

Contact: Thomas 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 and COGS bargaining units. Summaries of those agreements are shown below. A tentative voluntary agreement was not reached with SEIU.

UNI-United Faculty: A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with United Faculty on February 15, 2013. United Faculty members ratified the tentative agreement on February 27, 2013.

The agreement provides for a 2% increase on July 1, 2013 and 2.25% increase on July 1, 2014.

The estimated cost of the agreement to the University of Northern Iowa is 2.46% in FY 2014 and 2.71% in FY 2015. These estimates include projected increases in health and dental insurance costs.

COGS: A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS on February 11, 2013. COGS members ratified the tentative agreement on February 22, 2013.

The agreement provides for continuation of the 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. The agreement also provides for a 2% increase in the average graduate assistant stipend on July 1, 2013 and 2.25% increase on July 1, 2014 (There are no step increases).

The estimated cost of the agreement is 2.68% in FY14 and 2.6% in FY15. These estimates include projected increases in health and dental insurance costs and annual tuition increases.

SEIU: A voluntary agreement for a two-year contract beginning July 1, 2013, was not reached with SEIU. On February 19, 2013, the parties declared impasse on wages. Final offers on impasse items were exchanged on February 21, 2013. The Board of Regents final offer was 2% in FY14 and 2.5% in FY15. SEIU's final offer was 3% in FY14 and 3% in FY15 (There are no step increases). An interest arbitration hearing on the impasse item of wages was held before Arbitrator Nancy Powers on February 28, 2013. The Arbitrator's decision must be issued by March 15, 2013. Her decision is binding on the parties.

An oral update regarding the outcome of the interest arbitration and its estimated cost will be presented to the Board.

AFSCME: A voluntary agreement for a two-year contract beginning July 1, 2013, was not reached between the State and AFSCME. The parties declared impasse on insurance. Final offers on the impasse item of insurance were exchanged on February 4, 2013. AFSCME's final offer was no change to insurance plans or employee contributions. The State's final offer was no change to plans, but all employees must contribute 20% toward premium with a \$90 monthly wellness credit applied to the premium if the employee participates in the State's wellness program. An interest arbitration hearing on the impasse item of wages was held before Arbitrator Marvin Hill on February 11-12, 2013. The Arbitrator's decision will be issued by March 7, 2013. His decision is binding on the parties.

The State and AFSCME did reach agreement on wages:

- FY 2012 - 0% across-the-board increase on July 1, 2013
- FY 2013 - 0% across-the-board increase on July 1, 2014
- Continuation of step increases valued at 4.5% for eligible employees in each year of the agreement.

An oral update regarding the outcome of the interest arbitration and its estimated cost will be presented to the Board.