

PRELIMINARY FISCAL NOTE
SR 10/HR 9

Appropriations Committee
Meeting

April 17, 2018



OFFICE OF FISCAL ANALYSIS

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

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 19 \$	FY 20 \$	FY 21 \$	FY 22 \$
University of Connecticut	University Operating Fund - Cost	1,580,196	3,589,274	4,668,033	5,656,780

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 July 1, 2018 through June 30, 2022.

Total estimated costs associated with this agreement are \$1.6 million in FY 19; \$3.6 million in FY 20; \$4.7 million in FY 21; and \$5.7 million in FY 22. A summary of the estimated costs is provided in the table below.

Graduate Employee Union Local 6950 Cost Estimate

Components	FY 19 \$	FY 20 \$	FY 21 \$	FY 22 \$	Total Cost \$
FY 19 - 2% General Wage Increase (GWI)	915,900	915,900	915,900	915,900	3,663,600
FY 20 - 2% General Wage Increase (GWI)	-	934,218	934,218	934,218	2,802,654
FY 21 - 2% General Wage Increase (GWI)	-	-	952,902	952,902	1,905,805
FY 22 - 2% General Wage Increase (GWI)	-	-	-	971,960	971,960
Tuition and Fee Waivers	430,000	1,290,000	1,290,000	1,290,000	4,300,000
Summer/Intersession Compensation	98,296	313,156	439,013	541,799	1,392,264
Total Earnings	1,444,196	3,453,274	4,532,033	5,606,780	15,036,283
Child Care Pool increased from \$80,000 to \$160,000	80,000	80,000	80,000	80,000	320,000
Parking Discount: GA's pay 50% of employee rate	46,000	46,000	46,000	46,000	184,000
Repatriation Insurance Premiums	10,000	10,000	10,000	10,000	40,000
Health Insurance Employee Contribution increases from \$200 to \$240	-	-	-	(86,000)	(86,000)
Subtotal	136,000	136,000	136,000	50,000	458,000
TOTAL	1,580,196	3,589,274	4,668,033	5,656,780	15,494,283

Wage Increases - The current contract expires on June 30, 2018. This agreement establishes wage increases of 2% annually from FY 19 - FY 22.

Other Contractual Items - The agreement provides certain tuition and fee waivers to graduate assistants, increases compensation for summer and intersession term assignments, a parking discount, and an increase in the child care pool. In FY 22, the graduate assistants' health insurance contribution will increase from \$200 to \$240.

Funding Availability - It is estimated that UConn has sufficient funding 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 2,150 members in the bargaining unit as of April 13, 2018. The bargaining unit is comprised of graduate assistants, including teaching assistants and research assistants, and certain other graduate students.