

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.~~

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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

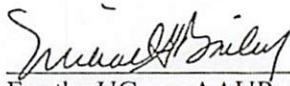
1. **Non-W Credit Courses:** Effective August 23, ~~2023~~2024, faculty will be paid a base salary of \$1,915 per credit for enrollments up to and including eight (8) students. \$230 per credit per student will be added to this base for each additional student thereafter up to a maximum of 12% of the 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.

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

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