

Contact: Thomas Evans

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS

Actions Requested:

1. Ratify the tentative collective bargaining agreement with the Campaign to Organize Graduate Students (COGS) for the graduate assistants at the University of Iowa.
2. Ratify the tentative collective bargaining agreement with the UNI-United Faculty.
3. Ratify the tentative collective bargaining agreement with Service Employees International Union (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 agreements following collective bargaining negotiations with the certified representatives of the employees in the COGS, UNI-United Faculty and SEIU bargaining units. Summaries of those agreements are shown below.

COGS: A voluntary agreement for a two-year contract beginning July 1, 2007, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS on February 7, 2007. The agreement was ratified by the union membership on February 23.

The agreement provides for tuition scholarship in the first year in the amount of \$1,962 (approximately 62.5% of tuition) and in the amount of \$2,477 (approximately 75%) in the second year. The agreement also provides for a 1.75% increase in the average graduate assistant stipend in each year. Same and opposite sex domestic partner coverage was added to the health and dental programs.

It is estimated that the cost of the agreement is 5.4% in the first year and 5.6% in the second year. These estimates include projected increases in health and dental insurance.

UNI-United Faculty: A voluntary agreement was reached with the UNI-United Faculty on February 5, 2007. The agreement has since been ratified by union members.

The agreement provides for a 3% increase on July 1, 2007, and a 4% increase on July 1, 2008. The University will continue to pay the full cost of single health insurance coverage and 75% of family coverage. Other cost items such as minimum salary guidelines, part-time salaries, travel expenditures, and summer salaries were increased at the same level as the across-the-board amounts.

The estimated cost of the agreement to the University is 4.6% in FY 2008 and 4.8% in FY 2009.

SEIU: A voluntary agreement was reached with SEIU representing tertiary care employees at the University of Iowa Hospitals and Clinics. The agreement provides for a 4.2% across-the-board increase in the first year and a 4.4% increase in the second year. Other pay components include market adjustments for select classifications, additional pay for nurses with BSN, master's degrees and those with certain certifications along with various supplemental pay items (such as shift differential, weekend differential, charge pay) bring the total cost to approximately 5.07% in the first year and 5.06% in the second year – not including fringe benefits. To date this contract has not been ratified by SEIU members.

Representatives of the Board Office and the universities participated in negotiations with AFSCME. The Board has approximately 7,000 employees covered by this statewide contract. A voluntary agreement was reached between the state and AFSCME on Saturday, January 27, 2007. AFSCME members have ratified the tentative agreement. The agreement included the following:

- A 3% across-the-board increase in each year of the two-year agreement.
- Continuation of step increases valued at 4.5% for eligible employees in each year of the agreement.
- No changes in health insurance plans or contribution rates.

It is estimated that the agreement will cost statewide would be approximately 5.72% in the first year and 5.78% in the second year.