

**Tentative Agreement
Between Board of Regents, State of Iowa
And
The United Electrical, Radio and Machine Workers of America,
Local 896 COGS
July 1, 2015 – June 30, 2017**

**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) ~~2013-2014~~ **2015-2016**. The minimum salary rate for bargaining unit employees during the term of this Agreement will be ~~\$17,680~~ **\$18,261** for a 50% academic year appointment and ~~\$20,664~~ **\$22,311** 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~~ **\$18,809** for a 50% academic year appointment and ~~\$22,090~~ **\$22,980** for a 50% fiscal year appointment.

Section 3. ~~2013-14~~ 2015-2016 Academic and Fiscal Year (Returning Employees).

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

Academic Year (50% Appointment): ~~\$350~~ **\$181**

Fiscal Year (50% Appointment): ~~\$424~~ **\$221**

(B) Returning bargaining unit employees who are continuing at a different percent time will receive no less than the prorated value of the salary increase for the term of their appointment.

Section 4. ~~2014-15~~ 2016-2017 Academic and Fiscal Year (Returning Employees).

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

Academic Year (50% Appointment): ~~\$400~~ **\$548**

Fiscal Year (50% Appointment): ~~\$486~~ **\$669**

(B) Returning bargaining unit employees who are continuing at a different percent time will receive no less than the prorated value of the salary increase for the term of their appointment.

ARTICLE X

HEALTH INSURANCE

Section 1. Health Insurance

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

Section 3. Period of Coverage Bargaining unit employees appointed for a semester will receive the monthly insurance contribution for the semester appointed. Spring semester appointments will receive two (2) additional contributions for summer coverage. An employee commencing an appointment of more than a semester after the beginning of the academic year shall receive the monthly insurance contribution for the duration of the appointment, including coverage for the summer. Summer coverage may be waived by a bargaining unit employee upon written request to the Employer. Insurance contributions for bargaining unit employees terminating during the term of their appointment will cease the month in which such termination occurs. Insurance contributions for fiscal year appointments will cease the month in which the appointment concludes. **Notwithstanding the foregoing, insurance contributions for bargaining unit employees graduating from the institution will cease the month in which such graduation occurs beginning with the 2016-2017 academic year.**

ARTICLE XIII

UNPAID LEAVES OF ABSENCE

(B) Additionally, the Employer shall authorize leave requests in accordance with the provisions of the Family and Medical Leave Act of 1993 **for qualifying individuals**.

ARTICLE XX

NOTICE

For purposes of this agreement, all requirements herein that the Union or an employee be notified in writing may be satisfied by any of the following methods: US mail, delivery service, electronic mail, facsimile, or hand delivery.

APPENDIX A

UI GRAD CARE - PLAN PROVISIONS

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**

APPENDIX D

Letter of Agreement

This Letter of Agreement is entered into between the Board of Regents, State of Iowa (hereinafter referred to as the “Employer”) and the United Electrical, Radio and Machine Workers of America, Local 896/COGS, (hereinafter referred to as the “Union”) as follows:

1. The Employer and the Union, through this Letter of Agreement, wish to affirm and acknowledge the dedication of both parties to the promotion of human rights and the elimination of discrimination.
2. Therefore, the parties affirm and support the University’s Policy on Human Rights which **forbids** provides that “in no aspect of its programs shall there be differences in the treatment **based on protected characteristics identified therein and provides for equal opportunity and access to facilities for all (University Operations Manual I-3.1)** of persons because of race, creed, color, national origin, age, sex, disability, sexual orientation, gender identity, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all.”
3. Furthermore, complaints involving the interpretation, administration, or the enforcement of the Human Rights Policy are not subject to the formal grievance procedure in the collective bargaining agreement between the parties. Instead, the parties agree that employees may utilize the human rights enforcement procedures established by the University policy or as provided by law. **Bargaining unit employees have the right to be accompanied by a union representative and/or other advocate of the employee’s choice at any time during informal and formal complaint procedures, including but not limited to sexual harassment informal and formal complaint procedures, anti-retaliation informal and formal complaint procedures, and anti-harassment informal and formal complaint procedures.** Consistent with the University’s informal human rights complaint procedures including sexual harassment informal complaint procedures, bargaining unit employees, accompanied by a union representative and/or other advocate of the employee’s choice (if so desired), may pursue resolution of an employment-related complaint by meeting with their immediate supervisor. If the complaint is not resolved, it may be taken up with the departmental executive officer. Similarly, if the complaint is not resolved, it may be taken up with the appropriate dean, vice president or designee. The dean, vice president or designee will provide a written response to the complaint within thirty (30) days at the employee’s request. At any point during the informal process, or if the complaint is

~~unresolved with the vice president, dean or designee, bargaining unit employees, with or without the assistance of the union representative and/or other advocate, may initiate a formal human rights complaint or a formal sexual harassment complaint with the University's Office of Equal Opportunity and Diversity or the Charter Committee on Human Rights as applicable, or the appropriate external agency established by law.~~

4. Nothing in this Letter of Agreement shall be construed to restrict the University from modifying its policy on Human Rights using its procedures for policy development and revision, including procedures through the University's Office of Equal Opportunity and Diversity and through the Charter Committee on Human Rights.

This Letter of Agreement shall remain in full force and effect for a period of two years from July 1, 2013~~5~~ through June 30, 2015~~7~~.

APPENDIX E Letter of Agreement

Whereas, this Letter of Agreement is entered into between the Board of Regents, State of Iowa (hereinafter referred to as the "Employer"), and the United Electrical, Radio and Machine Workers of America, Local 896-COGS (hereinafter referred to as the "Union"), and

Whereas, the Employer and the Union are parties to a collective bargaining agreement covering the period July 1, 2013~~5~~ through June 30, 2015~~7~~, bearing the same date as this Letter of Agreement, the parties have agreed to the following:

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 minimum tuition scholarship for fall and spring semesters.
2. The minimum tuition scholarship will be defined in relation to a full time load of nine (9) semester hours, and shall be prorated for a lesser number of credit hours enrolled.
3. ~~In each year of the collective bargaining agreement, 2013-2015,~~ All contract-covered employees appointed at twenty-five percent (25%) or more will receive one hundred percent (100%) tuition scholarship each semester based upon the Board of Regents resident graduate student tuition rate for the College of Liberal Arts and Sciences (CLAS).
4. ***All contract-covered employees appointed at twenty-five percent (25%) or more and assessed the College of Education tuition supplement will also receive a tuition scholarship for one hundred percent (100%) of the College of Education tuition supplement for fall and spring semesters.***

5. Nothing in this agreement is intended to reduce the tuition scholarship for any graduate student employees currently receiving a tuition scholarship.
6. ***All contract covered employees appointed at twenty-five percent (25%) or more will receive a fee scholarship for twenty-five (25%) of the mandatory student fees assessed for fall and spring semesters.***
7. On a program basis, employing units may exceed the minimum level of tuition ***or fees*** scholarship provided in this Letter of Agreement.