

SALARIES AND COLLECTIVE BARGAINING

The State of Iowa completed negotiations with the eight unions representing State employees for the salaries and benefits during the Spring of 1999 for FY 2000 and FY 2001. Chapter 20, Code of Iowa, establishes the framework and timeline for the bargaining process. The basic deadlines are:

- September through December - Unions and the State present initial proposals.
- January through March - Subsequent bargaining sessions occur, which may include the appointment of a mediator, fact finding, and binding arbitration.
- March 15 - Deadline for completion of the agreement.



❖ **FY 2001 Governor's Recommendations** – The Governor has recommended a General Fund appropriation of \$42.2 million for FY 2001 salary adjustment funding. The cost of salary adjustment funding was initially estimated by the Department of Management to be \$61.3 million. By changing past funding practices, that cost was reduced by \$19.1 million.

Gov. Rec. FY 01 Salary Adj. (Dollars in Millions)	Rationale for Adjustment
\$ 61.3	Base
(4.2)	Extend the FY 2000 salary adjustment deappropriation
(3.1)	Additional reduction for vacancy factor and turnover
(3.3)	Regent health insurance cost estimates reduced to reflect the central state level
(8.5)	Fund only General Fund supported positions at Regent institutions
\$ 42.2	FY 2001 Recommendation

The following table is a summary of the agreements between the State and the eight collective bargaining units. The table contains only a summary of the major points. Copies of the agreements are available from the Legislative Fiscal Bureau upon request. Because collective bargaining agreements cover two years, there will be no collective bargaining negotiations during the 2000 Legislative Session.