

Contractual Gains

- **Article 10: “Legal Protections” added.** Employees will be able to take leave related to a legal obligation for themselves or an immediate family member.
- **Article 11: Access to the Sick Leave Bank** is currently limited to employees who are experiencing or caring for someone with a very serious or catastrophic illness or injury. New language will broaden access to include anyone using a leave entitlement like FMLA (state or federal) or SEBAC supplemental leave.
- **Article 16: Expanded telecommuting language** including an appeal process for denials of telecommuting requests.
- **Article 17: Increased on-call stipends for Student Health and Wellness**
- **Article 18: Lowered threshold for comp time payouts.** Also, created a carveout to provide comp time for UCPEA employees who work in Undergraduate Admissions.
- **Article 27: Expanded entitlements to be recalled into another UCPEA position** when layoffs are deemed necessary.
- **Article 30: An employee with an Area 2 Parking Pass and an Accessible Parking Permit** will no longer be required to pay increased fees to park in an Area 1 lot.
- **Article 32: A strong wage package** that includes 2.5% General Wage Increases (GWI) and a 2% Performance Based Increase (PBI) for July 2025 and July 2026. Plus a 2.5% GWI and 1.5% PBI and a pool for discretionary compensation in July 2027. Lastly, a wage reopener for July 2028.
- **Article 34: Increased Professional Development Pool (\$400,000 → \$450,000)**
- **Article 35: Employees using the tuition waiver** will be reimbursed for their Rec Center fee, and a portion of the transit fee will be waived. Additionally, if an employee dies while their child is using the tuition waiver, that child will continue to receive the waiver through the completion of their undergrad degree (up to a maximum of 5 academic years)
- **Article 36: Increased Childcare Reimbursement Pool** (currently \$100,000 → \$175,000 in July 2026 → \$225,000 in July 2027 → \$250,000 in July 2028)
- **Article 44: Added seniority rule** to be used if cuts are made to units with end-dated positions.



These wins have been ratified by UCPEA members, and approved by the Board of Trustees and the CT Legislature.

← Scan for full agreement

