

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

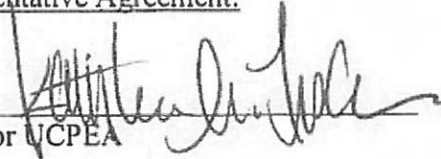
And

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.

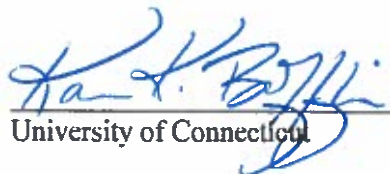
*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

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
Salary/Wage increases	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