

March 3, 2017

Dear AFSCME-covered staff,

ISU Leadership recognizes that recent changes to Iowa's collective bargaining law have caused a level of uncertainty for many on our campus. HF291 was signed into law on Friday, February 17th, which prompted contract negotiations to be restarted. As you may know, the State is currently in negotiations at this time for the AFSCME collective bargaining agreement that will become effective July 1, 2017. The parties agreed to a continuance of the arbitration until April 6th.

While the outcome of AFSCME negotiations for the 2017-2019 contract is uncertain at this time, what we do know is that the current collective bargaining agreement will remain in effect through June 30, 2017. This means that all benefits and other employment provisions of the current agreement, including health and dental insurance, will remain as is at least through June 30, 2017. Further, the Iowa Department of Administrative Services has recently informed state agencies and Regent institutions that the state's health insurance plans will not change July 1, 2017. The current plans will continue to be offered through the end of the calendar year, December 31, 2017. Once the 2017-2019 contract is finalized and we know the full impact to benefits, rules and procedures, we will share this important information with you as soon as we are able.

The university intends to continue its commitment to offering competitive compensation and benefit packages to recruit and retain the high quality staff that make ISU a great place to learn, work and live. For information on current benefits and other employment-related topics, please refer to the [UHR web site](#).

Best Regards,

Kristi Darr
Interim Vice President
University Human Resources