

OFFICE OF FISCAL ANALYSIS

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HR-14

RESOLUTION PROPOSING APPROVAL OF AN AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 6950.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 25 \$	FY 26 \$	FY 27 \$
UConn	Various - Cost	214,446	409,470	566,170

Note: Various=Various

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, Local 6950. This agreement pertains to Postdoctoral Research Associates or “Postdocs” and excludes those employed at the University of Connecticut Health Center. The agreement covers three fiscal years for the period July 1, 2024, through June 30, 2027. Total estimated costs associated with this agreement are \$199,207 in FY 25; \$380,372 in FY 26; and \$525,936 in FY 27. A summary of the estimated costs is provided in the table below.

Postdoc Employee Union Local 6950 Cost Estimate

Description	FY 25 \$	FY 26 \$	FY 27 \$
Greater of \$60,000 or 3% increase	199,207	199,207	199,207
Greater of \$60,750 or 3% increase		181,165	181,165
Greater of \$61,500 or 3% increase			145,564
Total Wages	199,207	380,372	525,936
Fringe Benefit Costs	15,239	29,098	40,234
Total	214,446	409,470	566,170

Funding Availability – It is estimated that the University of Connecticut has adequate funding from non-General Fund sources to cover the agreement costs. The costs associated with the agreement are anticipated to be borne by the university (e.g., tuition and research grant revenues), not by the state's General Fund. The provisions of this agreement remain in effect until a subsequent contract is negotiated by the parties.

Member Overview – There are approximately 150 union employees covered by this agreement.

The Out Years

The agreement will expire, effective June 30, 2027. The wage provisions of this resolution will remain in effect in future years subject to the outcome of the collective bargaining process.