

201~~5~~7 - 201~~7~~9

COLLECTIVE
BARGAINING
AGREEMENT

BETWEEN
THE STATE OF IOWA AND
THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 61 AFL-CIO



MASTER CONTRACT
for the following bargaining units
BLUE COLLAR
CLERICAL
COMMUNITY BASED CORRECTIONS
EDUCATION
PROFESSIONAL FISCAL & STAFF
PATIENT CARE
SECURITY
TECHNICAL

Effective: July 1, 201~~5~~7 through June 30, 201~~7~~9

Note: Throughout the course of these negotiations, the State reserves the right to add to, delete from and/or revise this proposal.

[Table of Contents and Article numbering will be updated after final contract language is determined]

ARTICLE I AGREEMENT

This Agreement made and entered into this 1st day of July 2015~~7~~, at Des Moines, Iowa, pursuant to the provisions of Chapter 20 of the Code of Iowa, by and between the State of Iowa (hereinafter referred to as the Employer) and the American Federation of State, County, and Municipal Employees, Iowa Public Employees Council 61, AFL-CIO (hereinafter referred to as the Union), and its appropriate affiliated locals, as representatives of employees employed by the State of Iowa, ~~as set forth specifically in Appendix A.~~

ARTICLE II RECOGNITION ~~AND UNION SECURITY~~

Section 1 Bargaining Units

A. The Employer recognizes the Union as the exclusive collective bargaining agent for employees as certified by the Iowa Public Employment Relations Board (PERB) ~~as set forth in Appendix A.~~ The Employer will not, during the life of this Agreement, meet and negotiate with any group of employees or with any other employee organization with respect to the scope of negotiations as outlined in Iowa Code chapter 20.9. ~~terms and conditions of employment covered by the Agreement.~~

B – D. Delete

Section 2 Dues Deduction - Delete

Section 3 Bulletin Boards - Delete

Section 4 Union Leave - Delete

Section 5 Union Conventions and Conferences - Delete

Section 6 Union Activity - Delete

Section 7 Discrimination - Delete

Section 8 Union Activity Protection – Delete

Section 9 Union Visitation - Delete

Section 10 No Reprisal - Delete

Section 11 Electronic Communication - Delete

Section 12 New Employee Orientation - Delete

**ARTICLE III
MANAGEMENT RIGHTS - DELETE**

**ARTICLE IV
GRIEVANCE PROCEDURE - DELETE**

**ARTICLE V
SENIORITY - DELETE**

**ARTICLE VI
LAYOFF PROCEDURE - DELETE**

**ARTICLE VII
TRANSFERS - DELETE**

**ARTICLE VIII
HOURS OF WORK - DELETE**

**ARTICLE IX
WAGES ~~AND FRINGE BENEFITS~~**

Section 1 Wages [New Language]

A. On the first day of the pay period that includes July 1, ~~2015~~ 2017, employees in the bargaining units covered by the Agreement shall receive a ~~one percent (1.0%) - two and one-half percent (2.5%)~~ across-the-board pay increase.

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 ~~one percent (1.0%) - two and one-quarter percent (2.25)~~ across-the-board pay increase.

C. DELETE

D. DELETE

E. DELETE

F. DELETE

Section 2 Deferred Compensation – DELETE

Section 3 Selected IRS Pre-Tax Benefits - DELETE

Section 4 Health Benefits – DELETE

Section 5 Dental Benefits – DELETE

Section 6 Workers' Compensation Benefits – DELETE

Section 7 Life Insurance – DELETE

Section 8 Disability Insurance – DELETE

Section 9 School Year Employees – DELETE

Section 10 Sick Leave - DELETE

Section 11 Paid Annual Leave of Absence (Vacation) – DELETE

Section 12 Holidays – DELETE

Section 13 Travel and Lodging – DELETE

Section 14 - DELETE

**ARTICLE X - DELETE
LEAVES OF ABSENCE**

**ARTICLE XI - DELETE
MISCELLANEOUS**

**ARTICLE XII - DELETE
HEALTH AND SAFETY**

**ARTICLE XIV - DELETE
GENERAL**

TERMINATION OF AGREEMENT

The terms and conditions of this Agreement shall continue in full force and effect commencing on July 1, 2015~~7~~, and terminating on June 30, 2017~~9~~, ~~unless the parties mutually agree in writing to extend any or all of the terms of this Agreement.~~ Upon termination of the Agreement, all obligations under the Agreement are automatically canceled.

~~Negotiations for a new Agreement shall commence on or before November 30, 2016~~8~~. In the event the parties fail to reach an agreement by January 1, 2017~~9~~, mediation shall be requested. In the event the parties are still at impasse on February 1, 2017~~9~~, the dispute shall be submitted to final and binding arbitration to the extent required by law. In the event the dispute is submitted to arbitration, the arbitrator's decision shall be rendered by no later than March 15, 2017~~9~~. The parties may mutually agree to eliminate or modify any of the above impasse procedures.~~

**APPENDIX A - DELETE
PAYGRADES AND CLASSIFICATION**

**APPENDIX B - DELETE
ORGANIZATIONAL AND EMPLOYING UNITS**

**APPENDIX B2 - DELETE
COMMUNITY BASED CORRECTIONS**

**APPENDIX C - DELETE
ENROLLMENT PERIODS, OTHER ENROLLMENT CHANGES,
AND MOVEMENT AMONG PLANS**

**APPENDIX C-1 - DELETE
HEALTH BENEFITS REVIEW COMMITTEE**

**APPENDIX D - DELETE
DENTAL BENEFIT COVERAGE**

**APPENDIX E - DELETE
RELOCATION REIMBURSEMENT**

**APPENDIX F - DELETE
AIRPORT FIREFIGHTERS**

**APPENDIX G - DELETE
DEPARTMENT OF PUBLIC DEFENSE**

**APPENDIX H - DELETE
DEPARTMENT OF CORRECTIONS
APPENDIX I - DELETE
DEPARTMENT OF TRANSPORTATION**

**APPENDIX J - DELETE
DEPARTMENT OF HUMAN SERVICES**

**APPENDIX K - DELETE
ATTENDANCE POLICY**

**APPENDIX L - DELETE
DEPARTMENT OF ADMINISTRATIVE SERVICES**

**APPENDIX M - DELETE
BOARD OF REGENTS (BOR)**

**APPENDIX N - DELETE
EDUCATION UNIT**

**APPENDIX O - DELETE
SECURITY UNIT**

**APPENDIX P - DELETE
DEPARTMENT OF NATURAL RESOURCES**

**APPENDIX Q - DELETE
PROFESSIONAL FISCAL & STAFF BARGAINING UNIT**

**APPENDIX R - DELETE
CLERICAL BARGAINING UNIT**

**APPENDIX S - DELETE
COMMUNITY BASED CORRECTIONS BARGAINING UNIT**

**APPENDIX T - DELETE
IOWA WORKFORCE DEVELOPMENT DEPARTMENT**

**APPENDIX U - DELETE
MEMORANDUMS OF UNDERSTANDING #1 - #4**

**APPENDIX V - DELETE
IOWA VETERANS HOME**

**APPENDIX W - DELETE
PATIENT CARE BARGAINING UNIT**

**APPENDIX X - DELETE
DEPARTMENT OF HOMELAND SECURITY
AND EMERGENCY MANAGEMENT**

**APPENDIX Y - DELETE
ARTICLE IX, SECTION 4 OF THE 2013-15 CONTRACT BETWEEN THE STATE OF IOWA
AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, COUNCIL 61 AFL-CIO**