

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



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

July 1, 2023 through June 30, 2025

ARTICLE I. WAGES

Section 1. Pay Plans

Minimum pay for classifications identified in Appendix A are provided in Appendix B for 2023-2024 and in Appendix C for 2024-2025.

Section 2. 2023-2024 Minimum Salaries

Minimum salaries for each classification in the bargaining unit will increase by 3% effective July 1, 2023.

Section 3. 2024-2025 Minimum Salaries

Minimum salaries for each classification in the bargaining unit will increase by 3% effective July 1, 2024.

Section 4. 2023-2024 Salaries (Returning Employees)

Effective with the 2023-2024 appointment year (July 1, 2023), each returning bargaining unit employee who was employed on April 30, 2023, as a bargaining unit employee shall receive, in addition to existing base salary, a three percent (3%) increase to be added to the employee's base salary for the appointment year 2023-2024.

Section 5. 2024-2025 Salaries (Returning Employees)

Effective with the 2024-2025 appointment year (July 1, 2024), each returning bargaining unit employee who was employed on April 30, 2024, as a bargaining unit employee shall receive, in addition to existing base salary, a three percent (3%) increase to be added to the employee's base salary for the appointment year 2024-2025.

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, 2023, through June 30, 2025.

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

DocuSigned by:

FE898DCEC8ED45B

Mark J. Braun, Executive Director

2/24/2023

Date

SERVICE EMPLOYEES INTERNATIONAL
UNION, MINNESOTA & IOWA



Jamie Gulley, President

3/9/2023

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
Senior Sonographer	PT52
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
Transplant Coordinator	PK53
Utilization Review Assistant	PK61

Appendix B
2023-2024 Pay Scales

Classification Title	Minimum
Activity Therapist	\$40,357
Advanced Electroneurodiagnostic/ Intraoperative Monitoring Technologist Specialist	\$52,202
Advanced Registered Nurse Practitioner	\$82,602
Andrology Technologist	\$55,049
Audiologist I	\$55,082
Audiologist II	\$58,213
Cardiac Rehabilitation Specialist I	\$40,209
Cardiac Rehabilitation Specialist II	\$50,250
Cardiovascular Perfusionist	\$94,563
Clinical Laboratory Technologist I	\$46,203
Clinical Pharmacist	\$104,728
Clinical Psychologist	\$61,385
Clinical Service Specialist	\$68,874
Clinical Specialist, Rehabilitation Therapies	\$64,424
Counselor - Substance Abuse	\$40,997
Critical Care/Neonatal ARNP	\$89,383
Cytogenetics Lab Specialist I	\$45,611
Cytogenetics Lab Specialist II	\$49,350
Cytotechnologist	\$57,586
Dental Hygienist	\$55,209
Dietitian I	\$43,817
Dietitian II	\$45,240
Dosimetrist I	\$74,343
Dosimetrist II	\$99,121

Echographic Diagnostic Assistant	\$53,988
Education Consultant	\$57,702
Educator	\$47,013
Electroneurodiagnostic Technologist	\$41,742
Embryologist	\$59,420
Hospital Mortician	\$39,401
Imaging Technologist	\$42,814
Medical Laboratory Scientist	\$47,201
Medical Laboratory Technician	\$43,662
Neonatal Nurse Practitioner	\$89,383
Nuclear Medicine Technologist	\$63,644
Nuclear Medicine Technologist (PET)	\$66,146
Nurse Clinician	\$57,702
Occupational Therapist	\$61,597
Ophthalmic Photographer I	\$37,107
Ophthalmic Photographer II	\$49,990
Ophthalmic Professional I	\$49,990
Ophthalmic Professional II	\$58,394
Optician I	\$37,107
Optician II	\$49,990
Optometrist I	\$73,965
Optometrist II	\$93,675
Physical Therapist	\$68,440
Physician Assistant	\$82,602
Polysomnographic Technologist	\$45,819
Psychometrist	\$39,041
Radiation Therapist	\$61,148
Rehabilitation Assistant	\$37,812

Respiratory Therapist	\$45,819
Senior Activity Therapist	\$44,132
Senior Imaging Technologist	\$47,484
Senior Nuclear Medicine Technologist	\$66,293
Senior Nuclear Medicine Technologist (PET)	\$68,795
Senior Occupational Therapist	\$64,193
Senior Physical Therapist	\$70,801
Senior Psychometrist	\$47,985
Senior Radiation Therapist	\$65,049
Senior Respiratory Therapist	\$54,581
Senior Sonographer	\$63,829
Social Work Specialist I	\$47,985
Social Work Specialist II	\$51,916
Social Worker I	\$37,901
Social Worker II	\$41,013
Social Worker III	\$44,364
Sonographer	\$58,026
Speech Pathologist I	\$54,018
Speech Pathologist II	\$57,089
Staff Nurse	\$54,282
Transplant Coordinator	\$66,293
Utilization Review Assistant	\$47,013

Appendix C
2024-2025 Pay Scales

Classification Title	Minimum
Activity Therapist	\$41,568
Advanced Electroneurodiagnostic/ Intraoperative Monitoring Technologist Specialist	\$53,768
Advanced Registered Nurse Practitioner	\$85,080
Andrology Technologist	\$56,700
Audiologist I	\$56,734
Audiologist II	\$59,959
Cardiac Rehabilitation Specialist I	\$41,415
Cardiac Rehabilitation Specialist II	\$51,758
Cardiovascular Perfusionist	\$97,400
Clinical Laboratory Technologist I	\$47,589
Clinical Pharmacist	\$107,870
Clinical Psychologist	\$63,227
Clinical Service Specialist	\$70,940
Clinical Specialist, Rehabilitation Therapies	\$66,357
Counselor - Substance Abuse	\$42,227
Critical Care/Neonatal ARNP	\$92,064
Cytogenetics Lab Specialist I	\$46,979
Cytogenetics Lab Specialist II	\$50,831
Cytotechnologist	\$59,314
Dental Hygienist	\$56,865
Dietitian I	\$45,132
Dietitian II	\$46,597
Dosimetrist I	\$76,573
Dosimetrist II	\$102,095

Echographic Diagnostic Assistant	\$55,608
Education Consultant	\$59,433
Educator	\$48,423
Electroneurodiagnostic Technologist	\$42,994
Embryologist	\$61,203
Hospital Mortician	\$40,583
Imaging Technologist	\$44,098
Medical Laboratory Scientist	\$48,617
Medical Laboratory Technician	\$44,972
Neonatal Nurse Practitioner	\$92,064
Nuclear Medicine Technologist	\$65,553
Nuclear Medicine Technologist (PET)	\$68,130
Nurse Clinician	\$59,433
Occupational Therapist	\$63,445
Ophthalmic Photographer I	\$38,220
Ophthalmic Photographer II	\$51,490
Ophthalmic Professional I	\$51,490
Ophthalmic Professional II	\$60,146
Optician I	\$38,220
Optician II	\$51,490
Optometrist I	\$76,184
Optometrist II	\$96,485
Physical Therapist	\$70,493
Physician Assistant	\$85,080
Polysomnographic Technologist	\$47,194
Psychometrist	\$40,212
Radiation Therapist	\$62,982
Rehabilitation Assistant	\$38,946

Respiratory Therapist	\$47,194
Senior Activity Therapist	\$45,456
Senior Imaging Technologist	\$48,909
Senior Nuclear Medicine Technologist	\$68,282
Senior Nuclear Medicine Technologist (PET)	\$70,859
Senior Occupational Therapist	\$66,119
Senior Physical Therapist	\$72,925
Senior Psychometrist	\$49,425
Senior Radiation Therapist	\$67,000
Senior Respiratory Therapist	\$56,218
Senior Sonographer	\$65,744
Social Work Specialist I	\$49,425
Social Work Specialist II	\$53,473
Social Worker I	\$39,038
Social Worker II	\$42,243
Social Worker III	\$45,695
Sonographer	\$59,767
Speech Pathologist I	\$55,639
Speech Pathologist II	\$58,802
Staff Nurse	\$55,910
Transplant Coordinator	\$68,282
Utilization Review Assistant	\$48,423