

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 is scheduled to expire on June 30, 2021; 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 the UCPEA, except as provided below, shall be extended at current levels for a period of one (1) year until June 30, 2022, or until such time as a successor agreement is ratified and approved by the Board of Trustees and Legislature, whichever occurs first.
2. The job security provision contained in Article 49.1 shall not be extended beyond June 30, 2021.
3. 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. The UCPEA Career Paths salary bands and longevity schedule effective July 3, 2020 will remain in effect for the duration of this Agreement. General wage increases (Article 32.1), performance-based compensation (Article 32.2), and one-time performance awards (Article 32.2) will not be extended.

4. 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. Tuition Reimbursement Fund
 - b. Child Care Reimbursement Fund

5. The Professional Development Fund shall continue to be available to bargaining unit members at fifty percent (50%) of the amount available to bargaining unit members in the last year of the expired agreement. The parties agree that if the amount awarded exceeds \$100,000 on or before December 31, 2021, the parties will meet to discuss an adjustment to the level of funding allocated for professional development for the remainder of this agreement. Such a meeting shall occur within four weeks of the UCPEA exceeding the \$100,000 threshold. This does not create an obligation on the University to provide additional funding during the term of this agreement.

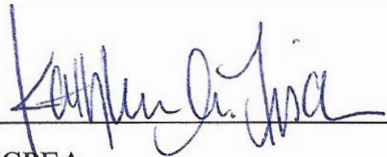
The UCPEA shall not be restricted (Article 34.2) to only allotting half of the professional development fund during the first six months of this agreement.

The provision in Article 34.1a designating ten percent of the professional development fund for University sponsored programs shall not apply during the life of this extension agreement.

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


7. 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. Consistent with current practice and the U.S. Supreme Court decision of *Janus v. AFSCME, Council 31*, 138 S. Ct. 2448 (2018), no agency fees or assessments will be collected.
8. This Agreement shall not be considered as part of the bargaining history between the parties for a successor agreement to the Collective Bargaining Agreement expiring on June 30, 2021, nor shall it be admissible in any other interest arbitration or other proceeding except as may be required to enforce its terms.

The parties understand and agree that this Agreement does not constitute a waiver, withdrawal, or compromise of either parties’ position concerning any proposal that has been submitted during the negotiations for a successor Collective Bargaining Agreement to the one expiring on June 30, 2021.



UCPEA

7-2-21
Date



University of Connecticut

07/02/21
Date