

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 Service Employees International Union Local 199 (SEIU) for the tertiary health care employees at the University of Iowa Hospitals and Clinics.
3. Ratify the collective bargaining agreement with the UNI-United Faculty for faculty at the University of Northern Iowa.

**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 COGS and SEIU bargaining units. Summaries of those agreements are shown below. A tentative voluntary agreement was not reached with UNI-United Faculty.

**COGS:** A voluntary agreement for a two-year contract beginning July 1, 2011, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS on February 11, 2011. COGS members ratified the tentative agreement on February 22, 2011.

The agreement provides for an increase in 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, 2011 and 2.5% increase on July 1, 2012 (There are no step increases).

The estimated cost of the agreement is 2.48% in the first year and 2.6% in the second year. These estimates include projected increases in health and dental insurance costs and annual tuition increases.

**SEIU:** A voluntary agreement was reached with SEIU on February 22, 2011. SEIU members ratified the tentative agreement on February 24, 2011.

The agreement provides for a 3% across-the-board increase on July 1, 2011 and 3% across-the-board increase on July 1, 2012 (There are no step increases).

The agreement also provides for participation in the University's benefit plan approved by the Board in September 2008.

The estimated cost of the agreement to the University of Iowa Hospitals and Clinics is 3.54% in FY 2012 and 3.67% in FY 2013. These estimates include total base pay and pay adjustments, and projected fringe benefit increases.

**UNI-United Faculty:** A voluntary agreement was not reached with UNI-United Faculty. On February 12, 2011, the parties declared impasse on four (4) issues: leaves, wages, insurance, and grievance procedure. Final offers on impasse items were exchanged on February 18, 2011. An interest arbitration hearing on the impasse items was held before Arbitrator Stanley Michelstetter on February 23, 2011. The Arbitrator's decision must be issued by March 15, 2011. His 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 was reached between the State and AFSCME on November 19, 2010. The Board has approximately 6,590 employees covered by this statewide contract. AFSCME members ratified the tentative agreement on December 22, 2010. The agreement included the following:

- FY 2012 - 2% across-the-board increase on July 1, 2011 and 1% across-the-board increase on January 1, 2012.
- FY 2013 - 2% across-the-board increase on July 1, 2012 and 1% across-the-board increase on January 1, 2013.
- 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 statewide contract for Regents institutions will be approximately 4% in FY 2012 and 4% in FY 2013.