ARTICLE 19

SALARY AND BENEFITS

I. Permanent employees of the unit 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
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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 bargaining 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 bargaining 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.

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. There shall be no across-the-board, flat dollar, or merit increases to base salary in Fiscal Years 2017, 2018 or 2019.

B. Effective August 23, 2018, those members of the bargaining unit whose performance is satisfactory shall receive a flat dollar payment, not added to base salary, of $2,000.

C. Effective August 23, 2019, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 1% of the combined salaries of members of the bargaining unit as of
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December 31, 2018 will be implemented. .5% percent will be allocated to the percentage increase and .5% will be allocated to the flat rate increase.

Effective August 23, 2019, a merit pool shall be established comprised of 2.5% of the combined salaries of members of the unit as of December 31, 2018 and will be distributed in accordance with the procedures outlined in Article 25.

D. Effective August 23, 2020, for those members of the bargaining unit whose performance is satisfactory, a flat dollar amount and percentage increase which together equal 1% of the combined salaries of members of the bargaining unit as of December 31, 2019 will be implemented. .5% percent will be allocated to the percentage increase and .5% will be allocated to the flat rate increase.

Effective August 23, 2020, a merit pool shall be established comprised of 2.5% of the combined salaries of members of the unit as of December 31, 2019 and will be distributed in accordance with the procedures outlined in Article 25.

II. Promotions In Rank (from MOA No. 1).

Merit pools shall be used for increases in base salary that result from promotions in rank. Up to $40,000-$80,000 shall be used for promotions payable during each fixed increase period of the 2007-2011-2016-2021 contract. The amounts for promotions in rank shall be as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>$400-$800</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$550-$1,100</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$1,000-$2,000</td>
</tr>
<tr>
<td>Professor</td>
<td>$1,400-$2,800</td>
</tr>
</tbody>
</table>

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

III. Research Assistants, and Research Associates (from Article 24)

Research Assistants and Research Associates shall receive the following increment increase in lieu of a merit award provided under Article 19 of the Agreement this Article. The amount shall be added to the base salary of each individual with this title who qualifies and who has been employed as of April 1 of that calendar year and is still employed on the effective date of the increase:

- Effective August 3, 2007 an amount of — $1,050
- Effective August 1, 2008 an amount of — $1,070
- Effective August 14, 2009 an amount of — $1,090
- Effective August 13, 2010 an amount of — $1,100
Effective August 23, 2019 an amount of $1,128

Effective August 23, 2020 an amount of $1,157

IV. Members of the Unit in Non-Academic Departments

Current practices concerning distribution of merit to members of the bargaining unit in non-academic departments shall be maintained for the duration of this Agreement.

V. 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 to trigger a meeting among the member, department head and appropriate representative of the UConn-AAUP, if requested, 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.

VI. Salary Minima

Effective July 1, 2007, 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.

VII. 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. In the event the faculty member's employment is separated for any other reason, the waiver shall cease upon the completion of the current semester.

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 $10,000 $20,000 shall be allocated each year of the agreement for tuition reimbursement, which shall be distributed according to existing guidelines.

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.

The fund shall be as follows:

2007—$500,000
2008—$525,000
2009—$550,000
2010—$575,000

FY 2018 $715,000

FY 2019 $740,000

FY 2020 $765,000

Unused funds will be rolled into the next fiscal year.

The parties acknowledge that the Professional Development Fund is most beneficial to junior bargaining unit members. Consequently, the parties agree that each year, 50% of the fund shall be available only to members of the bargaining unit whose terminal degrees have been earned within the past ten (10) years. The remainder of the fund shall be available to all bargaining unit members.

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 absence 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 (pay plus disability benefit and 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. Guidelines established by the parties shall control the reimbursement process.
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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.

K. Leaves of Absence

1. The University By-Laws (revised August 5, 2015) provide in Article XIV(L) various provisions regarding leaves of absence. These provisions are hereby incorporated by reference into this Agreement and may only be changed or updated by agreement with the AAUP.

2. Leaves of absence not explicitly authorized under this Agreement or by University By-Laws may be approved by the relevant Dean and by the Provost. The decision whether or not to grant a special leave request shall not be subject to grievance under Article 10 or Article 11. Such leaves may be with or without pay or benefit continuation.

3. The University may develop procedures to operationalize the administration of leaves of absence.

VII. Adjunct Faculty

A. Terms of Appointment and Compensation

The University shall determine minimum enrollment requirements and inform the AAUP.
For Adjunct Faculty, minimum remuneration shall be at the following rates:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Remuneration</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 3, 2007</td>
<td>$1349 per credit</td>
</tr>
<tr>
<td>August 1, 2008</td>
<td>$1385 per credit</td>
</tr>
<tr>
<td>August 14, 2009</td>
<td>$1423 per credit</td>
</tr>
<tr>
<td>August 13, 2010</td>
<td>$1461 per credit</td>
</tr>
<tr>
<td>August 23, 2017</td>
<td>$1,556 per credit</td>
</tr>
<tr>
<td>August 23, 2018</td>
<td>$1,556 per credit</td>
</tr>
<tr>
<td>August 23, 2019</td>
<td>$1,611 per credit</td>
</tr>
<tr>
<td>August 23, 2020</td>
<td>$1,668 per credit</td>
</tr>
</tbody>
</table>

For adjuncts with more than two academic years of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 1%.

Adjuncts who have been continuously employed by the University for ten (10) consecutive semesters shall be offered multiyear contracts, subject to adequate enrollment, satisfactory teaching evaluations, and the continuation of class offerings.

Multi-year contracts are defined as having a term of three academic years and remain in effect during semesters when the adjunct is unavailable due to documented medical reasons or other basis to which the adjunct and the department head and/or campus director agree.

Evaluation of adjunct teaching may include, among other elements, classroom observations. Replacements for reasons of teaching-related qualifications may also be made based on a demonstrable need for better qualifications. In such circumstances the University will promptly notify the impacted adjunct of the decision.

Formalized non-teaching assignments for adjunct faculty, such as advising, curriculum development, etc., shall be compensated based upon pro-rated load credits.

[Article 19.V.A was amended by the June 2, 2011 Memorandum of Agreement as set forth in the below paragraph. See, infra, at pg. 65.]

[All adjunct faculty will have salaries increased by the same general wage increase (exclusive of merit) in FY 14, FY 15, and FY 16 as the full-time faculty. This is understood to be 3% in accordance with the 2011 SEBAC framework. There will be no increases for adjunct faculty in FY 12 and FY 13.]

B.——Adjunct Benefits

For those adjuncts who elect group health insurance under the statutory self-pay provision, and who are contracted to teach at least one course each semester of the academic year, there will be an option to be paid over 26 pay periods.
Adjuncts shall be eligible to purchase parking permits and shall have faculty library privileges. Library and email privileges will be continued for two semesters following any appointment.

IX. Intersessions

Summer and Intersession Compensation shall be governed by Article __ of this Agreement.

X. Provost Fund (from MOA No. 2)

A. Each year of the contract a General Fund pool shall be allocated to the Provost for making increases in base salary as he/she sees fit in order to retain faculty in the face of market competition, or to make equity adjustments or recognize special achievement. Neither the allocation of the fund nor the individual awards made under it are grievable or arbitrable in any way. The pools for each year of this agreement shall be as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2019</td>
<td>$300,000</td>
</tr>
<tr>
<td>FY 2020</td>
<td>$300,000</td>
</tr>
</tbody>
</table>

B. Immediately prior to the beginning of the academic year, the Provost shall publish standards and expectations for that portion which is to be directed toward special achievement at the next distribution.

C. The University will provide the AAUP with a list of employees who receive the increases from these sources along with the reasons in each instance.

XI. Furlough Days

Bargaining unit members shall be required to take three (3) unpaid furlough days between July 1, 2017 and June 30, 2018, the specifics of which shall be separately negotiated between the UConn-AAUP and the University designee appointed for such purpose. Treatment of the furlough days for pension purposes shall be in accordance with the Voluntary Schedule Reduction Program.

Tentative Approval

/ / / AAUP
Date

/ / / University of Connecticut
Date