

OFFICE OF FISCAL ANALYSIS

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HR-12

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), LOCAL UNION 6950.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 21 \$	FY 22 \$	FY 23 \$	FY 24 \$
UConn	University Operating Fund - Cost	112,590	151,483	156,027	160,708

Municipal Impact: None

Explanation

The resolution proposes approval of an agreement between the University of Connecticut (UConn) Board of Trustees and the Graduate Employee Union Local 6950 – International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (GEU-UAW). This agreement covers four fiscal years for the period March 2020 through June 30, 2024.

Wage Increases - This contract will expire on June 30, 2024. This agreement establishes wage increases of 3% annually from FY 21 – FY 24. Total estimated costs associated with this agreement are \$112,590 in FY 21 (including retroactive payments from March 2020 of \$57,439), \$151,483 in FY 22, \$156,027 in FY 23 and \$160,708 in FY 24.

The agreement was approved by UConn's Board of Trustees in March of 2020. However, due to the COVID-19 pandemic shutdown, UConn was could not transmit the agreement to the legislature during the 2020 legislative session. Thus, the agreement is retroactive to March 2020.

Funding Availability - It is estimated that UConn has sufficient funds to cover the agreement costs. The costs associated with the agreement are anticipated to be borne by the university (e.g., through tuition, mandatory fees, and research grant revenues) not by the state's General Fund. Lastly, the provisions of the agreement remain in effect until a subsequent agreement is negotiated by the parties.

Member Overview - There are 164 members in the bargaining unit as of April 1, 2021. The bargaining unit is comprised of graduate assistants, including teaching assistants and research assistants, and certain other graduate students. The Postdoctoral Research Associate (Post Docs) appointments are temporary for a one-year duration, and no more than five total years. Reappointments happen yearly and the average duration in this position is two years. The annual 3% raise occurs on an individual's reappointment date. The current minimum salary for Post Docs is \$53,760 which is set by the National Institute of Health.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

Sources: Core-CT Financial Accounting System