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# UCPEA CONTRACT TOWN HALL

What's Next, Updates on Tentative Agreements, and Q&A



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# OBJECTIVES

- Review the timeline of negotiations
  - Review the ratification process
  - Provide updates on tentative agreements
  - Answer questions
    - Questions submitted in advance
    - Please keep your microphone muted. Type your questions in the chat at any time during the presentation. Moderators will keep track of questions in the chat for answering after the questions submitted in advance.
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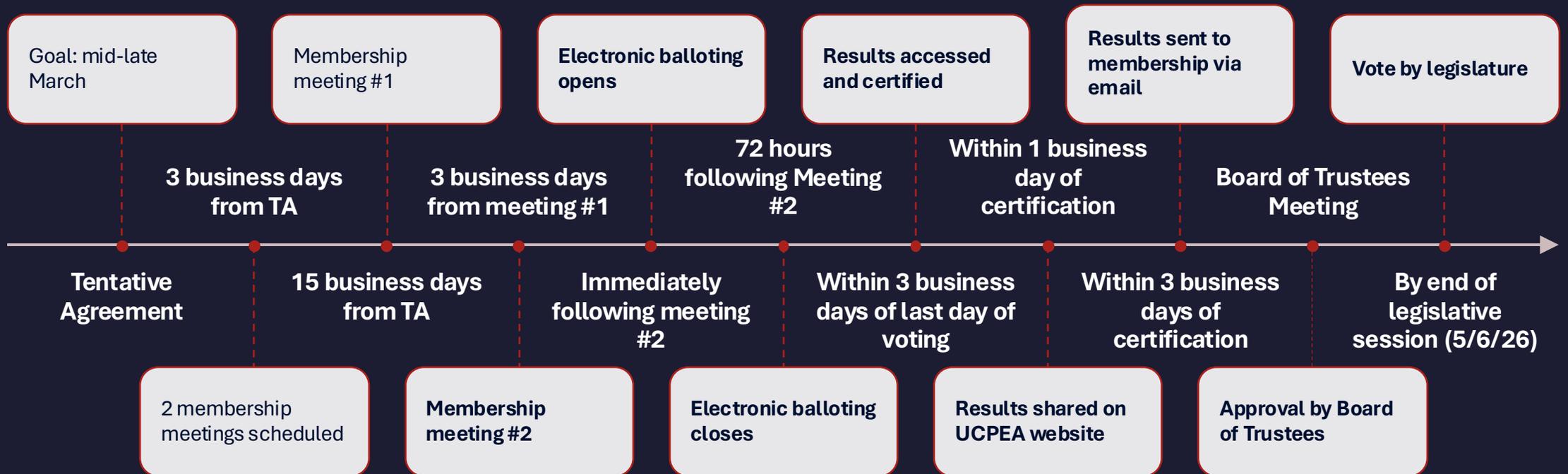
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# TIMELINE TO-DATE



# RATIFICATION TIMELINE

According to the Constitution and Bylaws, ratification takes at most 27 business days. The quickest we can conduct the ratification process is 3 weeks, or 14-15 business days.



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# SO, WHEN ARE WE GOING TO HAVE A CONTRACT?

- The goal is to have a contract ready for vote during the regular legislative session.
  - The 2026 legislative session runs February 4th-May 6th.
  - Due to the time it takes to ratify the contract, this would mean reaching a tentative agreement with the University by mid-late March.
  - While nothing is certain at this time, the Bargaining Team is cautiously optimistic that the recently opened legislative session will provide enough pressure to meet this timeline.
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# WHAT FACTORS CONTRIBUTED TO THE DURATION OF THESE NEGOTIATIONS?

- Unprecedented uncertainty of federal funding creates hesitancy for the University and policymakers.
  - Fiscal roadblocks at the state level create artificial budget constraints.
  - We are typically bound by the legislative schedule. Turning around a contract for ratification during the 2025 legislative session, which ran from 1/8/25 to 6/4/25, would have been extremely difficult.
  - SEBAC (State Employees Bargaining Agent Coalition) unions use the solidarity of the coalition to coordinate bargaining strategies at local tables.
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# SUMMARY OF STEPS REMAINING

1. Tentative Agreement with University
    - Goal: mid/late March
  2. Ratification by membership
    - Takes approximately 30 days
  3. Vote by Board of Trustees
    - [Meeting dates on website](#); special meeting can be called if necessary
  4. Vote by legislature and signoff by Governor Lamont
    - The legislature has 30 days to vote. If there is no vote within 30 days, the agreement is approved.
    - 2026 session adjourns 5/6/26
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# GOOD NEWS

Even though this contract is taking longer than most of us would like, we are in a position of strength and there is much good news.

- Multiple TAs have been reached.
- We have not gone to arbitration at this time (position of strength).
- 157 unique members have signed up to observe\* – still much room to improve on this.
- A handful of other state units have received wage proposals and a handful of other state units also have full tentative agreements.

*\*As of the 1/29/26 negotiation session*

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# TAS (TENTATIVE AGREEMENTS) REACHED

- 1-Recognition
- 6-Vacation Leave
- 7-Notice of Intent to Leave
- 8-Holidays
- 9-Personal Leave
- 10-Civic Obligations
- 21-Evaluation
- 40-Union Leave
- 41-Representation Rights and Responsibilities
- 46-Wireless Communication Device Stipends
- 47-Phased Retirement Program

*Current as of 2/4/26*

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# KEY OPEN ARTICLES

- Sick Leave (Article 11)
  - Work Schedules (Article 16)
  - Compensatory Time (Article 18)
  - Probationary Employees (Article 20)
  - Reduction of Professional Staff (Article 27)
  - Parking (Article 30)
  - Salary (Article 32)
  - Tuition Reimbursement and Professional Development (Article 34)
  - Child Care (Article 36)
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# Q&A

**Q:** I know these negotiations were started approximately 6 months before the contract expired, but we should start earlier since there always seems to be a delay tactic. I'd like to see that, or could the union make the year before a contract be the process going forward?

**A:** Per State Statute Chapter 68, section 5-276a UCPEA may declare our intent to bargain up to 330 days before a contract expires.

Per our Constitution and Bylaws, the Negotiating Committee starts preparing 1 year before the anticipated start date of negotiations.

**For example:** A 4-year contract would expire on 6/30/2029. 330 days before then is 8/4/2028. 1 year before then is 7/4/2027. If you are a member who wants to start negotiations earlier and we have a 4-year contract, set a reminder in your calendar for **7/4/2027**, and reach out to your area steward and the Executive Board on that day!

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## Q&A (CONT.)

**Q:** I saw the email about no career progression raises due to budgetary constraints. Is it safe to assume, then, that no other raises will be approved?

**A:** No, it is not safe to assume that raises will not be approved.

**Q:** Will raises be retroactive?

**A:** Retroactivity is not guaranteed unless it is agreed to in the contract. The goal is for raises to be retroactive to 7/1/25, and this will need to be negotiated and put in writing. We have not received a response to our wage proposal from the University yet. A handful of state unions have received wage offers, which is a good sign for UCPEA.

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## Q&A (CONT. 2)

**Q:** I started a new interim position after July 1, so if raises are applied retroactively, is it safe to assume the percentage increase would be based on the salary I was making as of July 1, not my current rate?

**A:** In prior contracts, salary increases were based on the member's June 30 base annual salary, but this would need to be agreed to in the contract.

**Q:** When would any back pay from finalized salary increases for 2025 be distributed to paychecks?

**A:** This would be dependent on the timing of the finalized agreement.

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## Q&A (CONT. 3)

**Q:** Are benefits on the table?

**A:** Benefits such as Professional Development, Childcare Reimbursement, and others are on the table because they are part of the UCPEA collective bargaining agreement negotiated with UConn. State benefits (healthcare and retirement) are negotiated on our behalf by SEBAC. The current SEBAC agreement expires on 6/30/27.

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## Q&A (CONT. 4)

**Q:** Other state unions get a 25% payout of sick bank time upon termination/retirement (not sick time for the current fiscal year - we get that in advance and have not yet earned it). Can we negotiate to have that as well? It doesn't make good business sense to encourage employees to use sick time because we "use it or lose it". This is a good thing for the university and the employee.

**A:** Section 5-247 of the State Personnel Act allows for payouts of **accrued** sick leave. UCPEA sick leave is tracked "as if" it was accrued, but it is not technically accrued. Therefore, it does not meet the criteria for payout as outlined in the statute. More research is required but this may be something a future Negotiating Committee attempts in a less hostile financial climate.

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# Q&A – REAL-TIME

Please keep your microphone muted and type questions in the chat.

Moderators will keep a list of questions for answering by the panelists.

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