


June 28, 2017

TO: Members of the Board of Trustees

FROM: Susan Herbst 

RE: Recommendation for Extension of Collective Bargaining Agreement  
with UCPEA

RECOMMENDATION:

That the Board of Trustees approve the attached Contract Extension Agreement between the University of Connecticut (“UConn” or “University”) and the University of Connecticut Professional Employees Association Local 3695 AFTCT, AFT, AFL-CIO (“UCPEA” or “Union”) by adopting the resolution at the end of this Memorandum.

BACKGROUND:

The current collective bargaining agreement between UConn and UCPEA as extended at the June 29, 2016 Board of Trustees meeting is scheduled to expire on June 30, 2017 and a successor agreement has not yet been reached. Connecticut General Statutes Section 5-278a authorizes UConn and the UCPEA to negotiate an extension of the expired agreement or any provisions not otherwise extended by law.

The Contract Extension Agreement will continue existing terms of conditions of employment for a period of one year, through and including June 30, 2018, or until a successor agreement has been reached, whichever comes first.

RESOLUTION:

Resolved by the Board of Trustees that the proposed Contract Extension Agreement between the University of Connecticut (“University”) and the University of Connecticut Professional Employees Association Local 3695 AFTCT, AFT, AFL-CIO is hereby approved and that the President of the University is authorized to execute the Contract Extension Agreement on behalf of the University.

## CONTRACT EXTENSION AGREEMENT

WHEREAS, the University of Connecticut (“University”) and the University of Connecticut Professional Employees Association (“UCPEA”) are parties to a Collective Bargaining Agreement; and

WHEREAS, the Collective Bargaining Agreement as extended at the June 29, 2016 Board of Trustees meeting is scheduled to expire on June 30, 2017; and

WHEREAS, the parties have engaged in negotiations for a successor agreement; and

WHEREAS, it appears a successor agreement will not be reached prior to expiration of the Collective Bargaining Agreement; and

WHEREAS, Conn. Gen. Stat. § 5-278a authorizes the parties to “negotiate the extension of the expired agreement or any provision thereof not otherwise extended by [operation of law]”; and

WHEREAS, the parties wish to extend their Collective Bargaining Agreement for a period of up to one (1) year to allow for the completion of negotiations; and

NOW, THEREFORE, in accordance with Conn. Gen. Stat. § 5-278a, the parties hereby agree as follows:

1. All provisions of the Collective Bargaining Agreement between the University and UCPEA shall be extended at current levels for a period of one (1) year until June 30, 2018, or until such time as a successor agreement is ratified and approved by the Board of Trustees and Legislature, whichever occurs first.

2. Following expiration of the parties’ Collective Bargaining Agreement, base salaries of bargaining unit members shall remain at current levels, defined to mean the members’ base salaries on the date of expiration.

3. The following funds shall continue to be available to bargaining unit members at current levels, defined to mean the amount available to bargaining unit members in the last year of the expired agreement:

- a. Professional Development Fund (Article 34.1.b)
- b. Tuition Reimbursement Fund (Article 34.1.a)
- c. Child Care Reimbursement Fund (Article 36)

4. Reclassification increases shall remain available to bargaining unit members as provided, and at the levels set forth, in Article 31.

5. Pursuant Conn. Gen. Stat. § 5-278a, the parties expressly agree that “payroll deduction of employee organization regular dues, fees and assessments” shall continue in accordance with Article 42 of the expired agreement.

Elizabeth Sullivan  
UCPEA

06/13/2017  
Date

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University of Connecticut

/ /  
Date