

Contact: Tim Cook

APPOINTMENT OF CHIEF NEGOTIATOR AND SPOKESPERSON

Actions Requested: Consider approval of the appointment of Michael M. Galloway as Chief Negotiator and Spokesperson in collective bargaining negotiations on behalf of the Board:

Executive Summary: Pursuant to Chapter 262.9(16), the Board has the authority to employ attorneys for the purpose of carrying out collective bargaining and related responsibilities under Chapter 20 in the Board's capacity as a public employer. Currently there are three (3) employee organizations representing Regent employees who the Board is responsible for negotiating with in the Board's role as a public employer:

1. Campaign to Organize Graduate Students (COGS)/UE-Local 896 representing 2,148 employees at SUI.
2. Service Employees International Union (SEIU)/Local 199 representing 3,318 employees at UIHC.
3. UNI-United Faculty representing 686 employees at UNI.

It is the recommendation in order to reach fair, reasonable and financially responsible agreements with the aforementioned employee organizations that a professional whose expertise and primary practice is to negotiate such collective bargaining agreements be hired.

The market for such attorneys in the State of Iowa is extremely limited. The skills, abilities and styles required to perform this service is singularly unique due to the fact an attorney must be sincere in the positions presented; persuasive in attaining the type of agreement the Board desires; and above all be credible with both the Board and the employee organizations. In addition, the attorney must have a demonstrated record of accomplishing what the Board is seeking and possess the knowledge of dealing with multiple issues that are unique to the Board enterprise; i.e. higher education and its relation to State of Iowa and public sector bargaining. Due to the singular unique qualities required the appointment of a Chief Negotiator and Spokesperson should be sole sourced.

Based on this, it is recommended that Michael M. Galloway of Ahlers & Cooney, P.C., be hired as the Chief Negotiator and Spokesperson to represent the Board. Mr. Galloway received a B.B.A. (With Distinction) from Iowa State University in 1993 and his J.D. (With Honors) from Drake University in 1996. From 1997-2000, Mr. Galloway was employed as General Counsel and Division Administrator of Labor Relations and Legal Services for the State of Iowa Department of Personnel. In this role, he was responsible for approximately 20,000 state employees and represented Board institutions as lead attorney in nine arbitration hearings during his three year tenure. Mr. Galloway moved on to serve as Labor Relations Manager for Polk County, Iowa from 2000-2002 where he was responsible for all labor relations functions, including collective bargaining negotiations. In 2002, Mr. Galloway moved to Ahlers & Cooney, P.C. where he is currently a Shareholder. To date, Mr. Galloway has negotiated over 600 collective bargaining agreements on behalf of cities, counties, school districts, community colleges and utilities. Mr. Galloway currently represents cities such as Cedar Falls, Cedar Rapids, Johnston, Marshalltown, Ottumwa and Waterloo. The counties Mr. Galloway represents include Black Hawk, Cerro Gordo, Hamilton, Jasper and Wright. Among the school districts, Mr. Galloway represents Carlisle, Linn-Mar, Norwalk and Southeast Polk. Mr. Galloway advises Des Moines Area Community College and Iowa Lakes Community College regarding Interest Based Bargaining. In representing his clients, Mr. Galloway has worked and established relationships with such employee organizations such as SEIU, ISEA, CWA, Teamsters, UAW, among others.