

Interoffice Communication

Date: May 3, 2017

To: Administrative Officers
Human Capital Partners

From: Kristi Darr *KMD*
Interim Vice President, University Human Resources

Subject: Upcoming Merit Employee Changes

Overview

On February 17, 2017, the Governor signed into law changes that have a number of effects on collective bargaining for public employees in Iowa. University Human Resources (UHR) has been partnering with the Board of Regents staff and our peer institutions in preparation of these changes and the expiration of the current collective bargaining agreement (CBA) with AFSCME on June 30, 2017. In determining the impact of this legislation for both employees and the University, four principles have been guiding the way:

- 1) Simplify policies and procedures with P&S when practical
- 2) Utilize strategies to retain, reward, and engage effective and skilled employees
- 3) Create a performance-based culture for Merit staff and empower supervisors to convey expectations and develop employees
- 4) Consider financial impact on short and long term plans when making recommendations

What Does This Mean?

Effective July 1, 2017, the CBA for AFSCME covered employees will only contain “base wages” as defined by the amendments to the law. Due to this, many operational changes will need to go into effect. The application of the Regents Merit System Rules (RSMR) and University policies and procedures will have greater significance. For example, processes such as pay outside of base wages and layoffs will now be governed by the RSMR as they will no longer be included in the AFSCME CBA. Policies and procedures related to federal laws such as the Family and Medical Leave Act (FMLA) and the Fair Labor Standards Act (FLSA) may align more with the law than what has been negotiated with AFSCME in the past. Further changes related to hiring, performance management, discipline and grievance procedures will ensue and be comparable to practices already in place on campus for staff.

What's Next?

UHR will be partnering with key stakeholders across campus to develop and create communications, training opportunities and resources to help staff navigate these changes. While resources and communications are being finalized during the month of May, please support employees and supervisors by connecting them with information as it becomes available. We expect the majority of communications and resources to be distributed and delivered either by email, in-person or via website during the entire month of June.

Reminders

Current merit employees' benefits are in place as is through December 31, 2017. We anticipate any potential changes to benefits determined and communicated by October 1, 2017.

Should you have questions regarding the upcoming changes, please contact hrshelp@iastate.edu or (515) 294-4800.