

**AGREEMENT**  
**BETWEEN**  
**BOARD OF REGENTS, STATE OF IOWA**  
**AND**  
**THE UNITED ELECTRICAL, RADIO AND**  
**MACHINE WORKERS OF AMERICA.**  
**LOCAL 896/COGS**



Providing terms of employment  
for graduate assistant employees  
at The University of Iowa

**July 1, 2019-June 30, 2021**

## *ARTICLE 1* *WAGES*

### **Section 1. Implementation**

Salary increases provided in this Article for those bargaining unit employees on fiscal year appointments will be implemented July 1 of each year. Salary increases for all other appointments will be implemented at the beginning of the academic year.

### **Section 2. Minimum Salaries**

(A) 2019-2020. The minimum salary rate for bargaining unit employees during the term of this Agreement will be \$19,629 for a 50% academic year appointment and \$23,982 for a 50% fiscal year appointment.

(B) 2020-2021. The minimum salary rate for bargaining unit employees during the term of this Agreement will be \$20,041 for a 50% academic year appointment and \$24,486 for a 50% fiscal year appointment.

(C) Appointments at a different percent time will receive no less than the prorated minimum salary rate for the term of their appointment.

(D) Summer Session Teaching Assistant Appointments. The minimum salary rate for academic year bargaining unit employees during the term of this Agreement will be calculated as a percentage of the salary of an academic year appointment, as stated here:

3-week session (1 course): 2/9 of 50% academic year appointment

6-week and 8-week sessions (1 course): 2/9 of 50% academic year appointment

6-week and 8-week sessions (2 courses): 2/9 of 100% academic year appointment

(E) Summer Session Teaching Assistant Appointments. Summer session teaching assistants will be paid no less than the minimum salary rate for the previous academic year. Returning bargaining unit employees with academic year appointments who are on a summer appointment will have their base summer salaries calculated on their previous academic year salaries.

### **Section 3. 2019-2020 Academic and Fiscal Year (Returning Employees)**

(A) Returning bargaining unit employees will receive minimum salary increases of two and one tenths percent (2.1%).

(B) Returning bargaining unit employees who are continuing at a different percent time will receive no less than the prorated value of the salary increase for the term of their appointment.

Section 4. 2020-2021 Academic and Fiscal Year (Returning Employees)

A) Returning bargaining unit employees will receive minimum salary increases of two and one tenths percent (2.1%).

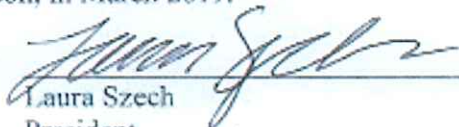
(B) Returning bargaining unit employees who are continuing at a different percent time will receive no less than the prorated value of the salary increase for the term of their appointment.

Section 5. Salary Distribution


- A. The total salary of full semester, full academic year, and full fiscal year appointments shall be paid in equal monthly installments. The total salary of other appointments shall be paid in monthly installments proportional to the percentage of appointment worked per month.
- B. Full 8-week and full 6-week summer appointments shall be paid in equal monthly installments for the July 1 and August 1 paychecks, except that days worked during the month of August shall be pro-rated and paid in the September 1 paycheck.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon, in March 2019.

  
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Mark Braun  
Executive Director  
Board of Regents, State of Iowa

  
\_\_\_\_\_  
Laura Szech  
President  
UE Local 896/COGS

  
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Andrew McCubbin

  
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Jaelyn Carver

  
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Michael Goldberg

  
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Michael Hansen  
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