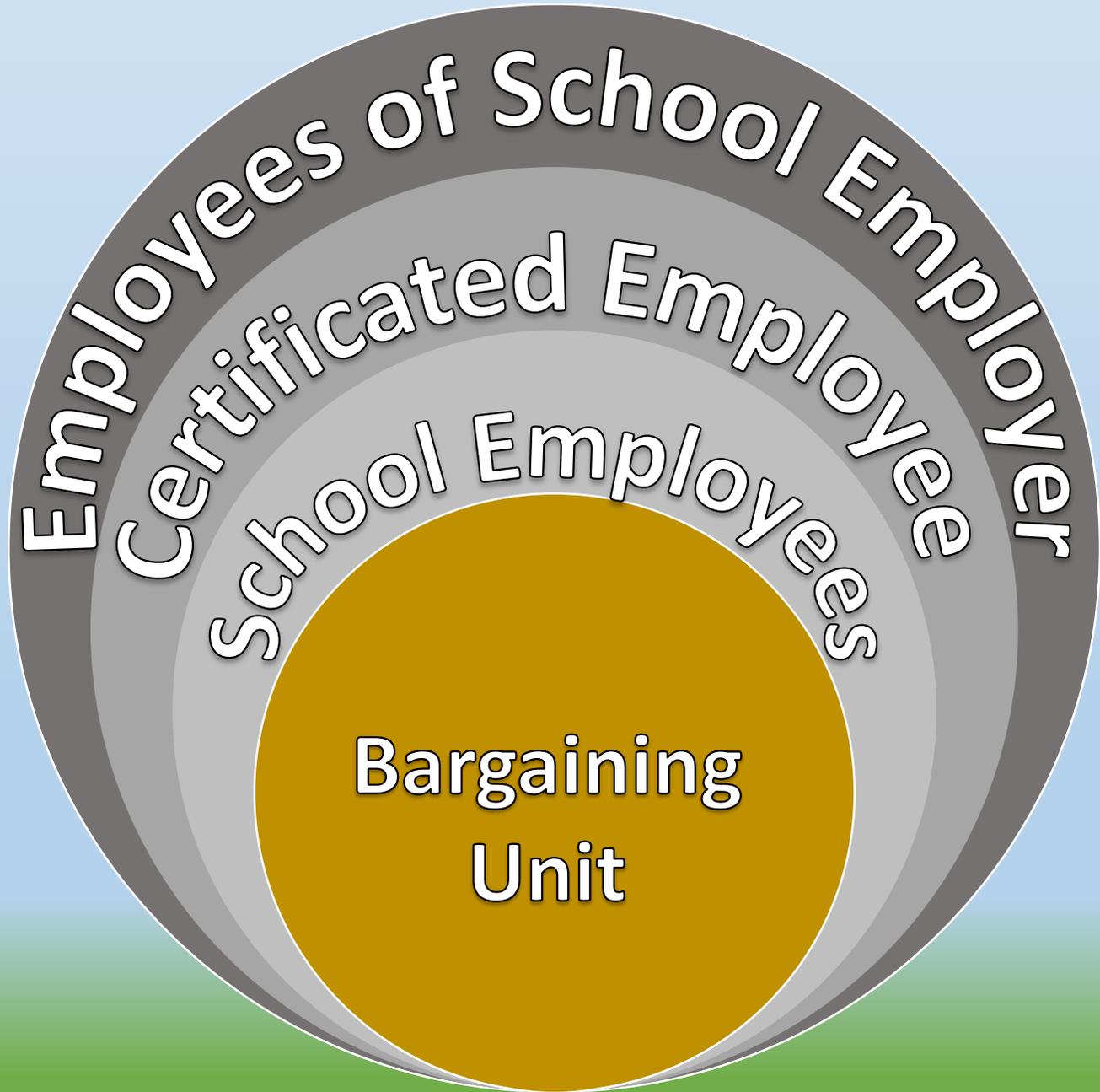
Carrie Townsend Ingram
Director of Dispute Resolution

Representation

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graph TD; A[Representation] --> B[Changing the Bargaining Unit]; A --> C[Changing the Exclusive Representative];
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Changing the
Bargaining Unit

Changing the
Exclusive Representative



Employees of School Employer

Certificated Employees

School Employees

Bargaining
Unit

Representation

```
graph TD; A[Representation] --> B[Changing the Bargaining Unit]; A --> C[Changing the Exclusive Representative]; B --> D[Agreed]; B --> E[Disputed];
```

Changing the
Bargaining Unit

Agreed

Disputed

Changing the
Exclusive Representative



1. Agreement
2. Notice
3. Objections/Complaint
4. Submit Agreement to IEERB
5. Review and Certification

Changing the
Bargaining Unit



Disputed

1. Complaint Or Petition
2. Notice
3. Complaint/Responses
4. Hearing Officer
5. IEERB Determination

Changing the Exclusive Representative

1. School employee organization
2. Represents the bargaining unit during collective bargaining.



Representation

```
graph TD; A[Representation] --> B[Changing the Bargaining Unit]; A --> C[Changing the Exclusive Representative]; B --> D[Agreed]; B --> E[Disputed]; C --> F[Employer Recognized]; C --> G[Petition];
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Changing the Bargaining Unit

Agreed

Disputed

Changing the Exclusive Representative

Employer Recognized

Petition

Changing the
Exclusive Representative



Employer Recognized

1. No current Exclusive Representative
2. Majority of unit want the School Employee Organization
3. Notice
4. Objections
5. Written statement to IEERB
6. IEERB certifies

Changing the
Exclusive Representative



Petition

Who?

- School employer
- School employee organization
- Group of 20% or more of the school employees in the unit

Changing the
Exclusive Representative



Petition

What?

- Description of the bargaining unit
- Number of employees in unit
- Current school employee organization
- Current exclusive representative doesn't represent a majority of unit
- Disputes
- Date of request for recognition from school employer

Changing the
Exclusive Representative



Petition

When?

- January 15 to February 15

OR

- July 1 to July 30.

BUT NOT UNTIL

- 22 months from the most recent election.

Changing the
Exclusive Representative



Petition

Where?

- IEERB efile: efile@ieerb.in.gov

Changing the
Exclusive Representative



Petition

Why?

- Decertify
- Certify
- Both decertify and certify

Changing the
Exclusive Representative



Petition

Notice of Petition

- A petition has been filed.
- Exclusive representative name.
- Description of the bargaining unit,
- A response or an objection can be made within 30 days of first of the date of first notice.

Changing the
Exclusive Representative



Petition

Preliminary Review

- Hearing officer appointed
- Showing of interest and good faith doubt
- Determination:
 - Timely
 - Valid question of Representation

Changing the
Exclusive Representative



Petition

Hearing

- Within 30 days
- Written Evidence and Briefs
- Oral Argument
- Hearing can be waived

Changing the
Exclusive Representative



Petition

Elections

1. Eligible Voters
2. Notice
3. Voting
4. Challenges
5. Certification

Methods of Notice

School is in session for the entire 30 days:

- Post notice for 30 days
- Email
- School Mailboxes

School is not in session for the entire 30 days:

- Mail
- Email to personal email
- Notification (text/call) through personal contact information

Unfair Labor Practices

Stay the Representation Case if school employer:

- Dominates
- Interferes, or
- Assists in the formation or administration

Civil Penalty

- \$500-\$5,000

Thank You!

Questions?

(317) 233-6620

Questions@ieerb.in.gov