

March 5, 2024  
University Counterproposal  
PACKAGE ARTICLE 19 and ARTICLE 38

This package proposal is for the purpose of the FY 2025 wage reopener negotiations only and is without practice or precedent.

## ARTICLE 19

### SALARY AND BENEFITS

19.1 Permanent members of the bargaining unit who are half time or more, but not full time, shall receive a prorated share of all salary and fringe benefits.

#### A. Salary

The following increases shall be added to the base salary of each member of the bargaining unit who is employed on April 1, 2024 ~~of that calendar year~~ and still employed on the effective date of the increase ~~in each year~~.

1. Effective August 23, 2024, those members of the bargaining unit whose performance is satisfactory shall receive a 2.5% general wage increase (GWI).

2. Effective August 23, 2024, a merit pool shall be established comprised of 2.0% of the combined salaries of members of the unit as of December 31, 2023 and distributed as follows:

(a) Those members of the bargaining unit whose performance is satisfactory shall receive a performance-based award of \$1000.

(b) Those members of the bargaining unit whose full-time annual salary is less than or equal to \$55,168 and whose performance is satisfactory shall receive a 0.5% performance-based award in addition to the award in (a).

(c) The remainder will be distributed in accordance with the procedures outlined in Article 25.

#### 19.2 Research Assistants and Research Associates

Research Assistants and Research Associates shall receive the following increment increase in lieu of a merit award provided under this Agreement. The amount shall be added to the base salary of each bargaining unit member with this title who qualifies whose performance is satisfactory and who has been employed as of April 1, 2024, ~~of that calendar year~~ and is still employed on the effective date of the increase:

Effective August 23, 2024, the merit increment of each Research Assistant and Research Associate in the bargaining unit shall be calculated as the percentage increase accorded to merit in Article 19.1(A)(1), ~~less any portion of the merit pool reserved for the Provost and Deans, as per Article 25.~~

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**19.7 Adjunct Faculty Compensation**

For Adjunct Faculty, the minimum remuneration shall be at the following rates:

Effective August 23, 2024                      \$2,062 per credit

For adjuncts with more than two (2) academic years (four (4) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 2%.

For adjuncts with more than six (6) academic years (twelve (12) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 3%.

**ARTICLE 38**

**SUMMER AND WINTER COMPENSATION**

**38.1 Compensation**

Compensation of full-time faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during the summer or winter sessions are paid as described in A.1 and A.2 below, unless teaching such courses is part of the bargaining unit member's regular teaching load. The summer and winter academic programs are self-supporting based upon fee revenue from program participants.

**A. Traditional Credit Courses**

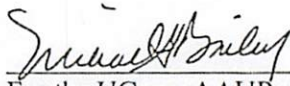
1. **Non-W Credit Courses:** Effective August 23, ~~2023~~2024, faculty will be paid a base salary of \$1,915 per credit for enrollments up to and including eight (8) students. \$230 per credit per student will be added to this base for each additional student thereafter up to a maximum of 12% of the faculty member's normal academic year salary or 2.25 times the minimum adjunct rate, whichever is greater, not to exceed 12% of the University-wide full professor average salary. Compensation for credit bearing courses above or below three credits shall be prorated accordingly.

2. **W Credit Courses:** Effective August 23, ~~2023~~2024, faculty will be paid a base salary of \$1,915 per credit for enrollments up to and including eight (8) students. \$240 per credit per student will be added to this base for each additional student thereafter up to a maximum of 12% of the faculty member's normal academic year salary or 2.25 times the minimum adjunct rate, whichever is greater, not to exceed 12% of the University-wide full professor average salary. Compensation for credit bearing courses above or below three credits shall be prorated accordingly.

5. **Adjunct Faculty:** Adjunct faculty who teach during the regular academic year shall be paid the same rate when teaching the same course(s) during the summer or winter.

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Tentative Agreement:



For the UConn-AAUP

Date: 3/5/2024



For the University

Date: 3/5/24