

A COLLECTIVE BARGAINING AGREEMENT
BETWEEN
BOARD OF REGENTS, STATE OF IOWA
AND
SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 199



*Providing terms and conditions of employment for
professional employees in the tertiary health care
bargaining unit at The University of Iowa*

July 1, 2019 through June 30, 2021

ARTICLE I. WAGES

Section 1. Pay Plans

Minimum pay ranges for classifications identified in Appendix A are provided in Appendix B for 2019-2020 and in Appendix C for 2020-2021.

Section 2. 2019-2020 Minimum Salaries

Minimum salaries for each classification in the bargaining unit will not increase.

Section 3. 2020-2021 Minimum Salaries

Minimum salaries for each classification in the bargaining unit will not increase.

Section 4. 2019-2020 Salaries (Returning Employees)

Effective with the 2019-2020 appointment year (July 1, 2019), each returning bargaining unit employee who was employed on April 30, 2019, as a bargaining unit employee shall receive, in addition to existing base salary, a two and one tenths percent (2.1%) increase to be added to the employee's base salary for the appointment year 2019-2020.

Section 5. 2020-2021 Salaries (Returning Employees)

Effective with the 2020-2021 appointment year (July 1, 2020), each returning bargaining unit employee who was employed on April 30, 2020, as a bargaining unit employee shall receive, in addition to existing base salary, a two and one tenths percent (2.1%) increase to be added to the employee's base salary for the appointment year 2020-2021.

Section 6. Part-time Employees

Part-time employees, who are members of the bargaining unit, shall receive proportionate increases for each contract year as provided in Section 4 and Section 5 for full-time employees.

ARTICLE II. DURATION

Section 1. Term

This agreement shall remain in full force and effect for a period of two (2) years from July 1, 2019, through June 30, 2021.

Section 2. Signature

In witness whereof the parties hereto have caused the Agreement to be signed by their respective representatives and their signatures placed thereon.

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director



Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President

Dan Dietzel

Brittany Mannix

Gillian McVicar

Melinda Myers

Coen Olson

Barb Stanerson

5/8/19

Date

BOARD OF REGENTS, State of Iowa




Mark J. Braun, Executive Director



Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President



Dan Dietzel

Brittany Mannix

Gillian McVicar

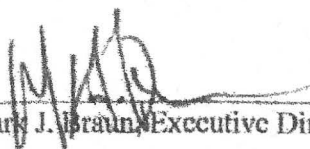
Melinda Myers

Coen Olson

Barb Stanerson

Date

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director

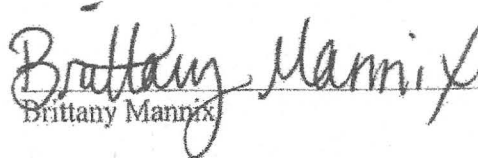
4/25/19

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President

Dan Dietzel



Brittany Mannix

Gillian McVicar

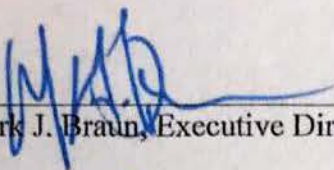
Melinda Myers

Coen Olson

Barb Stanerson

Date

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director



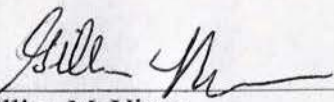
Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President

Dan Dietzel

Brittany Mannix



Gillian McVicar

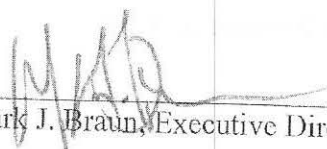
Melinda Myers

Coen Olson

Barb Stanerson

Date

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director

4/25/19

Date


SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President

Dan Dietzel

Brittany Mannix

Gillian McVicar



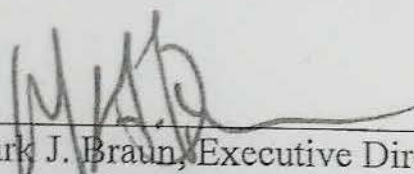
Melinda Myers

Coen Olson

Barb Stanerson

Date

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director

4/25/19

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199


Cathy Glasson, President

Dan Dietzel

Brittany Mannix

Gillian McVicar

Melinda Myers




Coen Olson

Barb Stanerson

Date

BOARD OF REGENTS, State of Iowa



Mark J. Braun, Executive Director

4/25/19

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 199

Cathy Glasson, President


Dan Dietzel

Brittany Mannix

Gillian McVicar

Melinda Myers

Coen Olson



Barb Stanerson

Date

Appendix A

Classifications Included within the Tertiary Health Care Bargaining Unit

*Denotes non-exempt under Fair Labor Standard Act

Title	Class Code
Activity Therapist*	PD40
Advanced Electroneurodiagnostic/Intraoperative Monitoring Technologist Specialist	PD50
Advanced Registered Nurse Practitioner (Patient Care)	PT35
Andrology Technologist	PT45
Audiologist I	PD69
Audiologist II	PD68
Cardiac Rehabilitation Specialist I	PD74
Cardiac Rehabilitation Specialist II	PD76
Cardiovascular Perfusionist	PK83
Clinical Laboratory Technologist I	PK19
Clinical Pharmacist (Patient Care)	PK45
Clinical Psychologist	PD04
Clinical Service Specialist	PD13
Clinical Specialist - Rehabilitation Therapies	PD38
Counselor - Substance Abuse*	PD41
Critical Care/Neonatal ARNP	PT48
Cytogenetics Laboratory Specialist I	PT39
Cytogenetics Laboratory Specialist II	PT40
Cytotechnologist	PK51
Dental Hygienist	PD45
Dietitian I	PD60
Dietitian II	PD59
Dosimetrist I	PD72

Dosimetrist II	PK21
Echographic Diagnostic Assistant	PD42
Education Consultant	PS22
Educator	PD47
Electroneurodiagnostic Technologist*	PT47
Embryologist	PT20
Hospital Mortician*	PK36
Imaging Technologist*	PT44
Medical Laboratory Scientist	PT28
Medical Laboratory Technician	PT27
Neonatal Nurse Practitioner	PD70
Nuclear Medicine Technologist*	PK20
Nuclear Medicine Technologist (PET)*	PT01
Nurse Clinician	PD14
Occupational Therapist	PD31
Ophthalmic Photographer I	PT37
Ophthalmic Photographer II	PT38
Ophthalmic Professional I	PK81
Ophthalmic Professional II	PK80
Optician I	PD19
Optician II	PD11
Optometrist I	PK98
Optometrist II	PK53
Physical Therapist	PD35
Physician's Assistant	PD03
Polysomnographic Technologist*	PT51
Psychometrist	PD44
Radiation Therapist*	PT26

Rehabilitation Assistant	PD88
Respiratory Therapist*	PK71
Senior Activity Therapist	PD75
Senior Imaging Technologist*	PT16
Senior Nuclear Medicine Technologist*	PT05
Senior Nuclear Medicine Technologist (PET)*	PT08
Senior Occupational Therapist	PD30
Senior Physical Therapist	PD34
Senior Psychometrist	PD43
Senior Radiation Therapist*	PT04
Senior Respiratory Therapist	PK70
Social Work Specialist I	PD25
Social Work Specialist II (Patient Care)	PD39
Social Worker I	PD28
Social Worker II	PD27
Social Worker III	PD26
Sonographer*	PK77
Speech Pathologist I	PD66
Speech Pathologist II	PD65
Staff Nurse	PD20
Utilization Review Assistant	PK61

Appendix B
2019-2020 Pay Scales

Classification Title	Minimum
Activity Therapist	\$39,182
Advanced Electroneurodiagnostic/Intraoperative monitoring Technologist Specialist	\$50,682
Advanced Registered Nurse Practitioner	\$80,196
Andrology Technologist	\$53,446
Audiologist I	\$53,478
Audiologist II	\$56,517
Cardiac Rehabilitation Specialist I	\$39,038
Cardiac Rehabilitation Specialist II	\$48,786
Cardiovascular Perfusionist	\$91,809
Clinical Laboratory Technologist I	\$44,857
Clinical Pharmacist (Patient Care)	\$101,678
Clinical Psychologist	\$59,597
Clinical Service Specialist	\$66,868
Clinical Specialist, Rehabilitation Therapies	\$62,548
Counselor – Substance Abuse	\$39,803
Critical Care/Neonatal ARNP	\$86,780
Cytogenetics Lab Specialist I	\$44,283
Cytogenetics Lab Specialist II	\$47,913
Cytotechnologist	\$55,909
Dental Hygienist	\$53,601
Dietitian I	\$42,541
Dietitian II	\$43,922
Dosimetrist I	\$72,178
Dosimetrist II	\$96,234
Echographic Diagnostic Assistant	\$52,416

Education Consultant	\$56,021
Educator	\$45,644
Electroneurodiagnostic Technologist	\$40,526
Embryologist	\$57,689
Hospital Mortician	\$38,253
Imaging Technologist	\$41,567
Medical Laboratory Scientist	\$45,826
Medical Laboratory Technician	\$42,390
Neonatal Nurse Practitioner	\$86,780
Nuclear Medicine Technologist	\$61,790
Nuclear Medicine Technologist (PET)	\$64,219
Nurse Clinical Specialist	\$56,021
Occupational Therapist	\$59,803
Ophthalmic Photographer I	\$36,026
Ophthalmic Photographer II	\$48,534
Ophthalmic Professional I	\$48,534
Ophthalmic Professional II	\$56,693
Optician I	\$36,026
Optician II	\$48,534
Optometrist I	\$71,811
Optometrist II	\$90,947
Physical Therapist	\$66,447
Physician Assistant	\$80,196
Polysomnographic Technologist	\$44,484
Psychometrist	\$37,904
Radiation Therapist	\$59,367
Rehabilitation Assistant	\$36,711
Respiratory Therapist	\$44,484

Senior Activity Therapist	\$42,847
Senior Imaging Technologist	\$46,101
Senior Nuclear Medicine Technologist	\$64,362
Senior Nuclear Medicine Technologist (PET)	\$66,791
Senior Occupational Therapist	\$62,323
Senior Physical Therapist	\$68,739
Senior Psychometrist	\$46,587
Senior Radiation Therapist	\$63,154
Senior Respiratory Therapist	\$52,991
Social Work Specialist I	\$46,587
Social Work Specialist II (Patient Care)	\$50,404
Social Worker I	\$36,797
Social Worker II	\$39,818
Social Worker III	\$43,072
Sonographer	\$56,336
Speech Pathologist I	\$52,445
Speech Pathologist II	\$55,426
Staff Nurse	\$52,701
Utilization Review Assistant	\$45,644

Appendix C
2020-2021 Pay Scales

Classification Title	Minimum
Activity Therapist	\$39,182
Advanced Electroneurodiagnostic/Intraoperative monitoring Technologist Specialist	\$50,682
Advanced Registered Nurse Practitioner	\$80,196
Andrology Technologist	\$53,446
Audiologist I	\$53,478
Audiologist II	\$56,517
Cardiac Rehabilitation Specialist I	\$39,038
Cardiac Rehabilitation Specialist II	\$48,786
Cardiovascular Perfusionist	\$91,809
Clinical Laboratory Technologist I	\$44,857
Clinical Pharmacist (Patient Care)	\$101,678
Clinical Psychologist	\$59,597
Clinical Service Specialist	\$66,868
Clinical Specialist, Rehabilitation Therapies	\$62,548
Counselor – Substance Abuse	\$39,803
Critical Care/Neonatal ARNP	\$86,780
Cytogenetics Lab Specialist I	\$44,283
Cytogenetics Lab Specialist II	\$47,913
Cytotechnologist	\$55,909
Dental Hygienist	\$53,601
Dietitian I	\$42,541
Dietitian II	\$43,922
Dosimetrist I	\$72,178
Dosimetrist II	\$96,234

Echographic Diagnostic Assistant	\$52,416
Education Consultant	\$56,021
Educator	\$45,644
Electroneurodiagnostic Technologist	\$40,526
Embryologist	\$57,689
Hospital Mortician	\$38,253
Imaging Technologist	\$41,567
Medical Laboratory Scientist	\$45,826
Medical Laboratory Technician	\$42,390
Neonatal Nurse Practitioner	\$86,780
Nuclear Medicine Technologist	\$61,790
Nuclear Medicine Technologist (PET)	\$64,219
Nurse Clinical Specialist	\$56,021
Occupational Therapist	\$59,803
Ophthalmic Photographer I	\$36,026
Ophthalmic Photographer II	\$48,534
Ophthalmic Professional I	\$48,534
Ophthalmic Professional II	\$56,693
Optician I	\$36,026
Optician II	\$48,534
Optometrist I	\$71,811
Optometrist II	\$90,947
Physical Therapist	\$66,447
Physician Assistant	\$80,196
Polysomnographic Technologist	\$44,484
Psychometrist	\$37,904
Radiation Therapist	\$59,367
Rehabilitation Assistant	\$36,711

Respiratory Therapist	\$44,484
Senior Activity Therapist	\$42,847
Senior Imaging Technologist	\$46,101
Senior Nuclear Medicine Technologist	\$64,362
Senior Nuclear Medicine Technologist (PET)	\$66,791
Senior Occupational Therapist	\$62,323
Senior Physical Therapist	\$68,739
Senior Psychometrist	\$46,587
Senior Radiation Therapist	\$63,154
Senior Respiratory Therapist	\$52,991
Social Work Specialist I	\$46,587
Social Work Specialist II (Patient Care)	\$50,404
Social Worker I	\$36,797
Social Worker II	\$39,818
Social Worker III	\$43,072
Sonographer	\$56,336
Speech Pathologist I	\$52,445
Speech Pathologist II	\$55,426
Staff Nurse	\$52,701
Utilization Review Assistant	\$45,644