

ATTACHMENT A

SUMMARY OF SALARY INCREASES FOR UNIONIZED EMPLOYEES

AFSCME Employees

The collective bargaining agreement between AFSCME and the State of Iowa covering bargaining unit merit staff does not provide for any wage increase on July 1, 2009. For FY10 the Merit pay ranges and the anticipated annual work hours (2088) will remain unchanged. Merit staff members who are not at the maximum of their pay range will continue to receive a step increase of four and one half percent (4.5%) at their next scheduled merit increase date, up to the maximum of their pay scale.

Tertiary Health Care Bargaining Unit – SEIU

The collective bargaining agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2009 will receive a 1.75% salary increase on the employee's base salary effective July 1, 2009.
2. Staff members employed in the Staff Nurse classification in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full time equivalent. Those staff employed less than full time will receive a prorated differential. Nurses that transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.

Graduate Assistants – COGS

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS will remain unchanged for FY2010:

Academic Year (50% Appointment):	\$16,575
Fiscal Year (50% Appointment):	\$20,258

Appointments at a different percent time will receive no less than the prorated minimum salary rate. Returning bargaining unit employees will not receive a minimum salary increase under the terms of the contract and will remain unchanged in pay under the Board of Regents salary policy.

Fiscal year appointments are effective July 1, 2009. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 17, 2009. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will be \$2,615 for each semester (fall and spring), based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

Payment of tuition scholarship for graduate assistants appointed on the General Education Fund (GEF) will be coordinated by the Graduate College. Payment of tuition scholarship from other sources of funds (all non-GEF) will be budgeted through the appointing source.