

Contact: Kristin Bauer

**NAMING OF BARGAINING TEAMS AND APPOINTMENT  
OF CHIEF NEGOTIATOR AND SPOKESPERSON**

**Actions Requested:** Approve the following items:

1. The appointment of Michael M. Galloway as Chief Negotiator and Spokesperson in collective bargaining negotiations on behalf of the Board.
2. The appointments of the employer's collective bargaining teams for the negotiation of the following collective bargaining agreements for 2023-2025:
  - University of Iowa -- Campaign to Organize Graduate Students, UE Local 896/C.O.G.S.
  - University of Iowa -- UIHC Tertiary Health Care Unit/Service Employees International Union (SEIU) Local 199
  - University of Northern Iowa -- UNI-United Faculty
  - American Federation of State, County and Municipal Employees (AFSCME) Council 61
  - American Federation of State, County and Municipal Employees (AFSCME) Council 61 - Public Safety

**Executive Summary:** Pursuant to Iowa Code section 262.9(16), the Board has the authority to retain attorneys to provide legal counsel or advice to the Board in the performance of its statutory responsibilities. 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 under Iowa Code Chapter 20, the Iowa Public Employment Relations Act:

1. Campaign to Organize Graduate Students (COGS)/UE-Local 896 representing 1,934 employees at SUI.
2. Service Employees International Union (SEIU)/Local 199 representing 3,871 employees at UIHC.
3. UNI-United Faculty representing 518 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. 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 has been the Board's designated representative for the last three cycles of bargaining. The proposed hourly rate for the purposes of this engagement is \$275.

In accordance with Iowa Code Chapter 20, negotiations may begin with four currently certified unions for new collective bargaining agreements that will become effective July 1, 2023. Three of the five agreements are between the Board and unions at the University of Iowa and the University of Northern Iowa. The fourth and fifth agreements are with AFSCME that also encompasses employees in the Executive Branch. Regent Merit System employees in the AFSCME bargaining units at the five institutions account for approximately one-third of the employees in the statewide unit.

Recommendations for membership on the five bargaining teams are as follows:

**University of Iowa -- UE Local 896/COGS**

- Michael Galloway, Attorney, Ahlers & Cooney, Chief Negotiator & Spokesperson
- Kristin Bauer, Board Office, Associate Counsel
- Todd Rent, SUI, Director of University Employee & Labor Relations, University HR
- Tanesha Herman, HR Director, Graduate College

**University of Iowa – SEIU Local 199**

- Michael Galloway, Attorney, Ahlers & Cooney, Chief Negotiator & Spokesperson
- Kristin Bauer, Board Office, Associate Counsel
- Jana Wessels, SUI, Associate Vice President, UI Health Care HR
- Lisa Brewster, SUI, Director of Employee & Labor Relations, UI Health Care HR
- Kyle Anson, SUI, Assistant Vice President, UI Health Care HR
- Todd Rent, SUI, Director of University Employee & Labor Relations, University HR

**University of Northern Iowa -- UNI-United Faculty**

- Michael Galloway, Attorney, Ahlers & Cooney, Chief Negotiator & Spokesperson
- Kristin Bauer, Board Office, Associate Counsel
- Jose Herrera, UNI, Executive Vice President and Provost
- John Vallentine, UNI, Associate Provost for Faculty
- Michelle Byers, UNI, Director of Human Resource Services

**AFSCME Council 61**

- Kristin Bauer, Board Office, Associate Counsel
- Michelle Byers, UNI, Director, Human Resource Services
- Andrea Little, ISU, Associate Director Human Resources
- Todd Rent, SUI, Director of University Employee & Labor Relations, University HR
- Lisa Brewster, SUI, Director of Employee & Labor Relations, UI Health Care HR

**AFSCME Council 61 – Public Safety**

- Kristin Bauer, Board Office, Associate Counsel
- Michelle Byers, UNI, Director, Human Resource Services
- Helen Haire, UNI, Chief of Police/Director of Public Safety
- Andrea Little, ISU, Associate Director Human Resources
- Michael Newton, ISU, Associate Vice President for Public Safety/Chief of Police
- Todd Rent, SUI, Director of University Employee & Labor Relations, University HR
- Mark Bullock, SUI, Assistant Vice President/Director of Public Safety