

**UConn**

UNIVERSITY OF CONNECTICUT

*Board of*



**TRUSTEES**

## TELEPHONE MEETING

### UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES

#### AGENDA

Meeting held by Telephone

March 20, 2024

Public Access Link: <http://ait.uconn.edu/bot>

*(A recording of the meeting will be posted on the Board website <https://boardoftrustees.uconn.edu/> within seven days of the meeting.)*

Call to order at **10:30 a.m.**

1. Public Participation\*

\* Individuals who wish to speak during the Public Participation portion of the Wednesday, March 20, meeting must sign up 24 hours in advance of the meeting's start time (i.e., 10:30 a.m. on Tuesday, March 19) by emailing [boardoftrustees@uconn.edu](mailto:boardoftrustees@uconn.edu). Speaking requests must include a name, topic, and affiliation with the University (i.e., student, employee, member of the public). Per the University By-Laws, the Board may limit the entirety of public comment to a maximum of 30 minutes. As an alternative, individuals may submit written comments to the Board via [boardoftrustees@uconn.edu](mailto:boardoftrustees@uconn.edu), and all comments will be transmitted to the Board.

2. Reopener to the Collective Bargaining Agreement with the University of Connecticut Chapter of the American Association of University Professors (AAUP) (Attachment 1)

3. Reopener to the Collective Bargaining Agreement with the University of Connecticut Professional Employees Association (UCPEA) (Attachment 2)

4. Executive Session (as needed)

5. Adjournment

PLEASE NOTE: *If you are an individual with a disability and require accommodations, please e-mail the Board of Trustees Office at [boardoftrustees@uconn.edu](mailto:boardoftrustees@uconn.edu) prior to the meeting.*

# **ATTACHMENT 1**

March 20, 2024

TO: Members of the Board of Trustees

FROM: Dr. Radenka Maric 

RE: Reopener to the Collective Bargaining Agreement with the University of Connecticut  
Chapter of the American Association of University Professors

RECOMMENDATION:

That the Board of Trustees approve the Tentative Agreement between the University of Connecticut and the University of Connecticut Chapter of the American Association of University Professors.

RESOLUTION:

Resolved by the Board of Trustees that the Tentative Agreement for a reopener agreement between the University of Connecticut and the University of Connecticut Chapter of the American Association of University Professors is hereby approved; and That the President of the University is authorized to execute such Agreement on behalf of the University; and That the President is authorized to do all things necessary to implement the Agreement.

BACKGROUND:

The University and the UConn-AAUP are parties to a collective bargaining agreement (CBA) expiring on June 30, 2025. Article 40.1 of the CBA provides for a reopener for the final year of the contract (July 1, 2024 to June 30, 2025) limited to a general wage increase, merit pool, minimum adjunct compensation, and summer and winter compensation. The University and the Union began reopener negotiations in December 2023.

On March 5, 2024, the parties signed a tentative agreement on all aspects of the reopener, providing increases effective August 23, 2024. The tentative agreement was put to the members of the Union for a ratification vote, with the results expected on or about March 18, 2024.

March 5, 2024  
University Counterproposal  
**PACKAGE ARTICLE 19 and ARTICLE 38**

**This package proposal is for the purpose of the FY 2025 wage reopener negotiations only and is without practice or precedent.**

## **ARTICLE 19**

### **SALARY AND BENEFITS**

19.1 Permanent members of the bargaining unit who are half time or more, but not full time, shall receive a prorated share of all salary and fringe benefits.

#### **A. Salary**

The following increases shall be added to the base salary of each member of the bargaining unit who is employed on April 1, 2024 ~~of that calendar year~~ and still employed on the effective date of the increase ~~in each year~~.

1. Effective August 23, 2024, those members of the bargaining unit whose performance is satisfactory shall receive a 2.5% general wage increase (GWI).

2. Effective August 23, 2024, a merit pool shall be established comprised of 2.0% of the combined salaries of members of the unit as of December 31, 2023 and distributed as follows:

(a) Those members of the bargaining unit whose performance is satisfactory shall receive a performance-based award of \$1000.

(b) Those members of the bargaining unit whose full-time annual salary is less than or equal to \$55,168 and whose performance is satisfactory shall receive a 0.5% performance-based award in addition to the award in (a).

(c) The remainder will be distributed in accordance with the procedures outlined in Article 25.

#### **19.2 Research Assistants and Research Associates**

Research Assistants and Research Associates shall receive the following increment increase in lieu of a merit award provided under this Agreement. The amount shall be added to the base salary of each bargaining unit member with this title who qualifies whose performance is satisfactory and who has been employed as of April 1, 2024, ~~of that calendar year~~ and is still employed on the effective date of the increase:

Effective August 23, 2024, the merit increment of each Research Assistant and Research Associate in the bargaining unit shall be calculated as the percentage increase accorded to merit in Article 19.1(A)(1), ~~less any portion of the merit pool reserved for the Provost and Deans, as per Article 25.~~

March 5, 2024  
University Counterproposal  
**PACKAGE ARTICLE 19 and ARTICLE 38**

**19.7 Adjunct Faculty Compensation**

For Adjunct Faculty, the minimum remuneration shall be at the following rates:

Effective August 23, 2024                      \$2,062 per credit

For adjuncts with more than two (2) academic years (four (4) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 2%.

For adjuncts with more than six (6) academic years (twelve (12) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 3%.

**ARTICLE 38**

**SUMMER AND WINTER COMPENSATION**

**38.1 Compensation**

Compensation of full-time faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during the summer or winter sessions are paid as described in A.1 and A.2 below, unless teaching such courses is part of the bargaining unit member's regular teaching load. The summer and winter academic programs are self-supporting based upon fee revenue from program participants.

**A. Traditional Credit Courses**

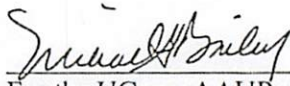
1. **Non-W Credit Courses:** Effective August 23, ~~2023~~2024, faculty will be paid a base salary of \$1,915 per credit for enrollments up to and including eight (8) students. \$230 per credit per student will be added to this base for each additional student thereafter up to a maximum of 12% of the faculty member's normal academic year salary or 2.25 times the minimum adjunct rate, whichever is greater, not to exceed 12% of the University-wide full professor average salary. Compensation for credit bearing courses above or below three credits shall be prorated accordingly.

2. **W Credit Courses:** Effective August 23, ~~2023~~2024, faculty will be paid a base salary of \$1,915 per credit for enrollments up to and including eight (8) students. \$240 per credit per student will be added to this base for each additional student thereafter up to a maximum of 12% of the faculty member's normal academic year salary or 2.25 times the minimum adjunct rate, whichever is greater, not to exceed 12% of the University-wide full professor average salary. Compensation for credit bearing courses above or below three credits shall be prorated accordingly.

5. **Adjunct Faculty:** Adjunct faculty who teach during the regular academic year shall be paid the same rate when teaching the same course(s) during the summer or winter.

March 5, 2024  
University Counterproposal  
PACKAGE ARTICLE 19 and ARTICLE 38

Tentative Agreement:



For the UConn-AAUP

Date: 3/5/2024



For the University

Date: 3/5/24

**AAUP - Fiscal Impact  
FY25 Wage Re-opener**

		FY25				
AAUP	Comments	Univ Support	Research / Grants	Auxiliary	Other	Total
<b>Salary/Wage increases</b>	2.5% General wage increase 2.0% Merit pool	\$8,878,819	\$844,293	\$657,148	\$744,448	\$ 11,124,708
<b>Adjunct Stipend</b>	\$2,062 per credit (4.5% rate increase)	\$299,145	\$1,489	\$0	\$136,624	\$ 437,258
<b>Total</b>		<b>\$9,177,964</b>	<b>\$845,782</b>	<b>\$657,148</b>	<b>\$881,072</b>	<b>\$ 11,561,966</b>

**Notes/Assumptions:**

Costs included in chart are incremental

Source data based on snapshot from Fall 2023

The Auxiliary fund source includes housing, dining, student health and wellness, athletics, parking and other similar student service areas

The Other fund source includes revenues from course and mandatory fees, sales and services, foundation and indirect cost returns



## **ATTACHMENT 2**

March 20, 2024

TO: Members of the Board of Trustees

FROM: Dr. Radenka Maric 

RE: Reopener to the Collective Bargaining Agreement with the University of Connecticut Professional Employees Association

RECOMMENDATION:

That the Board of Trustees approve the Tentative Agreement between the University of Connecticut and the University of Connecticut Professional Employees Association.

RESOLUTION:

Resolved by the Board of Trustees that the Tentative Agreement for Changes to Collective Bargaining Agreement between the University and the University of Connecticut Professional Employees Association (UCPEA) is hereby approved subject to Union ratification; and That the President of the University is authorized to execute such Agreement on behalf of the University; and That the President is authorized to do all things necessary to implement the Agreement.

BACKGROUND:

The University and the UCPEA are parties to a collective bargaining agreement expiring on June 30, 2025. The agreement contains a provision allowing it to be reopened for the sole purpose of negotiating general wage increases or merit for the period of July 1, 2024 through June 30, 2025. The Union notified the University of its demand to bargain on December 14, 2023. The University and the Union engaged in negotiations in February 2024, reaching a tentative agreement on or about February 29, 2024. The tentative agreement will be put to the members of the Union for a ratification vote, with the results expected on or about March 22, 2024. The tentative agreement provides for both general wage increases and performance-based compensation.

UCPEA represents approximately 1900 non-teaching professionals at all UConn locations other than UConn Health, including admissions officers, residence hall directors, physicians, nurses, accountants, academic advisors, financial aid counselors, librarians, information technology staff, and many others.

**Tentative Agreement**

**Between**

**The University of Connecticut**

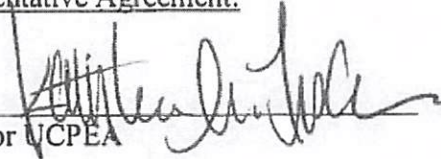
**And**

**The University of Connecticut Professional Employees Association**

The parties hereby resolve the Reopener set forth in their FY22 through FY25 collective bargaining agreement as follows, which shall be effective FY 25 contingent upon union ratification, Board of Trustees approval, and legislative approval:

A. Article 32 of the Collective Bargaining Agreement has been revised and is attached hereto.

Tentative Agreement:

  
\_\_\_\_\_  
For UCPEA

Date: 3/6/24

  
\_\_\_\_\_  
For the University

Date: 3/6/24

*Article 32.*

**SALARY**

**32.1 Salary Increases**

Part-time employees receive pro-rated salary and fringe benefits.

- a. Effective with the first full pay period in July 2024, a 2.5% increase shall be added to the June 30, 2024 base annual salary of each current bargaining unit member who performed satisfactorily\*, and was a member of the bargaining unit as of January 1, 2024.

\*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

**32.2 Performance-Based Compensation**

Performance-based compensation is an increase to be added to the employee's base salary. Employees who are in their initial probationary period are not eligible for performance-based compensation. For the life of the agreement neither the amount of performance-based compensation nor the failure to receive performance-based compensation shall be grievable or arbitrable.

- a. Effective with the first full pay period in July 2024, a 1.5% increase shall be added to the base annual salary of each current bargaining unit member who performed satisfactorily,\* and was a member of the bargaining unit as of January 1, 2024.
- b. Effective the first full pay period ~~in~~ of July 2024, the University shall distribute the equivalent of 0.5% of the gross salary amount to be issued as performance-based compensation to current UCPEA bargaining unit members.

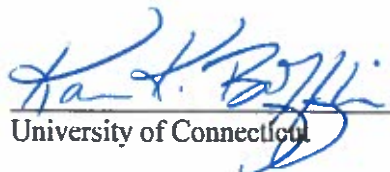
\*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

**32.3 Salary Schedules**

The salary schedule effective July 1, 2024 shall be calculated by adding 2.5% to the July 1, 2023 salary schedule.

**Tentative Agreement**

  
UCPEA \_\_\_\_\_  
Date 2/29/24

  
University of Connecticut \_\_\_\_\_  
Date 3/2/24

# UCPEA - Fiscal Impact

## FY25 Wage Re-opener

		FY25				
UCPEA	Comments	Univ Support	Research / Grants	Auxiliary	Other	Total
<b>Salary/Wage increases</b>	2.5% General salary increase 2.0% Performance-based compensation	\$4,703,556	\$439,870	\$1,164,789	\$1,175,048	\$ 7,483,263

### Notes/Assumptions:

Costs included in chart are incremental

Source data based on snapshot from Fall 2023

The Auxiliary fund source includes housing, dining, student health and wellness, athletics, parking and other similar student service areas

The Other fund source includes revenues from course and mandatory fees, sales and services, foundation and indirect cost returns