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.
### Appendix A

**Classifications Included within the Tertiary Health Care Bargaining Unit**

*Denotes non-exempt under Fair Labor Standard Act

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## Appendix B
### 2023-2024 Pay Scales

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# Appendix C

## 2024-2025 Pay Scales

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<td>Rehabilitation Assistant</td>
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<tr>
<td>Social Worker III</td>
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<tr>
<td>Sonographer</td>
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<tr>
<td>Speech Pathologist I</td>
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<tr>
<td>Speech Pathologist II</td>
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<tr>
<td>Staff Nurse</td>
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<tr>
<td>Transplant Coordinator</td>
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<tr>
<td>Utilization Review Assistant</td>
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