

Contact: Thomas Evans

RATIFICATION OF COLLECTIVE BARGAINING AGREEMENTS

Actions Requested:

1. Ratify the tentative 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.
2. Ratify the tentative collective bargaining agreement with the UNI-United Faculty for faculty at the University of Northern Iowa.
3. Ratify the tentative 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 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, 2009, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS on February 12, 2009. COGS members have ratified the tentative agreement.

The agreement provides for no increase in minimum tuition scholarship in the first year and an increase in minimum tuition scholarship in the second year in an amount approximately equal to 100% of the cost of tuition. The agreement also provides for a 0% increase in the average graduate assistant stipend in each year of the agreement. Finally, the agreement provides for changes in the UI Grad Care health insurance plan which reduces plan costs \$673,000 or -1%.

The estimated cost of the agreement is -1% in the first year and 3.4% in the second year. These estimates exclude projected increases in health and dental insurance costs and annual tuition increases.

UNI-United Faculty: A voluntary agreement was reached with the UNI-United Faculty on February 11, 2009. UNI-United Faculty members have ratified the tentative agreement.

The agreement provides for a 0% wage increase on July 1, 2009, and a 3% increase on July 1, 2010. No changes in health or dental insurance or contribution rates. The parties agreed to create a task force to explore cost savings for health and dental insurance for the 2011 plan year. Other cost items

such as minimum salary guidelines, part-time salaries, travel expenditures, and summer salaries were increased at the same percentage level as the wage increase.

The estimated cost of the agreement to the University in FY 2010 is 0% and 3% in FY 2011. These estimates exclude projected increases in health and dental insurance costs.

SEIU: A voluntary agreement was reached with SEIU on February 13, 2009. SEIU members have ratified the tentative agreement.

The agreement provides for a 1.75% across-the-board increase in the first year and a 2% across-the-board increase on July 1, 2010 and 2% across-the-board increase on January 1, 2011 in the second year. The agreement also provides for participation in the University's modified flexible benefit plan system approved by the Board in September 2008.

The estimated cost of the agreement to the University of Iowa Hospitals and Clinics is 1.67% in FY 2010 and 2.83% in FY 2011. These estimates include total base pay and pay adjustments, but exclude projected increases in health and dental insurance costs.

AFSCME: 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 Sunday, February 8, 2009. AFSCME members have ratified the tentative agreement. The agreement included the following:

- FY 10 - 0% across-the-board increase.
- FY 11 - 2% across-the-board increase on July 1, 2010 and 1% increase across-the-board on January 1, 2011.
- 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 the cost of the agreement statewide will be approximately 2.45% in FY 10 and 4.74% in FY 11.