

Contact: Tom Evans

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS

Actions Requested:

1. Ratify the collective bargaining agreement with the UNI-United Faculty for faculty at the University of Northern Iowa.
2. Ratify the collective bargaining agreement with United Electrical, Radio and Machine Workers of America, Local 896 Campaign to Organize Graduate Students (COGS) for the graduate teaching and research assistants at the University of Iowa.
3. Ratify the collective bargaining agreement with Service Employees International Union Local 199 (SEIU) for the tertiary health care employees at the University of Iowa Hospitals and Clinics.

Executive Summary:

The Board's management bargaining teams have reached tentative voluntary agreements following collective bargaining negotiations with the certified representatives of the employees in the United Faculty COGS and SEIU bargaining units. Summaries of those agreements are shown below.

UNI-United Faculty: A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with United Faculty on February 7, 2015. United Faculty members have ratified the tentative agreement.

The agreement provides for a 2.5% increase on July 1, 2015 and 2.5% increase on July 1, 2016.

The estimated cost of the agreement to the University of Northern Iowa is 2.77% in FY 2016 and 2.78% in FY 2017. These estimates include projected increases in health and dental insurance and other fringe costs.

COGS: A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS on February 10, 2015. COGS members have ratified the tentative agreement.

The agreement provides for the payment of minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition rate for the College of Liberal Arts and Sciences and College of Education. The agreement also provides for contribution of 25% of mandatory fees and a 1% increase in the average graduate assistant stipend on July 1, 2015 and 3% increase on July 1, 2016 (There are no step increases). Finally, the agreement provides for changing the termination date of coverage to the last day of the month worked following graduation rather than the end of the summer following graduation in year two; and decreasing out of pocket limit from \$1,200/\$1,800 to \$1,000/\$1,700 and drug out of pocket limits from \$1,200/\$1,800 to \$1,000/\$1,700.

The estimated cost of the agreement is 3.18% in FY16 and 2.92% in FY17. These estimates include projected increases in health and dental insurance and other fringe costs and annual tuition/fee increases.

SEIU: A voluntary agreement for a two-year contract beginning July 1, 2015, was reached with SEIU on February 16, 2015. SEIU members have ratified the tentative agreement.

The agreement provides for a 2.75% increase on July 1, 2015 and 2.75% increase on July 1, 2016; and increase in weekend differential from \$2.00 to \$2.50 per hour.

The estimated cost of the agreement to the University of Iowa Hospitals and Clinics is 3.45% in FY 2016 and 2.67% in FY 2017. These estimates include projected increases in health and dental insurance costs and other fringe costs.

AFSCME: A voluntary agreement for a two-year contract beginning July 1, 2015, was not reached between the State and AFSCME. The parties declared impasse on wages and insurance. Final offers on the impasse items of wages and insurance were exchanged on February 20, 2015.

AFSCME's final offer on wages was 2% July 1, 2015 and 1% January 1, 2016 in year one and 2% July 1, 2016 and 1% January 1, 2017 in year two. For insurance AFSCME's final offer was to require all employees to contribute a minimum of \$20 per month toward the premium of any plan and coverage level selected.

The State's final offer on wages was 2.5% in year one and 2.25% July 1, 2016 and 1.25% January 1, 2017 in year two. For insurance the State's final offer was for all employees to contribute 10% toward premium in year one and 15% toward premium in year two for any plan and coverage level selected. Additionally, the State is offering a \$61 monthly reduction to the premium in the first plan year and a \$75 monthly reduction to the premium in the second plan year for employee participation in the State's wellness program.

An interest arbitration hearing on the impasse item of wages and insurance was held on February 26 & 27, 2015. The Arbitrator's decision will be issued no later than March 15, 2015. The decision is binding on the parties.

The State and AFSCME did reach agreement on wages in regard to continuation of step increases valued at 4.5% for eligible employees in each year of the agreement and on insurance plan design changes.