



Senate

General Assembly

File No. 555

February Session, 2002

Senate Resolution No. 20

Senate, April 22, 2002

The Senate Committee on Appropriations reported through SEN. CRISCO of the 17th Dist., Chairperson of the Committee on the part of the Senate, that the resolution ought to be adopted.

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT HEALTH CENTER AND THE UNIVERSITY HEALTH PROFESSIONALS, LOCAL 3837, AFT/CFEPE/AFL-CIO.

Resolved by the Senate:

- 1 That the collective bargaining agreement between The University of
- 2 Connecticut Health Center and the University Health Professionals,
- 3 Local 3837, AFT/CFEPE/AFL-CIO, effective July 1, 2002 to June 30,
- 4 2006, inclusive, and, submitted to this assembly April 3, 2002, for
- 5 approval, as provided in subsection (b) of section 5-278 of the general
- 6 statutes, is approved.

APP *Senate Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact:

Fund-Type	Agency Affected	FY 03 \$	FY 04 \$	FY 05 \$
All Funds - Cost	University of Connecticut Health Center	3,030,392	6,172,513	10,778,386
GF - Cost	University of Connecticut Health Center	697,153	1,420,073	2,479,736

Note: GF=General Fund

Municipal Impact: None

Explanation

This contract for the University of Connecticut Health Center University Health Professionals (UHP) bargaining unit is submitted for approval for the four-year period July 1, 2002 through June 30, 2006. Costs shown above are for the 1,609.64 All Funds full-time equivalents covered by this contract, including 387.8 General Fund full-time equivalents. The estimated FY 06 cost of the agreement is \$14,129,946 for All Funds, which includes \$3,250,843 for the General Fund. The estimated annualized FY 06 cost of the agreement is \$15,558,168 for All Funds, which includes \$3,579,477 for the General Fund. Details of the costs are attached.

These increases are generally in line with increases in other bargaining units that have contracts settled for this time period. The revised FY 03 Appropriations Committee budget (sHB 5019) includes sufficient funding to cover the cost of this agreement.

Cost Estimate of Agreement

All Funds

University of Connecticut Health Center University Health Professionals (UHP) Bargaining Unit

Agency Affected: University of Connecticut Health Center

Term of Contract: Four years, July 1, 2002 through June 30, 2006

Number of Full-Time Equivalents Affected by Contract:

387.80	General Fund
1,221.84	Other Funds
1,609.64	Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

		General				
				Wage	Step	
	Salary	Total	Increase	Increase	Other	
Prior to Contract	\$ 52,492					
FY 03	54,237	3.32%	3.22%	0.00%	0.10%	
FY 04	55,831	2.94%	1.89%	1.05%	0.00%	
FY 05	57,625	3.21%	3.21%	0.00%	0.00%	
FY 06	59,277	2.87%	1.89%	0.98%	0.00%	

Percent Increase (Annualized Basis)

		General				
				Wage	Step	
	Salary	Total	Increase	Increase	Other	
Prior to Contract	\$ 52,492					
FY 03	54,373	3.58%	3.48%	0.00%	0.10%	
FY 04	56,870	4.59%	2.12%	2.47%	0.00%	
FY 05	58,850	3.48%	3.48%	0.00%	0.00%	
FY 06	61,460	4.43%	2.12%	2.31%	0.00%	

Cost Summary Data (Estimated):

	Prior to Contract	End of Contract (Annualized)	Percent Increase (Four Years)
Salaries [1]	\$ 84,493,610	\$ 98,918,847	17.07%
Fringe Benefits [2]			
Value of Current Items	\$ 27,369,055	29,783,840	
Negotiated Improvements		29,400	
Total Fringe Benefits	\$ 27,369,055	29,813,240	8.93%
Total Salaries and Benefits	\$ 111,862,665	\$ 128,732,087	15.08%

3.57% average per year (compounded)

[1] Salaries include base salary, longevity payments, differential payments and overtime.

[2] Fringe benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Professional Development Fund, and Child Care Fund.

**Detail of Cost Estimates
All Funds**

Contract Items	FY 06				
	FY 03	FY 04 [1]	FY 05 [1]	FY 06 [1]	Annualized [1]
First Year of Contract (FY 03)					
3.5% General Wage Increase effective 7/12/02 (24 pay periods)	\$ 2,577,181	\$ 2,791,946	\$ 2,791,946	\$ 2,791,946	\$ 2,791,946
Adoption Stipend \$1,000 per Child	10,000	10,000	10,000	10,000	10,000
Replace Mandatory Overtime with Volunteers and a new Urgent Shift Availability Program [2]	Potentially Significant				
Night Shift Bonus of \$1,600 for Permanent Night Shift Nurses and Radiologic Technologists Hired after 7/1/95	80,000	80,000	80,000	80,000	80,000

Contract Items	FY 03	FY 04 [1]	FY 05 [1]	FY 06 [1]	FY 06
					Annualized [1]
Increase Union Business Leave from 960 to 1,100 Hours per Year	3,323	3,323	3,323	3,323	3,323
Effect of Salary Increase on Non-Wage Related Items	139,739	151,384	151,384	151,384	151,384
Increase Tuition Reimbursement by 3.5%	5,930	5,930	5,930	5,930	5,930
Increase Family Sick Leave from Three to Five Days	Minimal	Minimal	Minimal	Minimal	Minimal
Allow Payment of Unused Personal Leave Days in Patient Care and Daycare Areas	Minimal	Minimal	Minimal	Minimal	Minimal
\$1,000 Referral Bonus (Recruitment)	Minimal	Minimal	Minimal	Minimal	Minimal
Reactivation of on-Call for Department of Pharmacy and Poison Control	Minimal	Minimal	Minimal	Minimal	Minimal
Total First Year	\$ 2,816,173	\$ 3,042,583	\$ 3,042,583	\$ 3,042,583	\$ 3,042,583
Second Year of Contract (FY 04)					
2% General Wage Increase effective 7/11/03		\$ 1,524,218	\$ 1,651,237	\$ 1,651,237	\$ 1,651,237
Step Increase effective 1/9/04 (11 pay periods)		914,650	2,161,900	2,161,900	2,161,900
\$500 Lump-Sum Payment for Employees at Maximum effective 1/9/04		118,000	-	-	-
Effect of Salary Increase on Non-Wage Related Items		132,294	206,883	206,883	206,883
Increase Tuition Reimbursement by 2%		3,507	3,507	3,507	3,507
Total Second Year		\$ 2,692,670	\$ 4,023,527	\$ 4,023,527	\$ 4,023,527
Third Year of Contract (FY 05)					
3.5% General Wage Increase effective 7/9/04 (24 pay periods)			\$ 2,790,576	\$ 3,023,124	\$ 3,023,124
Effect of Salary Increase on Non-Wage Related Items			151,314	163,923	163,923
Increase Tuition Reimbursement by 3.5%			6,260	6,260	6,260
Total Third Year			\$ 2,948,150	\$ 3,193,308	\$ 3,193,308
Fourth Year of Contract (FY 06)					
2% General Wage Increase effective 7/8/05 (24 pay periods)				\$ 1,650,426	\$ 1,787,962
Step Increase effective 1/6/06 (11 pay periods)				925,667	2,187,940
\$500 Lump-Sum Payment for Employees at Maximum effective 1/6/06				149,000	-
Effect of Salary Increase on Non-Wage Related Items				139,696	215,614

Contract Items	FY 03	FY 04 [1]	FY 05 [1]	FY 06 [1]	FY 06
					Annualized [1]
Increase Tuition Reimbursement by 2%				3,703	3,703
Total Fourth Year				\$ 2,868,492	\$ 4,195,219
Subtotal Cost of Contract - All Funds	\$ 2,816,173	\$ 5,735,253	\$ 10,014,260	\$ 13,127,910	\$ 14,454,637
Social Security [2]	214,219	437,260	764,125	1,002,036	1,103,531
Total Cost of Contract - All Funds	\$ 3,030,392	\$ 6,172,513	\$ 10,778,386	\$ 14,129,946	\$ 15,558,168
Estimated General Fund Cost	\$ 697,153	\$ 1,420,073	\$ 2,479,736	\$ 3,250,843	\$ 3,579,477

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls. PA 99-1 of the June Special Session authorizes the development of the 2003-2005 state budget on a GAAP (Generally Accepted Accounting Principles) basis. This change will basically add one-tenth of a payroll to annual costs beginning in FY 04.

[2] This item has a potentially significant cost to the state. Effective 10/18/02 mandatory overtime will be eliminated and replaced by a pilot program using different levels of volunteers. At the end of one year, either party may initiate a contract re-opener to negotiate any issues if it is not satisfied with the results of this pilot program. Some of the provisions with significant costs include: (1) a premium of an additional \$10 per hour for extra shift volunteers, (2) the Urgent Shift Availability (USA) program where employees receive a stipend of \$1 per hour for each hour of a shift they volunteer to cover (standby pay), and double time plus applicable differentials if they are called into work, and (3) \$4 per hour on-call pay if there is a potential but not immediate need for the available volunteer, and double time plus applicable differentials if they are called into work, and (4) double time plus applicable differentials, plus compensatory time for each USA hour worked on a holiday.

OFA Bill Analysis

SR 20

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SUMMARY:

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

COMMITTEE ACTION

Appropriations Committee

Senate Favorable Report

Yea 11 Nay 0