

MEMORANDUM

To: Board of Regents

From: Board Office

Subject: Presentation on Salary and Benefits for Non-represented Faculty and Staff

Date: May 12, 2003

Recommended Action:

Receive the oral presentations of institutional faculty and staff who are not represented by a collective bargaining agent concerning salaries and benefits for fiscal year 2003-04.

Executive Summary:

Non-represented faculty and staff make salary and benefit presentations	It has been the Board's practice over the past several years to hear oral presentations on salary and benefits from faculty and staff who are not represented by a collective bargaining agent. Invitations to make such presentations were extended to faculty and staff by their respective institutional heads at the request of Executive Director Nichols.
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Background:

Employees engaged in collective bargaining make presentations through committees	The Board establishes management bargaining committees to represent it in negotiations with its employees who have elected a certified bargaining agent for purposes of collective bargaining. The Board regularly meets with the management bargaining committees to learn of the desires of the represented employee groups for salary, benefits, and other subjects of bargaining.
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Non-represented employees have opportunity to address Board	In an effort to know the position relative to salary and benefits of employee groups who are not represented by a certified agent for collective bargaining, the Board has permitted non-represented employees to make their positions known in a face-to-face presentation to the Board prior to approval of budgets for the coming fiscal year.
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Executive Director Nichols asked institutional heads to invite employee representatives to make presentations	Invitations are extended to the non-represented employee groups by their institutional heads at the request of the Executive Director. In past years not all such groups have chosen to make a presentation. Institutional heads were asked to invite representatives from groups as follows:
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- a. University of Iowa --
 - Faculty
 - Professional and Scientific Staff

- b. Iowa State University --
 - Faculty
 - Professional and Scientific Staff
- c. University of Northern Iowa --
 - Professional and Scientific Staff
- d. Iowa School for the Deaf --
 - Faculty
 - Professional and Scientific Staff
- e. Iowa Braille and Sight Saving School --
 - Faculty
 - Professional and Scientific Staff
- f. Regent Interinstitutional Supervisory/Confidential Advisory Council (RISCAC) – (Invitation to this interinstitutional group of Regent Merit System staff who are not represented by the American Federation of State, County and Municipal Employees (AFSCME) was extended directly by Executive Director Nichols.)

Institutional heads may make comments

Each institutional head will introduce the presenter for each category of staff. Institutional heads may make brief comments concerning compensation and benefits for these groups during their introductions.

Analysis:

Bargaining unit employees express views at bargaining table

Non-represented employees given opportunity to express views

- The Board desires to know the thinking of its employee groups relative to salary policy and benefits prior to making its budget decisions.
- The Board has received this information from employees who are engaged in collective bargaining through the statutory bargaining process.
- Employees not engaged in collective bargaining have this opportunity to express their position on salary policy and benefits prior to the Board approving institutional budgets.


Charles Wright

Approved: 
Gregory S. Nichols