

## Closed Session: Labor Negotiations Discussion

**Background:**

Iowa Code allows for certain exemptions to the Open Meetings Law (Iowa Code Chapter 21.5).

Under Iowa Code Chapter 20.17.[3], a public body such as a school board can meet in closed session for negotiating sessions, strategy meetings of public employers or employee organizations, mediation, and the deliberative process of arbitration.

Where employees are not covered by a collective bargaining agreement under Chapter 20, strategy sessions of the board regarding conditions of employment are exempt from the open meetings law (21.9). Minutes are not kept; recordings are not taken.

**Recommended Action:**

I recommend the board recess its meeting and then enter a special closed meeting as exempted under Iowa Code.

**1) CLOSED SESSION: LABOR STRATEGY (UNION)**

Closed Session under Iowa Code § 20.17(3) to discuss strategy in matters relating as a public employer when employees are organized in an employee organization for the purpose of collective bargaining.

**2) CLOSED SESSION: LABOR STRATEGY (NON-UNION)**

Closed Session under Iowa Code § 21.9 to discuss strategy in matters relating to employment conditions of employees where employees are not covered by a collective bargaining agreement under Chapter 20.