

**Tentative Agreement**  
**Between Board of Regents, State of Iowa**  
**And**  
**The United Electrical, Radio and Machine Workers of America,**  
**Local 896 COGS**  
**July 1, 2017 – June 30, 2019**

*\*All Articles, Sections and Appendices of the Agreement shall remain unchanged unless noted herein. All proposed additions to the Agreement are presented in italics, and deletions are presented with a strike through the text.*

**ARTICLE IX**

**WAGES**

**Section 2. Minimum Salaries.**

(A) ~~2015-2016.~~ **2017-2018.** The minimum salary rate for bargaining unit employees during the term of this Agreement will be ~~\$18,261~~ **\$19,072** for a 50% academic year appointment and ~~\$22,311~~ **\$23,302** for a 50% fiscal year appointment.

(B) ~~2016-2017.~~ **2018-2019.** The minimum salary rate for bargaining unit employees during the term of this Agreement will be ~~\$18,809~~ **\$19,339** for a 50% academic year appointment and ~~\$22,980~~ **\$23,628** for a 50% fiscal year appointment.

**Section 3. ~~2015-2016~~ 2017-2018 Academic and Fiscal Year (Returning Employees)** (A) Returning bargaining unit employees will receive minimum salary increases of:

Academic Year (50% Appointment): ~~\$181~~ **\$263**

Fiscal Year (50% Appointment): ~~\$221~~ **\$322**

**Section 4. ~~2016-2017~~ 2018-2019 Academic and Fiscal Year (Returning Employees)**

(A) Returning bargaining unit employees will receive minimum salary increases of:

Academic Year (50% Appointment): ~~\$548~~ **\$267**

Fiscal Year (50% Appointment): ~~\$670~~ **\$326**