



## Senate

General Assembly

**File No. 603**

February Session, 2006

Senate Resolution No. 29

*Senate, April 21, 2006*

The Senate Committee on Appropriations reported through SEN. HARP of the 10th 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.**

Resolved by the Senate:

- 1 That the collective bargaining agreement between The University of
- 2 Connecticut Health Center and the University Health Professionals
- 3 (UHP), effective July 1, 2006, to June 30, 2010, inclusive, submitted to
- 4 this assembly March 29, 2006, for approval, as provided in subsection
- 5 (b) of section 5-278 of the general 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:**

Agency Affected	Fund-Effect	FY 07 \$	FY 08 \$	FY 09 \$
UConn Health Ctr.	All Funds - Cost	3,325,136	9,217,242	15,190,607
UConn Health Ctr.	GF - Cost	938,353	2,601,106	4,286,789

Note: GF=General Fund

**Municipal Impact:** None

**Explanation**

This collective bargaining agreement for the University of Connecticut Health Center Professionals’ (UHP) bargaining unit is submitted for approval for the four-year period July 1, 2006 through June 30, 2010. Costs shown above are for the 2,018 all funds full-time equivalents covered by this contract, including 396 General Fund full-time equivalents. The estimated FY 10 cost of this agreement is \$20,006,124 for all funds, of which \$5,645,728 is for the General Fund. The estimated annualized FY 10 cost is \$22,045,893 for all funds, of which \$6,221,351 is for the General Fund. Cost details are attached.

This bargaining unit has not had a wage freeze with a “hard zero” in any fiscal year, either prior to this contract or in this contract. However, some concessions have been made in this agreement. This agreement does not include Annual Increments in FY 07 or FY 09. Also, it includes 2% General Wage Increases in FY 08 and FY 10, whereas the other bargaining units settled for this time period received 3% General Wage Increases in these years. The Appropriations Committee budget, sHB 5007 includes funding in the Reserve for Salary Adjustments account to cover the FY 07 cost of this agreement.

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**Cost Estimate of Agreement**
**All Funds**

University of Connecticut Health Center Professionals' (UHP)  
 Bargaining Unit  
 Agency Affected: University of Connecticut Health Center  
 Term of Contract: Four years, July 1, 2006 through June 30, 2010  
 Number of Full-Time Equivalents Affected by Contract:

396 General Fund  
1,622 Other Funds  
**2,018 Total**

**Average Full-Time Salary Data:**

	Salary	<b>Percent Increase (Cash Basis)</b>			
		Total	General		
			Wage Increase	Annual Increments	Other
Prior to Contract	\$58,930				
1st Year of Contract (FY 07)	60,402	2.50%	2.05%	0.00%	0.45%
2nd Year of Contract (FY 08)	62,240	3.04%	1.77%	0.94%	0.33%
3rd Year of Contract (FY 09)	63,944	2.74%	2.87%	0.00%	-0.13%
4th Year of Contract (FY 10)	65,867	3.01%	1.77%	0.88%	0.36%

	Salary	<b>Percent Increase (Annualized Basis)</b>			
		Total	General		
			Wage Increase	Annual Increments	Other
Prior to Contract	\$58,930				
1st Year of Contract (FY 07)	61,168	3.80%	3.13%	0.00%	0.67%
2nd Year of Contract (FY 08)	63,932	4.52%	1.92%	2.22%	0.38%
3rd Year of Contract (FY 09)	65,841	2.99%	3.11%	0.00%	-0.12%
4th Year of Contract (FY 10)	68,730	4.39%	1.92%	2.08%	0.39%

**Cost Summary Data (Estimated):**

	Prior to Contract	At End of Contract Annualized	Percent Increase (4 years)
Salaries[1]	\$ 118,930,800	\$ 138,709,415	16.6%
Fringe Benefits[2]			
Value of Current Items	\$ 42,282,700	\$ 45,688,578	
Negotiated Improvements	-	33,507	
Total Fringe Benefits	\$ 42,282,700	\$ 45,722,085	8.1%
<b>Total</b>	<b>\$ 161,213,500</b>	<b>\$ 184,431,500</b>	<b>14.4%</b>

3.43% average per year (compounded)

[1] Salaries include base salary, longevity payments, differentials and in-charge pay.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Tuition and Conference Pool, and Day Care Fund.

**Detail of Cost Estimates  
All Funds**

Contract Items	FY 10				
	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 10 [1]	Annualized [1]
<b>First Year (FY 07)</b>					
3.25% General Wage Increase Effective 10/13/06 (17 pay periods)	\$ 2,434,743	\$ 3,723,724	\$ 3,723,724	\$ 3,723,724	\$ 3,723,724
Clinical Nursing Ladder Placement and Integration	367,794	562,508	562,508	562,508	562,508
Increase Payment to Assistant Nurse Managers by \$0.75 per Hour	20,777	31,777	31,777	31,777	31,777
Increase In-Charge Premiums from \$1.25 to \$1.75 per Hour	50,146	50,146	50,146	50,146	50,146
Impact of General Wage Increase on Shift Differentials	96,631	147,788	147,788	147,788	147,788
Increase Tuition/Conference Pool	6,107	6,107	6,107	6,107	6,107
Increase Daycare Scholarship Fund from \$30,000 to \$43,000	13,000	13,000	13,000	13,000	13,000
Increase Major Holiday Compensatory Time for Tier 1 [2]			See Footnote		
Establishment of Article 26.7 Merit Fund [3]			See Footnote		
<b>Total First Year</b>	<b>\$ 2,989,197</b>	<b>\$ 4,535,050</b>	<b>\$ 4,535,050</b>	<b>\$ 4,535,050</b>	<b>\$ 4,535,050</b>
<b>Second Year (FY 08)</b>					
2% General Wage Increase Effective 7/6/07 (24 pay periods)		\$ 2,184,163	\$ 2,366,177	\$ 2,366,177	\$ 2,366,177
Annual Increments Effective 1/4/08 (11 pay periods)		1,158,016	2,737,129	2,737,129	2,737,129
\$750 Lump Sum Payments to Employees at Maximum		288,750	288,750	288,750	288,750
Increase Tuition/Conference Pool		3,881	3,881	3,881	3,881

Contract Items	FY 07 [1]	FY 08 [1]	FY 09 [1]	FY 10 [1]	FY 10
					Annualized [1]
Impact of General Wage Increase on Shift Differentials		114,204	174,666	174,666	174,666
<b>Total Second Year</b>		<b>\$ 3,749,015</b>	<b>\$ 5,570,603</b>	<b>\$ 5,570,603</b>	<b>\$ 5,570,603</b>
<b>Third Year (FY 09)</b>					
3.25% General Wage Increase Effective 7/4/08 (24 pay periods)			\$ 3,702,105	\$ 4,010,614	\$ 4,010,614
No Lump Sum Payments for Employees at Maximum Increase Tuition/Conference Pool			(288,750)	(288,750)	(288,750)
			6,432	6,432	6,432
Impact of General Wage Increase on Shift Differentials			126,659	137,214	137,214
<b>Total Third Year</b>			<b>\$ 3,546,446</b>	<b>\$ 3,865,510</b>	<b>\$ 3,865,510</b>
<b>Fourth Year (FY 10)</b>					
2% General Wage Increase Effective 7/3/09 (24 pay periods)				\$ 2,352,413	\$ 2,548,447
Annual Increments, Effective 1/1/10 (11 pay periods)				1,170,246	2,766,035
\$750 Lump Sum Payments to Employees at Maximum				340,500	340,500
Increase Tuition/Conference Pool				4,087	4,087
Impact of General Wage Increase on Shift Differentials				140,800	181,891
<b>Total Fourth Year</b>				<b>\$ 4,008,045</b>	<b>\$ 5,840,960</b>
<b>Total Contract Items</b>	<b>\$ 2,989,197</b>	<b>\$ 8,284,065</b>	<b>\$ 13,652,098</b>	<b>\$ 17,979,207</b>	<b>\$ 19,812,122</b>
Impact on Overtime Costs	101,000	279,800	461,100	607,300	669,200
Social Security Costs	234,938	653,377	1,077,409	1,419,617	1,564,571
<b>Total Cost of Contract</b>	<b>\$ 3,325,136</b>	<b>\$ 9,217,242</b>	<b>\$ 15,190,607</b>	<b>\$ 20,006,124</b>	<b>\$ 22,045,893</b>
<b>Estimated General Fund Cost</b>	<b>\$ 938,353</b>	<b>\$ 2,601,106</b>	<b>\$ 4,286,789</b>	<b>\$ 5,645,728</b>	<b>\$ 6,221,351</b>

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

[2] This is anticipated to cost an additional \$42,426 in FY 07, \$44,256 in FY 08, \$45,696 in FY 09, and \$47,604 in FY 10.

[3] A \$100,000 fund to be used over the life of the contract has been established.

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**OFA Bill Analysis**

**SR 29**

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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.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Appropriations Committee

Senate Favorable

Yea 11    Nay 0    (04/18/2006)