

## MEMORANDUM

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Ratification of Collective Bargaining Agreements  
**Date:** March 3, 2003

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### Recommended Actions:

1. Ratify the tentative collective bargaining agreement with the UNI-United Faculty;
  2. Ratify the tentative collective bargaining agreement with the Campaign to Organize Graduate Students (C.O.G.S.) for the graduate assistants at the University of Iowa; and
  3. Ratify the tentative collective bargaining agreement with Service Employees International Union (SEIU) for the tertiary health care unit at the University of Iowa Hospitals and Clinics;
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### Executive Summary:

Tentative agreements reached	The Board's management teams for these collective bargaining agreements (CBAs) have reached tentative agreements with the respective certified representatives of the employees.
Oral presentation of terms for ratification	The negotiations were conducted pursuant to Chapter 20 of the <u>Code of Iowa</u> . The Board will meet in closed session to consider the tentative CBAs. Director Wright will provide an oral report of the tentative CBAs for the Board's consideration for ratification.
Tentative CBAs consistent with Board direction	The tentative CBAs are consistent with directions provided by the Board to its representatives in bargaining.

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### Background:

Board appointed team in July 2002	In July 2002 the Board appointed management teams to represent the Board in collective bargaining with the three certified bargaining agents
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for employees in Regent institutions who have elected to be represented and for whom the Board has been designated the management representative.

Negotiations began in fall 2002      Negotiations have been in progress since October with C.O.G.S. and since November with UNI-United Faculty and SEIU. Those negotiations have resulted in tentative agreements with all three of the unions consistent with direction given by the Board to its representatives.

C.O.G.S. ratified tentative agreement      The C.O.G.S. unit has ratified its tentative agreement. By the time the Board meets, the UNI-United Faculty and SEIU are expected to have ratified their tentative agreements. The Board will review the tentative

Others ratified by Board meeting      agreements in closed session on March 11 as a part of its strategy in collective bargaining, as provided by statute, and will then vote on ratification of the tentative CBAs in open session.


Terms of CBAs to be presented orally      The major aspects of the tentative CBAs will be presented by Director Wright as a part of this docket item, provided the Board has indicated in its closed strategy session it is prepared to vote on them.

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**Analysis:**

CBAs meet Board requirements      The tentative CBAs have been negotiated in good faith by the parties and should be ratified as consistent with guidance provided by the Board to its representatives in bargaining.

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Charles Wright

Approved:   
Gregory S. Nichols