

## ARTICLE 19

### SALARY AND BENEFITS

I. Permanent employees who are half time or more, but not full time, shall receive a prorated share of all salary and fringe benefits.

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

~~A. — Effective August 03, 2007, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase in base salary which together equal 2.74% of the combined salaries of members of the bargaining unit as of December 31, 2006 will be implemented. 2.0% percent will be allocated to the percentage increase, and .74 percent will be allocated to the flat rate increase. This shall be increased between 2.74% and 3.0% to equal the CPI\*, should that exceed 2.74%. In no case will the adjustment be less than 2.74% nor more than 3.0%~~

~~Effective August 03, 2007, a merit pool shall be established comprised of 2.06% of the combined salaries of members of the unit as of December 31, 2006, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.80 % in the aggregate, nor shall the merit pool be less than 1.8%.~~

~~B. — Effective August 1, 2008, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase in base salary which together equal 2.74% of the combined salaries of members of the bargaining unit as of December 31, 2007 will be implemented. 2.0% percent will be allocated to the percentage increase, and .74 percent will be allocated to the flat rate increase. This shall be increased between 2.74% and 3.0% to equal the CPI\*, should that exceed 2.74%. In no case will the adjustment be less than 2.74% nor more than 3.0%~~

~~Effective August 1, 2008, a merit pool shall be established comprised of 2.06% of the combined salaries of members of the unit as of December 31, 2007, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.80 % in the aggregate, nor shall the merit pool be less than 1.8%.~~

~~C. — Effective August 14, 2009, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 2.74% of the combined salaries of members of the bargaining unit as of December 31, 2008 will be implemented. 2.0% percent will be allocated to the percentage increase and .74 % will be allocated to the flat rate increase. This shall be increased between 2.74% and 3.0% to equal the CPI\*, should that exceed 2.74%. In no case will the adjustment be less than 2.74% nor more than 3.0%.~~

~~Effective August 14, 2009, a merit pool shall be established comprised of 2.06% of the combined salaries of members of the unit as of December 31, 2008 and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.80% in the aggregate, nor shall the merit pool be less than 1.8%.~~

~~D. — Effective August 13, 2010, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 2.74% of the combined salaries of members of the bargaining unit as of December 31, 2009 will be implemented. 2.0% percent will be allocated to the percentage increase and .74 % will be allocated to the flat rate increase. This shall be increased between 2.74% and 3.0% to equal the CPI\*, should that exceed 2.74%. In no case will the adjustment be less than 2.74% nor more than 3.0%.~~

~~Effective August 13, 2010, a merit pool shall be established comprised of 2.06 % of the combined salaries of members of the unit as of December 31, 2009 and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.80 % in the aggregate, nor shall the merit pool be less than 1.8%.~~

~~\* The CPI as referenced above is based on the index used by the State of Connecticut to determine the CPI. The projections for the coming fiscal year shall be requested as of April 1 of each year, and the adjustments shall be made accordingly no later than June 1, following discussions between the University and the AAUP.~~

~~{Article 19.I was amended and extended by the June 2, 2011 Memorandum of Agreement as set forth below. See, *infra*, at pg. 65.}~~

~~1. — There shall be no salary, flat dollar or merit increases in the fiscal year ending June 30, 2012 or the fiscal year ending June 30, 2013. Compensation will be frozen at FY 2011 levels.~~

~~2. — Effective August 9, 2013 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 2.75% of the combined salaries of the bargaining unit as of December 31, 2012, will be implemented. 2.0% of the increase will be allocated to the percentage increase and .75% will be allocated to the flat rate increase. This shall be increased~~

between 2.75% and 3.0% to equal the CPI (as defined in Article 19, 1, D of the collective bargaining agreement), should that exceed 2.75%. In no case will the adjustment be less than 2.75% nor more than 3.0%.

~~3. — Effective August 9, 2013, a merit pool shall be established comprised of 2.06% of the combined salaries of the bargaining unit as of December 31, 2012, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.81 % in the aggregate, nor shall the merit pool be less than 1.81 %. An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

~~4. — Effective August 8, 2014 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 2.75% of the combined salaries of the bargaining unit as of December 31, 2013, will be implemented. 2.0% of the increase will be allocated to the percentage increase and .75% will be allocated to the flat rate increase. This shall be increased between 2.75% and 3.0% to equal the CPI, should that exceed 2.75%. In no case will the adjustment be less than 2.75% nor more than 3.0%.~~

~~Effective August 8, 2014, a merit pool shall be established comprised of 2.06% of the combined salaries of the bargaining unit as of December 31, 2013, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.81 % in the aggregate, nor shall the merit pool be less than 1.81 %. An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

~~5. — Effective August 7, 2015 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 2.75% of the combined salaries of the bargaining unit as of December 31, 2014, will be implemented. 2.0% of the increase will be allocated to the percentage increase and .75% will be allocated to the flat rate increase. This shall be increased between 2.75% and 3.0% to equal the CPI, should that exceed 2.75%. In no case will the adjustment be less than 2.75% nor more than 3.0%.~~

~~Effective August 7, 2015, a merit pool shall be established comprised of 2.06% of the combined salaries of the bargaining unit as of December 31, 2014, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.81% in the aggregate, nor shall the merit pool be less than 1.81 %. An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

A. Effective August 6, 2016 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase, which together equal 3.0% of the combined salaries of the bargaining unit as of December 31, 2015, will be implemented. 2.0% of the increase will be allocated to the flat rate increase and 1.0% will be allocated to the percentage increase. This shall be increased between 3.0% and 3.25% to equal the CPI, should that exceed 3.0%. In no case will the adjustment be less than 3.0% nor more than 3.25%.

Effective August 6, 2016, a merit pool shall be established comprised of 1.0% of the combined salaries of the bargaining unit as of December 31, 2015, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.25% in the aggregate, nor shall the merit pool be less than 1.0%. ~~An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

B. Effective August 5, 2017 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase, which together equal 3.0% of the combined salaries of the bargaining unit as of December 31, 2016, will be implemented. 2.0% of the increase will be allocated to the flat rate increase and 1.0% will be allocated to the per cent increase. This shall be increased between 3.0% and 3.25% to equal the CPI, should that exceed 3.0%. In no case will the adjustment be less than 3.0% nor more than 3.25%.

Effective August 5, 2017, a merit pool shall be established comprised of 1.0% of the combined salaries of the bargaining unit as of December 31, 2016, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.25% in the aggregate, nor shall the merit pool be less than 1.0%. ~~An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

C. Effective August 4, 2018 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase, which together equal 3.0% of the combined salaries of the bargaining unit as of December 31, 2017, will be implemented. 2.0% of the increase will be allocated to the percentage increase and 1.0% will be allocated to the flat rate increase. This shall be increased between 3.0% and 3.25% to equal the CPI, should that exceed 3.0%. In no case will the adjustment be less than 3.0% nor more than 3.25%.

Effective August 4, 2018, a merit pool shall be established comprised of 1.0% of the combined salaries of the bargaining unit as of December 31, 2017, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with

the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.25% in the aggregate, nor shall the merit pool be less than 1.0 %. ~~An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

D. Effective August 3, 2019 for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase, which together equal 3.0% of the combined salaries of the bargaining unit as of December 31, 2017, will be implemented. 2.0% of the increase will be allocated to the percentage increase and 1.0% will be allocated to the flat rate increase. This shall be increased between 3.0% and 3.25% to equal the CPI, should that exceed 3.0%. In no case will the adjustment be less than 3.0% nor more than 3.25%.

Effective August 3, 2019, a merit pool shall be established comprised of 1.0% of the combined salaries of the bargaining unit as of December 31, 2017, and will be distributed in accordance with the procedures outlined in Article 25. Consistent with the adjustment according to the CPI noted above, the merit pool shall be adjusted so that the total of the economic package shall not exceed 4.25% in the aggregate, nor shall the merit pool be less than 1.0 %. ~~An additional .19% shall be distributed through the Provost's Fund pursuant to Memorandum of Agreement No.2 appended to the existing collective bargaining agreement.~~

\* The CPI as referenced above is based on the index used by the State of Connecticut to determine the CPI. The projections for the coming fiscal year shall be requested as of April 1 of each year, and the adjustments shall be made accordingly no later than June 1, following discussions between the University and the AAUP.

## II. Promotions in Rank

~~Merit pools shall be used for increases in base salary that result from promotions in rank. Up to \$40,000 shall be used for promotions payable during each fixed increase period of the 2007-2011 contract.~~ The amounts for promotions in rank for the 2016-2020 contract shall be as follows:

Instructor	<del>\$400</del> \$2,000
Assistant Professor	<del>\$550</del> \$5,000
Associate Professor	<del>\$1000</del> \$7,000
Professor	<del>\$1400</del> \$12,000

Promotion increases shall be applied ~~toward bringing unit members to the minimum of the higher rank~~ after all other increases are awarded.

III. H. Satisfactory Evaluation

In departmentalized schools, Department Heads shall give faculty members at least four months' warning before issuing an unsatisfactory performance rating. At the request of the member, the warning should specify what would be required shall trigger a meeting among the member, department head, and appropriate representative of the UConn-AAUP to develop a plan to achieve a satisfactory rating. Failure to meet the standards enunciated shall be considered just cause for an unsatisfactory evaluation. In non-departmentalized schools, equivalent arrangements shall be established by Deans and faculty members. Discipline for just cause under Articles 13.7 or 27 shall not be subject to this requirement.

IV. H. Salary Minima

Effective ~~July 1, 2007~~, July 1, 2016, the salary minima for each professorial rank shall be no less than the lowest salary in each rank in the previous academic year. Any proposed exceptions shall be discussed with ~~the~~ UConn-AAUP as is current practice.

V. IV. Benefits

A. Tuition Waiver

1. In addition to the waiver of tuition permitted under Chapter 185.b, Sections 10 a-105 (e, f, and g) of the 1983 revised Connecticut General Statutes, the Board of Trustees shall have full authority to waive tuition for dependent children of members of the bargaining unit matriculating in an undergraduate degree program at the University of Connecticut or its regional campuses. In the event of a faculty member's death while his/her child is enrolled, the waiver shall continue through completion of the undergraduate degree and in no case more than a total of five academic years.
2. Each semester spouses of bargaining unit members who have been accepted into an undergraduate degree program at the University of Connecticut or one of its regional campuses may take non-laboratory courses--on a space available basis--with the consent of the instructor. Spouses taking courses under this option must sign up for the course no earlier than the first day of classes and are not permitted to pre-register.

B. Tuition Reimbursement

A sum of \$20,000 ~~40,000~~ shall be allocated each year of the agreement for tuition reimbursement, which shall be distributed according to existing guidelines. Tuition reimbursement will increase each year consistent with the general wage increase.

### C. Health Insurance Programs

For the duration of this agreement, the health insurance programs established under the current SEBAC agreement will be available to bargaining unit members as specified both by the SEBAC agreement itself and as expressed in this collective bargaining agreement.

### D. Group Life Insurance

Group life insurance shall be available to bargaining unit members at the same rate and coverage limits as provided to non-bargaining unit state employees under Sec. 5-257 of the Connecticut General Statutes.

### E. Travel

- ~~1. Within the funds appropriated, the Board of Trustees shall have full authority to allocate funds to travel and to authorize the expenditures of such funds for out of state travel under the authority of the President or his/her designee.~~
- ~~2. The mileage reimbursement rate shall be adjusted annually in accordance with federal guidelines.~~

### F. Professional Development Fund

~~A fund is established for professional development each year of the contract. The individual benefit focus of the Professional Development Fund shall not be altered, but a joint Labor/Management Committee will also consider specialized training initiatives of a broader membership benefit as proposed by the Provost on a non-renewable basis. Funds for this purpose shall not exceed \$50,000 in any year of the agreement. The individual benefit focus of the Professional Development Fund shall not be altered, however the parties recognize that up to 5% of the fund is intended to complement University sponsored professional development programs for department heads. The AAUP will be notified of professional development program expenditures for department heads.~~

Annually, each eligible faculty member shall, upon request, receive up to \$2000 from the Professional Development Fund for any academic-related travel expenses (airfare, lodging, conference registration fees, per diem, etc.)

UConn-AAUP and the administration shall agree on a final count of eligible faculty members.

~~The fund shall be as follows:~~

~~2007—\$500,000~~

~~2008 — \$525,000~~

~~2009 — \$550,000~~

~~2010 — \$575,000~~

Unused funds will be rolled into the next fiscal year.

#### G. Disability Pay

~~In that all Alternate Retirement Plan participants receive disability coverage, all approved medical leaves of absence of bargaining unit members so insured should be referred for coverage when the medical leave exceeds the deductible period. The University shall supplement the disability insurance so that the affected individual receives the full equivalent of take-home pay as if they were fully employed, according to mutually agreed upon guidelines established in 2000-2001. Guidelines for considering the granting of medical leaves shall be developed by the parties no later than sixty (60) days after legislative approval, with the understanding that unresolved questions may be submitted for advisory arbitration by either party.~~

In that all Alternate Retirement Plan participants receive disability coverage, all approved medical leaves of absences of bargaining unit members so insured should be referred for coverage when the medical leave exceeds the deductible period. To the extent a bargaining unit member is eligible under the Faculty Medical Leave Guidelines to receive a disability insurance supplement, the University shall supplement the disability insurance such that the faculty member's bi-weekly gross pay (disability benefit plus supplement) while receiving the supplement equals the bi-weekly gross pay the faculty member would have received if he or she was fully employed less the ARP contribution being paid by the disability carrier on behalf of the faculty member.

#### H. Child Care

A pool of ~~\$80,000~~ \$160,000 shall be established each year of this agreement to reimburse bargaining unit members for childcare expenses incurred in licensed day care facilities. The pool will increase each year consistent with the general wage increase. Guidelines established by the parties shall control the reimbursement process.

#### I. Family/Medical Leave

Following the birth or adoption of a child or other major life event (as defined below for qualified family leaves), a member of the bargaining unit may take an unpaid family leave of absence for up to six months. During the period of an unpaid leave the University will pay for the member's individual health insurance benefits.

Tenure-track faculty members taking a qualified family leave or who experience a qualifying major life event, prior to their mandatory tenure evaluation year, will receive an automatic one-year extension of the tenure clock.



Qualified family leaves include leaves for the following events: the faculty member's serious illness or for the birth, adoption or serious illness of a child or serious illness of a spouse or parent. "Serious illness" means an illness, injury, impairment or physical or mental condition that involves (1) inpatient care in a hospital, hospice, or residential care facility or (2) continuing treatment or continuing supervision by a health care provider.

The tenure clock will be stopped no more than twice. Exceptions to this may be granted at the discretion of the Provost.

**J. Voluntary Leave**

The voluntary leave program as constituted between the parties in 1994 shall be extended for the life of this agreement.

**Tentative Agreement**

\_\_\_\_\_

Date \_\_\_ / \_\_\_ / \_\_\_

For UConn-AAUP

\_\_\_\_\_

Date \_\_\_ / \_\_\_ / \_\_\_

For UConn-Administration