

SUMMARY OF NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN UCONN HEALTH BOARD OF DIRECTORS AND UCHC-AAUP

Economic

- Three Year Agreement July 1, 2021 – June 30, 2024
- FY 22
 - 4.5 % in Faculty Compensation Pool;
 - 50 % to EAGWI; 50 % in Faculty Merit Plan;
 - Salary increases retroactive to July 1, 2021; to be paid in one lump, pending legislation
 - Faculty on payroll March 31, 2022 will receive additional \$2500 bonus;
 - Faculty who retired after July 1, 2021 and Faculty who resigned from UCONN Health after July 1, 2021 with at least ten years of service will receive retroactive salary payments (pro-rated to the date of separation)
- FY23
 - 4.5% in Faculty Compensation Pool;
 - 60% to EAGWI; 40% to Faculty Merit Plan;
 - Faculty on payroll July 14, 2022 will receive additional \$1000 bonus;
- FY24
 - 4.5% in Faculty Compensation Pool;
 - 70% to EAGWI; 30 % to Faculty Merit Plan;

Article 12

- Additional Economic Items
 - [Professional Development Fund](#) of \$125,000 for FY 23 and FY 24 of the Contract for continuing continuing dental and medical education
 - Clinical Faculty can receive up to two additional paid days off as compensation for working on either major or minor holidays, (see details below)

Non-Economic/ Language Changes

- [Faculty Leave/ Leave Bank](#) - Language setting forth the procedure for requesting medical or family leave time from department chairs and establishing a procedure for faculty to donate unused vacation time to colleagues facing unpaid leaves for medical reasons.
- [SOM Clinical Faculty Weekend Coverage](#) - Language requiring all initial appointment letters for clinical faculty to set forth the weekend coverage expectations in that clinical practice.

- [Holiday Compensation](#) - Clinical Faculty who are scheduled to work during any of the Major or Minor recognized state holidays will be provided with an additional vacation day.
- [Article 16.3- Instructors](#) - Creates a process for mentoring and expectations for promotion. Instructors will be given a copy of their annual promotion goals. language setting out the specific written promotional guidance and expectations for Instructors to get promotion to next rank.
- [Hospitalist](#) - Side agreement for UConn Health to address issues raised regarding block hospitalist scheduling and vacation time, to be addressed no later than July 1, 2022.
- [Article 15 Professional Development](#) - \$500 per year for Professional Development for first 5 years (Instructors and Assistant Professors)
- [Faculty Assistance Programs](#) - Language recognizing union role in helping faculty navigate HAVEN referral process
- [Parking](#) - Parking fees won't increase more than any increase in the employee compensation pool.
- [FTE for Union Leadership](#) - Officers of AAUP can opt for reduced UConn Health release time to accommodate research, teaching, or clinical commitments (0.05 in lieu of 0.10 FTE).
- [Long Term Disability](#) - Technical changes to LTD program consistent with disability entitlement under certain retirement options.
- [Grievance Procedure](#) - Streamlining procedure for hearing and resolving grievances.
- [Discipline](#) - Streamlining procedure for handling faculty discipline and MOU on the use of Restorative Justice principles in lieu of traditional disciplinary action;
- [Recognition](#) - Members of the faculty who hold the specific titles, (see proposals) are excluded from the bargaining unit.
- [MOU on Administrative Leave](#) - mechanism for AAUP and Administration to continue UConn Health email and access to computer networks when faculty members are placed on paid administrative leave during an investigation.
- [Article 16](#) - AAUP will be provided with electronic appointment letters for SOM and SODM faculty.
- [Savings Clause](#) - If any provision in the contract conflicts with a law, the provision will

only take effect within the limitations set by that law.

- [Medical Staff Peer Review Proposal](#) - Faculty members may bring a colleague advocate who is a member of medical staff to peer review meetings.
- [Article 3- AAUP Rights and Security](#) - Provides process for union membership.
- [Investigations](#) - Faculty will be given written notice 5 days after an investigation closes.
- [MOA On Retro Pay](#) - UConn Health voluntarily agrees to apply the retroactive wage increases provided for in the SEBAC guidelines to former employees covered by the UCHC-AAUP bargaining unit.
- [Restorative Approach to Discipline](#) - Whenever a faculty member is facing potential discipline, the faculty member and/or their union representative(s) may advocate for an alternative restorative approach to traditional discipline at the pre-disciplinary meeting with the Department Head/ Director held in accordance with Article 7 of the collective bargaining agreement and prior to any decision or recommendation on discipline of the faculty member.
- [SEBAC Contract - PrudentRx \(uchc-aaup.org\)](#)