Impact of Changes to Chapter 20 and Collective Bargaining Agreements

University Staff Council
July 12, 2017
Merit Staff: What does not change

- Vacation accrual and use
- Sick leave accrual and use
- Shift premium rates and parameters
- Standby/on-call pay rate and parameters
- Minimum call back time
- Discipline for cause (under Regent Merit System Rules)
- Access to a grievance process with potential for arbitration
Merit Staff: What did change July 1

• No merit/step increases for FY18
• Flexibility around recognition & reward options
  • Extra meritorious pay
• Merit employees with a hire date of 7/1/17 and beyond will enroll in university benefits package (1/1/18 for current merit employees)
• Job postings for 10 days (vs. 5)
• No contract transfer priority based upon seniority
• Overtime based only upon hours worked
Merit Staff: What may change over time*

• Vacation scheduling practices
• Overtime equalization practices
• Ability to reassign changes in work schedules
• Definition of unit for purposes of layoff
• Medical leave (excluding FMLA obligations)

*Working group of HR staff to identify and share best practices
Operations Manual Changes

- Eliminate references to overriding provisions of collective bargaining agreements
- Eliminate references to contract discipline and/or grievance procedures; replace with appropriate references to UI policies
- Update overtime policy to be consistent for all FLSA covered
- Merit staff grievance procedure changes; reference to co-worker and cost share for arbitration
- Change holiday provision; scheduled hours and premium hours
- Exclude SEIU covered employees to recognize UI Health Care practices, e.g. vacation, overtime, etc.
Staff Nurses and Allied Health Professionals (SEIU)

• Vacation accrual rates, extra shift premiums and shift differentials continue unchanged
• Changes increase inpatient nursing differential, 2% ATB, preceptor pay pilot, expansion of Spot Awards, overtime on hours worked, transfers based upon competitive application process
• Unit based vacation scheduling protocols may change over time
Resources

• UHR Collective Bargaining website: https://hr.uiowa.edu/bargaining
• University Operations Manual: https://opsmanual.uiowa.edu/
• Email: Elr-help@uiowa.edu or UIHC-ELR@uiowa.edu
• Employee Assistance: https://hr.uiowa.edu/uieap or call 335-2085 to schedule an appointment