

UNION'S INITIAL PROPOSALS

for the

July 1, 2017 - June 30, 2019

COLLECTIVE BARGAINING AGREEMENT

between

**UE LOCAL 893 - IOWA UNITED PROFESSIONALS
Professional Social Services Unit**

and

THE STATE OF IOWA

*** The Union reserves the right to amend, modify, add, or subtract from any article contained in this proposal as it deems necessary throughout the course of these negotiations.**

**** The Union proposes that all of the terms and conditions of the current bargaining agreement remain unchanged, except as follows:**

***** Strikethrough indicates deletions and bold print indicates new language.**

Article I
AGREEMENT

This Agreement made and entered into this 1st day of July 2017, at Des Moines, Iowa pursuant to the provisions of Chapter 20 of the Iowa Code, by and between the State of Iowa (hereinafter referred to as the Employer) and UE Local 893/Iowa United Professionals, and its appropriate affiliated locals, as representatives of employees employed by the State of Iowa, as set forth specifically in Appendix A (hereinafter referred to as the Union).

Article II
RECOGNITION & UNION SECURITY

STATUS QUO

Article III
MANAGEMENT RIGHTS

STATUS QUO

Article IV
GRIEVANCE PROCEDURE

STATUS QUO

Article V
SENIORITY

STATUS QUO

Article VI
LAYOFF PROCEDURE

STATUS QUO

Article VII
TRANSFERS

STATUS QUO

Article VIII
HOURS OF WORK

SECTION 1. STATUS QUO

SECTION 2. Compensatory Time/Overtime

1st Paragraph STATUS QUO

2ND PARAGRAPH

Notwithstanding the above, employees in the job classes of Social Worker 2 and 3, Child Support Recovery Officer, Rehabilitation Worker, Employment Counselor, Civil Rights Specialist, Correctional Counselor, Social Worker 2 and 3, Youth Counselor, Disability Examiner and Disability Examiner Specialist shall be granted compensatory time at the rate of one and one-half hours for each hour worked in excess of forty (40) hours actually worked in any work week. **All hours in pay status including; compensatory time, paid holidays, vacation time, and all other paid leaves shall be considered as hours worked for the computation of overtime.**

3rd Paragraph STATUS QUO

Section 3. STATUS QUO

Section 4. STATUS QUO

Section 5. STATUS QUO

Section 6. STATUS QUO

Section 7. STATUS QUO

Section 8. STATUS QUO

Article IX
WAGES AND FRINGE BENEFITS

Section 1. Wages

Employees shall be paid according to the pay grades set forth in Appendix A and the applicable Executives Branch pay plans.

- A. On the first day of the pay period that includes July 1, 2015 ~~2017~~, employees in the bargaining units covered by this agreement shall receive a ~~two and one-half~~ **four percent (2.5%) (4%)** across the board increase.

On the first day of the pay period that includes January 1, 2018, the maximum of the 009/010 pay plan shall be increased by two percent 2%.

- B. On the first day of the pay period that includes July 1, 2016 ~~2018~~, employees in the bargaining units covered by this agreement shall receive a ~~two and one-quarter~~ **four percent (2.25%) (4%)** across the board increase.

~~On the first day of the pay period that includes January 1, 2017, employees in the bargaining units covered by this agreement shall receive a one and one-quarter percent (1.25%) across the board increase.~~

On the first day of the pay period that includes January 1, 2019, the maximum of the 009/010 pay plan shall be increased by two percent 2%.

C. STATUS QUO

Section 2. STATUS QUO

Section 3. STATUS QUO

Section 4. STATUS QUO

Section 5. STATUS QUO

Section 6. STATUS QUO

Section 7. Sick Leave

A. STATUS QUO

B. Utilization of Sick Leave Employees may use accrued sick leave for personal illness (both physical and mental), bodily injuries, medically related disabilities resulting from pregnancy and childbirth or exposure to contagious disease: (a) which require the employee's confinement; or (b) which render the employee unable to perform assigned duties; or (c) where performance of assigned duties would jeopardize the employee's health or recovery.

Personal illness as defined above may include medically diagnosed illness or disability resulting from work stress, or personal medical or dental appointments which cannot be scheduled at times other than normal working hours.

The Appointing Authority may require a medical certificate or other appropriate verification for absences **exceeding three days** covered by this Article. **Any expenses incurred due to medical verifications required by the employer, the Reed Group or other contractor of the employer shall be reimbursed by the employer. Time spent obtaining any required medical verifications shall be in pay status.**

Employees will be permitted to use compensatory time off and/or annual leave in lieu of sick leave when they so request. When a holiday falls while an employee is on paid sick leave, the employee's sick leave account shall not be charged for the holiday period.

Sick leave shall not be used for any reasons not specifically set forth above.

C., D., E., & F. STATUS QUO

Section 8. Paid Annual Leave of Absence (Vacations)

A. STATUS QUO

B. Employees shall begin earning annual leave on their first day in pay status. Employees are eligible for and shall be granted annual leave as follows:

1. Permanent Full-time Employees

a. Annual leave shall be based on the date of hire and accrue at the rate of eighty (80) hours (10 days) each year for a full year of service during the first four (4) years of service; one hundred twenty (120) hours (15) days each year for a full year of service during the next seven (7) years of service; one hundred sixty (160) hours (20 days) each year for a full year of service after eleven (11) years of service; one hundred seventy-six (176) hours (22 days) each year for a full year of service after nineteen (19) years of service; and two hundred (200) hours (25 days) each year for a full year of service after twenty-four (24) years of service.

b. Annual leave may be accumulated up to ~~twice~~ **three times** an amount equal to the annual entitlement.

2 & 3 STATUS QUO

C. & D. STATUS QUO

E. Employees who have accumulated eighty (80) or more hours of accrued annual leave, shall at their request, be paid for up to forty (40) hours of accrued annual leave.

Section 9. STATUS QUO

Section 10. STATUS QUO

Section 11. STATUS QUO

Section 12. STATUS QUO

Section 13. Deferred Compensation

For employees who are eligible for Internal Revenue Code Sec. 457, deferred compensation, the Employer shall match employee contributions one dollar \$1.00 for each \$1.00 contributed by the Employee up to a maximum of ~~\$75.00~~ **\$125.00** per month. ~~starting July 1, 2009.~~

Article X
LEAVES OF ABSENCE

Section 1&2 STATUS QUO

Section 3. A, B, & C STATUS QUO

D. Medical Leave of Absence

Employees with at least one (1) year of seniority who have exhausted their sick leave benefits shall be granted an unpaid leave of absence not to exceed ninety (90) calendar days provided the illness or injury exceeds ten (10) days and appropriate medical verification is submitted. Upon request of the employee, extensions ~~may~~ **shall** be granted in increments for up to ninety (90) days not to exceed a total of one (1) year. ~~Such leaves may not be unreasonably withheld.~~ Extensions of such leaves shall not impair an employee's right to long term disability.

Second Paragraph – STATUS QUO

E., F., & G STATUS QUO

Section 4, 5, 6 & 7 STATUS QUO

Article XI
MISCELLANEOUS

STATUS QUO

Article XII
HEALTH & SAFETY

STATUS QUO

Article XIII
EMPLOYEE PRODUCTIVITY & DEVELOPMENT

STATUS QUO

Article XIV
CONTRACTING OUT

STATUS QUO

Article XV
GENERAL

STATUS QUO

TERMINATION OF AGREEMENT (**Change Dates**)

APPENDIX A STATUS QUO

APPENDIX B STATUS QUO

APPENDIX B-2 STATUS QUO

APPENDIX B-3 STATUS QUO

APPENDIX B-4 STATUS QUO

APPENDIX C STATUS QUO

APPENDIX D STATUS QUO

APPENDIX E STATUS QUO

APPENDIX F STATUS QUO

APPENDIX G STATUS QUO

APPENDIX H STATUS QUO

APPENDIX I STATUS QUO