

**UE LOCAL 896-COGS**  
**Initial Proposal to the Board of Regents, State of Iowa and University of Iowa**  
**for the 2015-2017 Contract**

*\*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.*

*\*The Union reserves the right to make additions, deletions, amendments, or corrections to these proposals during the course of negotiations.*

**ARTICLE V**  
**EMPLOYEE AND UNION RIGHTS**

**Section 1. Bargaining Unit Information**

**(A) On a monthly basis, the Employer will provide the Union with a listing of employees to include the employee's name, local address, local phone, work mailing address, office location including room number and campus building, office hours, work phone and work email.**

~~**(B) Where individuals have requested that local address and phone be restricted, the Employer will not list local address or phone, unless permission is granted by the employee.**~~

~~(C)~~ (B) In addition, on a monthly basis, the Employer will provide the Union with a listing of employee salary rates expressed as both appointed and monthly amounts, with job classification, department of appointment, percent of appointment, pay basis for appointment, and the salary rate expressed as standard hours and pay basis.

~~(D)~~ (C) When authorized by the individual employee the Employer will also provide the union with the information described in (A) and ~~(C)~~ (B) above in a combined format. Employees will be directed by the Employer to respond to the authorization option.

(D) Additionally, on the first day of classes of each semester and summer term, the Employer shall provide the Union with a listing of all bargaining unit employees as described in (A) above.

**Section 4. New Employee Orientation.**

(A) The Employer agrees to offer a general orientation program for bargaining unit employees, as a forum to present general policy information, information on insurance and information on other matters of common interest to bargaining unit employees. Participation in such orientation sessions by employees will be voluntary. The Employer will schedule such orientation sessions at the beginning of the fall semester and give advance notice to the Union. The Employer reserves the right to recognize the State of Iowa's right to work policy, as reflected in Chapter 20 of the Iowa Code, in its presentation; however, the forum will not be used to criticize any actions or policies of the Union.

(B) The Union will be provided up to thirty (30) minutes preceding the Employer orientation program ***and up to fifteen (15) minutes in each department orientation*** to present information to employees about the Union, as reflected in the published program outline. Employee participation in this segment of the program is also voluntary. This presentation will be made by a representative of the Union. Such presentations will not be used as a forum to criticize any actions or policies of the Employer, or to conduct any political activity.

**ARTICLE VI**  
**APPOINTMENTS**

**Section 1. Letters of Appointment**

*(C) Employees with appointments in the previous academic year fall and/or spring semester must be offered appointment renewal the next academic year for bargaining unit positions before newly appointed employees.*

~~(D)~~ (D) The letter of appointment shall include the following statement: The terms and conditions of employment, including but not limited to wages and benefits, in this position are governed by a collective bargaining agreement between the Board of Regents, State of Iowa and UE Local 896/COGS, the union representing graduate teaching and research assistants at the University of Iowa. Copies of the collective bargaining agreement are available from the Union and may be viewed either from the University web site:

<http://www.uiowa.edu/hr/relations/bargaining/cogs.pdf>

or from the Union web site:

<http://www.cogs.org>

~~(E)~~ (E) Teaching assistants will be informed of their specific course assignments and course supervisor as soon as determined by the appointing department.

**ARTICLE IX  
WAGES**

**Section 2. Minimum Salaries.**

**(A) ~~2013-2014. 2015-2016.~~ The minimum salary rate for bargaining unit employees during the term of this Agreement will be ~~\$17,680~~ 18,894 for a 50% academic year appointment and ~~\$21,604~~ \$23,084 for a 50% fiscal year appointment.**

**(B) ~~2014-2015. 2016-2017.~~ The minimum salary rate for bargaining unit employees during the term of this Agreement will be ~~\$18,080~~ \$19,744 for a 50% academic year appointment and ~~\$22,090~~ \$24,123 for a 50% fiscal year appointment.**

(C) Appointments at a different percent time will receive no less than the prorated minimum salary rate for the term of their appointment.

**Section 3. ~~2013-2014 2015-2016 Academic and Fiscal Year (Returning Employees)~~**

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

**Academic Year (50% Appointment): ~~\$350~~ \$814**

**Fiscal Year (50% Appointment): ~~\$424~~ \$994**

**Section 4. ~~2014-2015 2016-2017 Academic and Fiscal Year (Returning Employees)~~**

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

**Academic Year (50% Appointment): ~~\$400~~ \$850**

**Fiscal Year (50% Appointment): ~~\$486~~ \$1039**

**Section 5. Salary Distribution**

The total salary of full semester, full academic year, full fiscal year, full 8-week and full 6-week

summer appointments shall be paid in equal monthly installments. The total salary of other appointments shall be paid in monthly installments proportional to the percentage of appointment worked per month. *To ensure that salaries are distributed in equal monthly installments across the academic year, academic year appointments cannot be split into semester appointments.*

**ARTICLE X  
TUITION SCHOLARSHIP**

*Section 1. All bargaining unit employees appointed for a total of twenty-five percent (25%) or more for the entire semester, academic year, or fiscal year will be assured a one hundred percent (100%) tuition scholarship.*

*Section 2. All bargaining unit employees appointed for a total of twenty-five percent (25%) or more for the academic year, fiscal year, or spring semester will be assured a one hundred percent (100%) tuition scholarship for all subsequent summer sessions of that calendar year.*

*Section 3. All bargaining unit employees appointed for less than a full semester or term shall receive a one hundred percent (100%) tuition scholarship pro-rated to reflect the length of their appointment.*

*\*Replace APPENDIX E.*

**ARTICLE XI  
FEES REIMBURSEMENT**

*Section 1. All bargaining unit employees appointed for a total of twenty-five percent (25%) or more for the entire semester, academic year, or fiscal year will be assured a one hundred percent (100%) mandatory fees reimbursement.*

*Section 2. All bargaining unit employees appointed for a total of twenty-five percent (25%) or more for the academic year, fiscal year, or spring semester will be assured a one hundred percent (100%) mandatory fees reimbursement for all subsequent summer sessions of that calendar year.*

*Section 3. All bargaining unit employees appointed for less than a full semester or term shall receive a one hundred percent (100%) mandatory fees reimbursement pro-rated to reflect the length of their appointment.*

*Section 4. All international student bargaining unit employees will receive a one hundred percent (100%) international fee reimbursement.*

**ARTICLE ~~X~~XII  
HEALTH INSURANCE**

**Section 1. Health Insurance**

(C) **Dependent Coverage** When dependent coverage is elected by the employee, the Employer will contribute ~~seventy percent (70%)~~ *ninety percent (90%)* of the premium cost per month for dependent coverage (Employee/Spouse, ~~Employee/Children~~, Employee/Family) toward the UI Grad Care or the Student Health Insurance Plan.

**APPENDIX A  
UI GRAD CARE - PLAN PROVISIONS**

1. Co-insurance Percentage - 10%
2. Out-Of-Pocket Limit - ~~Single/Family \$1,200/\$1,800~~ *\$1,000/1,700*; Drug Card - ~~\$1,200/\$1,800~~ *\$1,000/\$1,700*

3. Pre-existing Condition Waiting Period - None
4. Pre-approval of Inpatient Admissions - Required
5. Second Surgical Opinion - Voluntary
6. Prior Approval for Outpatient Surgery - Physician Discretion
7. Benefits Available from Nonmember Providers - Not available without approved referrals.
8. Office Calls – **\$10 co-pay \$0**
9. Routine Physicals - \$0, lab tests and materials - 10% co-insurance
10. Well-Child Care - \$0, including required immunizations
11. X-Ray and Lab - **10% co-insurance \$10 co-payment**
12. Routine Eye Exam - \$10 co-payment (\$0 at UIHC)
13. Hearing Exam - \$10 co-payment
14. Room & Board - 10% coinsurance after \$125 daily deductible. Pre-approval of admission required. Semi-private room.
15. In-Hospital Physician Services - 10% co-insurance
16. Inpatient Surgery - 10% coinsurance
17. Out-patient Surgery - 10% coinsurance
18. Inpatient Supplies/Drugs - 10% coinsurance
19. Inpatient Tests, ICU, Operating Room, specialized care, etc. - 10% coinsurance
20. Immunizations - \$0
21. Allergy Treatments - \$10 co-payments
22. Chiropractor - \$10 co-payment, referral for over 12 visits
23. Ambulance - **10% co-insurance \$10 co-payment**
24. Organ Transplants - prior approval
25. Emergency Room Care - **10% coinsurance after \$50 co-payment**
26. Physical Therapy - **10% coinsurance \$10 co-payment**
27. Blood, etc. - 10% coinsurance
28. Durable Medical Equipment - **10% coinsurance \$10 co-payment**
29. Outpatient Chemotherapy - 10% coinsurance
30. Speech, Occupational & Respiratory Therapy - **10% coinsurance \$10 co-payment**
31. Dental Accident Care - **10% coinsurance \$10 co-payment** within **6 12** months of injury
32. Dependent Child Age Limit – end of the calendar year the child turns 26
33. Lifetime Maximum - none
34. Prescription Drugs - Rx Card \$7 or 25% whichever is greater
35. Contraceptives - Generic and brand-name drugs without a generic and devices:\$0; Brand-name drugs with a generic: 25%
36. STI, HIV & HPV testing & counseling - \$0
- 37. Infertility Treatment – 10% coinsurance**
38. Mental Health - 10% coinsurance
39. Outpatient Substance Abuse - 10% coinsurance
- 40. Transgender Care – 10% coinsurance**
41. Employees and their families must use a University of Iowa provider and facility for their health services. These providers include the Student Health Clinic (restricted to only University students), Family Practice, Internal Medicine, Obstetrics and Gynecology, Pediatrics, or any of the University Community Health Clinics, such as the North Liberty and the Southeast Iowa City Clinic. Benefits under this plan are also provided for services received from out-of-area providers in cases of emergencies, accidental injuries, referrals under special circumstances, and for individuals temporarily living out of the area who have notified the University Benefits Office before leaving the area. A separate panel of providers is available for mental health and substance abuse care provided under 36

38 and 37 39 above.

**Section 2. Dental Insurance**

(A) **Employer Contribution** The Employer will provide, for bargaining unit employees with academic year or fiscal year appointments, who elect single coverage, eighty-five percent (85%) of the premium cost for dental insurance each month. When dependent coverage is elected by the employee, the Employer will contribute ~~seventy percent (70%)~~ **eighty-five percent (85%)** of the premium cost per month for dependent dental coverage (Employee/Spouse, ~~Employee/Children,~~ Employee/Family).

**Section 4. Supplemental Travel Insurance** *The Employer will contribute, for bargaining unit employees, the full cost of Cultural Insurance Services International or equivalent travel health insurance coverage as a supplement to UIGradCare or SHIP when required by the University for any educational or employment related travel under the auspices of the University.*

**ARTICLE ~~XI~~ XIII  
HEALTHCARE & DEPENDENT CARE SPENDING ACCOUNTS**

**ARTICLE ~~XII~~ XIV  
PAID LEAVES AND HOLIDAYS**

**Section 3. Family Illness Leave**

Employees may use available sick leave for care of and necessary attention to ill or injured members of the immediate family (as defined in Section 4 of this article) or for parental leave including birth and adoption (*as defined in Section 9 of this Article*). ~~Use of sick leave for this purpose is limited to five (5) work days per year.~~

**Section 9. Parental Leave**

*(A) Eligible employees are entitled to a parental accommodation period [parental leave] immediately following the birth of a child, or upon either the initial placement or the legal adoption of a child under 18 years of age. The parental accommodation period [paid leave period] shall consist of eight (8) weeks paid leave over the duration of time for which the employee would otherwise be employed. The use of paid sick leave, other paid leave, or unpaid leave for which the eligible employee is entitled shall not count toward the eight (8) week parental accommodation [parental leave] period.*

*(B) Eligible employees are those who hold an active appointment at the time the parental leave is taken. Parental leave will be paid at the rate of the employee's appointment level at the beginning or end of the leave period. Employees whose appointment rate changes during a period of Parental Leave will be paid at the higher of the two rates. Parental leave will be counted as part of the twelve week entitlement accorded by the Family and Medical Leave Act (FMLA) for FMLA-eligible individuals and may be used in conjunction with other paid or unpaid leaves for which the individual is eligible.*

**ARTICLE ~~XIII~~ XV  
UNPAID LEAVES OF ABSENCE**

**ARTICLE ~~XIV~~ XVI  
TRAVEL AND LODGING**

**ARTICLE ~~XV~~-XVII**  
**ISSUES OF GENERAL APPLICATION**

**ARTICLE ~~XVI~~-XVIII**  
**HEALTH AND SAFETY**

**ARTICLE ~~XVII~~-XIX**  
**PERSONNEL FILES**

**ARTICLE ~~XVIII~~-XX**  
**PERFORMANCE EVALUATIONS**

**ARTICLE ~~XIX~~-XXI**  
**TRAINING**

**ARTICLE ~~XX~~-XXII**  
**COMMUNICATIONS FORUM**

**ARTICLE ~~XXI~~ XXIII**  
***DURATION***

**Section 1. Term**

This agreement shall remain in full force and effect for a period of two (2) years from July 1, ~~2013~~ 2015, and shall thereafter be continued for a period of two (2) years until it expires on June 30, ~~2015~~ 2017.

**Section 2. Successor Agreement**

Negotiations for a successor Agreement shall commence on or about November 1, ~~2014~~ 2016, and proceed in accordance with Iowa law. If the parties fail to conclude a voluntary successor agreement, the impasse procedures of Chapter 20, Iowa Public Employee Relations Act shall be utilized.