

Tentative Agreement

UCPEA CONTRACT 2025-2029

**RATIFICATION MEMBERSHIP MEETING,
MARCH 19, 2026**

UCPEA Negotiations Team

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Article 1.

RECONGNITION

Updated the list of titles that are not represented by UCPEA.

Examples include:

- Associate Vice Provost
- Chief of Staff
- Deputy Chief of Staff
- General Counsel
- Executive Director
- Police Chief
- Etc



Article 6.

VACATION LEAVE

Created new language: “Upon the request of the employee, denial of a vacation period request and the reason therefor shall be given to the employee in writing. Denials shall not be arbitrary, capricious, or without good business reason.”

Created new language: “Unless there are extenuating circumstances, this payout of unused vacation time will occur no later than the second (2nd) pay period following the employee’s date of separation (or death).”

Article 7.

NOTICE OF INTENT TO LEAVE

Clarified: employee's giving notice to leave the University must give "at least four (4) weeks' notice..."

Created new language: "Employees may, at their discretion, provide a notice period longer than four (4) weeks. If an employee provides more than four (4) weeks' notice, the University may accept the resignation effective as of any date within the period of notice, provided that the employee is permitted to work at least four (4) weeks from the date of notice or receives pay and benefits in lieu thereof."

Article 8.

HOLIDAYS

Strengthened language: Instead of granting a compensatory day for a worked holiday, now “Any employee who is required to work on a legal holiday shall be granted holiday compensatory time on an hour-for-hour basis for hours worked on the holiday.”

Created new language: “An employee may work on any holiday subject to mutual agreement by the parties and shall be granted holiday compensatory time. A denial to work a holiday shall be given in writing, and shall not be arbitrary, capricious, or without good business reason. Such denial is grievable through Step 2 of the contractual grievance procedure but shall not be arbitrable.”

Article 8.

HOLIDAYS

Clarified process: “Any holiday compensatory time accrued under this article shall be taken within 365 days of accrual.”

Strengthened language: *(old language)* “In order to earn a day for use as a religious or cultural holiday, an employee may request to work on a holiday on which their department is open.”

(new language) “Denial of use of holiday compensatory time for observance of a religious or cultural holiday shall not be arbitrary, capricious, or without good business reason.”

Codified existing practice: “Upon separation for any reason, employees will be paid out for unexpired accrued but unused holiday compensatory time.”

Article 9.

PERSONAL LEAVE

Codified an existing practice: The entitlement to 2 Personal Leave (PL) days is based on the *fiscal* year



Article 10.

CIVIC AND LEGAL OBLIGATIONS

Expanded language: Current language says that the University will grant paid leave for jury duty as long as the employee refuses pay with the exception of mileage reimbursement. The new language includes other transportation expenses like parking.

Clarified process: “An employee who is excused or released from jury duty prior to 5:00 p.m. is required to return to work for the remainder of the workday if, after allowing time for travel and parking between the jury duty location and the employee’s normal workstation, the employee is able to work at least 50% of their scheduled hours on that day. ”

Added new section: 10.3 Legal Obligations:

“An employee may request to use vacation time, compensatory time, holiday compensatory time, and/or unpaid time in order to meet the requirements of a legal obligation for themselves or their immediate family (as defined in Article 11.1). Such requests for time off will not be unreasonably denied.

An employee who is temporarily unable to work due to a pending legal matter (or their designated representative) may also choose to apply for an unpaid leave of absence. Approval of each request is at the sole discretion of the University and is not subject to the grievance process or arbitration.”

Article 11.
SICK LEAVE

Expanded language: definition of “family member” to include a person whose close association with the employee shows the equivalent to a family relationship.

Removed language: requiring that the Sick Leave Bank Committee have at least 1 management member.

Created new language: Acknowledging that employee health and personnel information shared with the Sick Leave Bank Committee is private and only used to fulfill their role on the committee.

Created new language: The Sick Leave Bank guidelines will be updated to capture changes in the CBA within six (6) months of legislative approval. Moving forward, the guidelines will be reviewed and updated by mutual agreement at least once per year.

Article 11.
SICK LEAVE

Expanded eligibility for the Sick Leave Bank:

(old language) “The Sick Leave Bank is for very serious or catastrophic illness or injury.”

(new language) “The Sick Leave Bank is for the employee’s own serious health condition as defined in federal or state FMLA.” This also applies to paid caretaker leave.

Added new language: “An employee is limited to 75 days from the Sick Leave Bank over a rolling two (2) year period, not to exceed the leave entitlement under the federal or state Family Medical Leave Act (“FMLA”) or SEBAC supplemental leave.”

Added new language: “where the employee poses an imminent or serious safety threat to self or others” under the Fitness for Duty Examination section.

Article 16.

WORK SCHEDULES

New language:

The University retains the exclusive right to determine, at any time based on operational needs or other legitimate business reasons, except where limited in this Article:

- when, where, how
- position eligibility
- requiring in-person work/onsite attendance
- approving, denying, limiting, suspending, modifying, or revoking telecommuting arrangements
- scheduling, hours, reporting expectations/the number of telecommuting days
- operational, technological, equipment, and data security requirements

The University will provide as much notices as practicable but reserves the right to require immediate temporary return to in-person work when necessary.

Telecommuting decisions are not grievable or arbitrable - but may be appealed under new appeal process.

Eligibility and Consideration Criteria

Decision Process

Appeal Process

Eligibility and Consideration Criteria for Telecommuting	Decision Process for Telecommuting Requests
<p>1. Requests are submitted in a form and manner established by the University. Revisions to the request form will be shared with the UCPEA.</p> <p>2. The University may consider the factors it deems relevant to evaluate telecommuting requests (operational needs is first priority) including but not limited to:</p> <ul style="list-style-type: none">○ <i>The nature of the employee's duties.</i>○ <i>Can duties be effectively performed remotely?</i>○ <i>The need for on-site presence.</i>○ <i>Employee performance, reliability, and demonstrated ability to work independently.</i>○ <i>Technology, equipment, and data-security requirements.</i> <p>3. The University's judgement regarding operational needs governs all determinations.</p>	<p>1. Requests are submitted in the form and manner required by the University.</p> <p>2. Managers are encouraged to give serious consideration to all reasonable requests but are not obligated to approve requests.</p> <p>3. If a request is denied, the employee may submit a new request after one year from the date of the denial, unless there is a material change in job duties, work schedule, operational needs, or performance circumstances occurs sooner.</p>

Telecommuting Decision Appeal Process



Appeal Eligibility

- Original request is denied in full or approved for less than two (2) days/ week

AND

- Overall rating of Good on last evaluation.

Panel Composition

- One management employee
- One UCPEA member

Panel Review

- Appeal, original decision, and any other relevant information
- May meet with employee and supervisor (at panel's discretion)

Possible Outcomes

- Uphold initial decision
- Recommend reconsideration
- If reconsideration is recommended OR panel decision is not unanimous, Vice President (or designee) will issue final decision w/in 2 week

Article 17.

STUDENT HEALTH AND WELLNESS

Added: phlebotomist job title to SHAW positions eligible for overtime pay and stipends.

New: stipends in Article 17 will be increased by a factor equal to general wage increase rounded to the nearest quarter dollar every fiscal year. If there is no general wage increase, stipends will not be increased.

New: shift differentials may be added or combined with any other differential with supervisor authorization.

Codified: current weekend shift hours for Advice Nurses.

Increased: stipend Advice Nurses weekend shift.

Codified: current weekend on call for Sexual Assault Response Nurses and Mental Health Services.

Increased: on call rate from \$18.75/hour to \$25/hour or \$200/shift **AND**

Increased: pay for time actually worked during the shift to time and one half of regular rate of pay.

Codified: current weekend on call for Mental Health Services.

Increased: pay for time actually worked to time and one half of regular rate of pay.

Article 18.

COMPENSATORY TIME

Lowered the threshold for comp time payouts: Currently, non-exempt employees must wait until they have accrued 240 comp time hours before there is a payout. Exempt employees must wait until they have 140 hours before they request a payout. Both of these thresholds are lowered to 105 hours in the tentative agreement. Payouts must occur within two pay dates of the approval.

Created new language: “If an employee is reclassified from non-exempt to exempt, they shall be paid out for any unused compensatory time earned while non-exempt.”

Created new language: “In an emergency situation, an employee may be responsive to situational needs, provided they have obtained verbal approval from the first supervisor outside of the bargaining unit. The employee will confirm in writing with the first supervisor outside of the bargaining unit the reason(s) for working additional hours and the hours worked within the same pay period.”

Article 18.

COMPENSATORY TIME

Created new carve out: “Admissions Officers, Senior Admissions Officers, Admissions Managers, Associate Directors, and Senior Associate Directors employed in the Department of Undergraduate Admissions, shall receive eight (8) compensatory days on July 1 of each fiscal year and seven (7) compensatory days on January 2 of each fiscal year to compensate for hours during recruitment travel and during the reading of applications.”

Fixed an ongoing problem: Current language provides comp time to Level 1 (Essential) employees when the University closes. New language provides comp time to Level 1 employees “when other employees are directed to not report to campus based on inclement weather”

Article 19.

EMPLOYEE FILES

Updated: Employee files will be stored in Human Resources as an electronic or hard copy. When an employee requests a copy of their file, an electronic copy will be provided within 5 work days.

Added new section: 19.6

An employee may request the removal of a Letter of Warning and related written documentation from their official, complete employee file after (12) twelve months provided there have been no further disciplinary events (as defined in Article 22.2) during this period.

An employee may request the removal of a Letter of Reprimand and related written documentation from their official, complete employee file after twenty-four (24) months provided there have been no further disciplinary events (as defined in Article 22.2) during this period.

The request and the response shall be done in writing through a process that is mutually agreed to by the parties. The request shall be reviewed by Labor Relations whose decision shall not be arbitrable.

Article 20.

PROBATIONARY EMPLOYEES

Codified/improved existing practice: “The first supervisor outside of the bargaining unit, in consultation with Labor Relations, may reduce or extend an employee’s probationary period. Extensions shall be no more than four (4) additional months. The UCPEA shall be copied on all probationary extension letters. Further extensions shall be by mutual agreement of the parties.”

Recognized a need for additional notice for live-on staff: 20.4 “In the event that a probationary employee (**excluding Residence Hall Directors**) is dismissed before the end of their probationary period, they shall be notified in writing and receive two (2) weeks’ notice or pay in lieu thereof. **Residence Hall Directors only shall receive four (4) weeks’ notice or pay in lieu thereof.**

Improved appeal process: New language outlines the process for probationary drop appeals, including clarifying the fact that qualified witnesses are permitted to participate.

Article 21.
EVALUATION

Modified and extended: timeframe for presenting annual performance evaluation
(old timeframe): between April 15 and May 1 *(new timeframe):* between May 1 and May 22

Created new language:

Outstanding – *Far Exceeds Expectations*

Very Good – *Exceeds Expectations*

Good – *Meets Expectations*

New: “The statement [evaluation rebuttal/written comments] shall normally be submitted within sixty (60) calendar days from receipt of the evaluation by the employee.”

New: “The parties agree to meet beginning in July 2026 to review and revise the evaluation form to be effective for the review year beginning May 1, 2027.”

Article 23.

GRIEVANCE PROCEDURE

Modified: deadline for Step One Non-Contractual Grievance decisions from seven (7) to fourteen (14) calendar days.

Modified: deadline for Step One and Step Two Contractual Grievance decisions from seven (7) to fourteen (14) calendar days.

New: “The Union will provide a copy of the filing to arbitration to Labor Relations within three (3) business days of filing.”

Article 26.

VACANCIES AND JOB POSTING

New: “The projected salary range may be obtained by contacting Human Resources.”

New: “The University will work with the UCPEA to develop a pilot program for conducting a pooled search process for agreed upon positions, with the intent of the program to become fully operational no later than 12 months after the effective date of this collective bargaining agreement. The University and the UCPEA shall meet regularly, no less than quarterly, to ensure timely development and implementation. The pilot program may only be implemented, modified, or extended through consultation with and notification to the UCPEA and shall expire at the end of this agreement unless otherwise agreed to by the University and the UCPEA.”

Article 27.

REDUCTION OF PROFESSIONAL STAFF

Notice Periods Protected

Expanded Recall Rights: Currently, employees who are impacted by layoff are entitled to positions that are “same or similar” to the eliminated position. This is still true. Additionally, the tentative agreement adds new language that provides an entitlement to a lower level position in the same job path.

Article 30.
PARKING

Added new section: 30.6

“An employee with an Area 2 University parking permit, using a state-issued handicap parking permit, and registered with Facilities Operations, shall be permitted to park at any handicap designated parking spot in surface lots, without incurring additional costs.”

Added new section: 30.7

“The University will establish dedicated parking spaces—identified as special parking—for use by Residence Hall Directors within reasonable proximity to their assigned residential dwelling. Special Residence Hall Director spaces will be available at the Area 2 rate.”

Article 31.

JOB CLASSIFICATION

Codified language: “Reclassification” → “Job Audit”
“Assessment” → “Audit”

Clarified language: The steps in the job audit process are clarified based on updated electronic workflow. Employee starts the process using the form on the HR webpage. The employee submission of the electronic form marks the start of the audit process for compensable purposes.

Developed appeal process:

1. Meeting with HR
2. 14 days to provide additional evidence
3. 6 weeks for a written response from the University

Article 31.

JOB CLASSIFICATION

Change to Salary Adjustment: 2-10% → 3-10%

Codified existing process: Compensation for temporary assignments is focused on assignments that include higher level duties.

The compensation for a temporary assignment at a higher class has a minimum of 3% or the minimum of that pay-band.

Article 32.

SALARY

Effective Date	Increase
07/01/2025*	2.5% GWI 2% PBC
07/1/2026	2.5% GWI 2% PBC
07/01/2027	2.5% GWI 1.5% PBC .5% "Merit"

**GWI + 2% PBC* retro for employees who directly retired or were laid off after 7/1/25).*

Agreed: to reopen contract for the sole purpose of negotiating increases (GWI, PBC) for the period of 07/01/2028 through 06/30/2029.

New: GWI and PBC increases will be effective July 1 instead of the first full pay period in July.

New: any amount of "Merit" that causes an employee to reach the maximum amount of their salary level, any amount over the limit will be converted to a lump sum payment.

Example: The max salary for level 1 classification is \$50,000. If an employee in a level 1 classification making \$49,000/year receives a "merit" award of \$1500, \$1000 will be added to their base salary and \$500 will be paid as a lump sum.

Article 34.

TUITION REIMBURSEMENT AND PROFESSIONAL DEVELOPMENT

Increased: professional development pool to \$450,000 per year effective 07/01/2026.

New: “Funds remaining in the professional development pool at the end of each contract year will be rolled over to the next contract year. There shall be no rollover at the end of the contract period.”

New: combined two existing \$25,000 pools for tuition reimbursement into one pool of \$50,000.

New: “Either party may request a review of the guidelines [for tuition reimbursement] at any time, but not more than once in any fiscal year. The parties will meet collaboratively to consider revisions, and any agreed changes will take effect at the start of the next fiscal year unless otherwise mutually agreed. The first review shall begin in July 2026.”

Article 35.

TUITION WAIVERS

New: “UCPEA employees shall be reimbursed the Recreation Center Fee. The portion of the Transit Fee associated with the U-Pass CT program will be waived for UCPEA employees.”

New: if there’s an interruption of a dependent tuition waiver in error, the University will reimburse any tuition paid retro to when the waiver should have been active.

New: “In the event of a bargaining unit member’s death, while their dependent child is enrolled, the waiver shall continue through completion of the undergraduate degree and in no case more than a total of five (5) academic years.”

New: “In the event of a bargaining unit member’s medical separation, while their dependent child is enrolled, the waiver shall continue through the end of the semester.”

Codified: “In the event the bargaining unit member is separated from employment with the University, for any other reason, the waiver shall be prorated as of the date of separation unless the University determines special circumstances warrant otherwise.”

Article 36.

CHILDCARE

**Significant increases to the
childcare reimbursement pool:**

- July 1, 2025: \$100,000
- July 1, 2026: \$175,000
- July 1, 2027: \$225,000
- July 1, 2028: \$250,000

Article 38.

HEALTH AND SAFETY

Added new section: 38.5

“The living spaces for all employees required to live on campus as a condition of their employment shall, at a minimum, comply with all applicable state and local housing laws and regulations. The University will ensure the space is ready for occupancy at move-in and will direct any subsequently reported concerns to the appropriate personnel for timely response.”

Article 40.

UNION LEAVE

Added new language: “In the first fiscal year following legislative approval of a successor bargaining agreement, the University shall allow for up to two (2) days. The UCPEA may schedule half-day sessions, or a combination of full-day and half-day sessions, not to exceed the limit per fiscal year.”

Article 44.

END-DATE EMPLOYEES

Removed: “temporary”

Removed: employees hired to cover for an employee who is serving in an interim assignment AND employees hired to cover duties during a departmental reorg as categories that can be used to designate a position as end-date.

Added: new category eligible for end-date designation - “employees in positions funded by grants, contracts, and *other non-recurring sources, including, but not limited to, restricted state appropriations and gifts.*”

New: HR will notify UCPEA when an employee is hired into an end-date position identifying which criteria the position meets.

Clarified: three (3) months’ notice of non-renewal for employees in an end-date position for more than three (3) years.

Article 44.

END-DATE EMPLOYEES

New: seniority will be primary criterion for selecting which employees receive notice of non-renewal when end-date employees in the same school, division, subdivision of a department, program, grant, or contract.

Expanded Recall Rights: Currently, employees who are impacted by non-renewal are entitled to positions that are “same or similar” to the non-renewed position. This is still true. Additionally, the tentative agreement adds new language that provides an entitlement to a lower level position in the same job path.

Codified: “End-date employees hired between January 1 and April 30 shall not receive an annual evaluation in May of the initial year of hire.”

Codified: “The employee shall normally sign the evaluation within seven (7) calendar days from receipt for the sole purpose of indicating that they have read it. Failure to sign may be considered cause for disciplinary action.”

Article 46.

WIRELESS COMMUNICATION DEVICE STIPENDS

Changed: “At the discretion of the University, a professional employee who is required to utilize a wireless communication device to perform their official duties ~~may~~ **shall** receive compensation in the form of a stipend to cover business-related use of the personally owned mobile device. Use of the device, including the eligibility for and the amount of the stipend, shall be determined in accordance with University policy as it may be amended from time to time.”

Article 47.

PHASED RETIREMENT PROGRAM

Expanded: flexibility of schedule reduction from strictly 50% to “not more than 50%”

Article 49.
DURATION

Created a 4 year contract:

“This agreement shall be in full force and effect from July 1, 2025 through June 30, 2029.”

