

## 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 provides for a two percent (2%) wage increase on July 1, 2011. For the remaining months of the 2011 calendar year, the anticipated annual work hours for the calculation of annual and monthly salaries will remain unchanged (2080).

The AFSCME agreement provides for a second wage increase of one percent (1%) effective January 1, 2012. The anticipated annual work hours for calendar year 2012 will increase to 2088. Therefore, the combined effect of the salary increase and increase in work hours on annual and monthly salaries effective January 1, 2012, will be approximately one and four-tenths percent (1.4%).

Merit staff members who are not at the maximum of their pay range will continue to receive a step increase in FY12 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, 2011 will receive a three percent (3 %) salary increase on the employee's base salary effective July 1, 2011.
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 (7) 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 increase two percent on July 1, 2011:

Academic Year (50% Appointment):	\$16,908
Fiscal Year (50% Appointment):	\$20,664

Returning bargaining unit employees will receive a minimum salary increase of:

Academic Year (50% Appointment):	\$333
Fiscal Year (50% Appointment):	\$406

Appointments at a different percent time will receive no less than the prorated minimum salary rate.

Fiscal year appointments are effective July 1, 2011. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 15, 2011. 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 one hundred percent (100%) of the resident tuition rate for the Graduate College/Liberal Arts and Sciences. For FY12, the minimum scholarship will be \$3807.00 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.