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 2.5% wage increase on July 1, 2015. Merit staff members who are not at the maximum of their pay range will continue to receive a step increase in FY16 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 between SEIU and the Board of Regents provides bargaining unit employees employed on April 30, 2015 with a two and three-quarters percent (2.75%) salary increase on the employee’s base salary effective July 1, 2015.

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 one percent (1%) on July 1, 2015:

- Academic Year (50% Appointment): $18,261
- Fiscal Year (50% Appointment): $22,311

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

- Academic Year (50% Appointment): $181
- Fiscal Year (50% Appointment): $221

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

Fiscal year appointments are effective July 1, 2015. Academic year appointments are effective with the start of the fall term, typically three days prior to the start of classes which is August 24, 2015. 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.

All contract-covered employees appointed at twenty-five percent (25%) or more and assessed the College of Education tuition supplement will also receive a tuition scholarship for one hundred percent (100%) of the College of Education tuition supplement for fall and spring semesters.
All contract-covered employees appointed at twenty-five percent (25%) or more will receive a fee scholarship for twenty-five percent (25%) of the mandatory student fees assessed for fall and spring semesters.