



New Dean & Department Head Orientation

Office of Faculty & Staff Labor Relations

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Associate Director

Labor & Employment Attorney

UConn

Office of Faculty & Staff Labor Relations

Primary Functions:

- Negotiation and administration of AAUP, UCPEA, GEU, and Post Doc collective bargaining agreements.
- Administration of state-wide contracts covering public safety, maintenance, and clerical personnel.
- Performance management and employee discipline.
- Conflict resolution, grievance processing, and labor-management relations.
- University representation for employment-related claims and litigation.

Storrs and Regional Unions

- Covers 90% of Employees
- **Classified:**
 - NP-2 Maintenance and Service Unit (CEUI)
 - NP-3 Administrative Clerical Unit (AFSCME)
 - NP-5 Police and Fire Union (CPFU)
- **Unclassified:**
 - University of Connecticut Professional Employees Association (UCPEA)
 - American Association of University Professors – UConn Chapter (UConn-AAUP)
 - Graduate Employee Union (GEU-UAW)
 - Post Doctoral Research Associates (UAW)

UConn Health Unions

- Covers 94% of Employees.
- **Classified:**
 - NP-2 Maintenance and Service Unit (CEUI)
 - NP-3 Administrative and Clerical Unit (AFSCME)
 - NP-6/P-1 New England Health Care Employees Union, District 1199
 - P-5 Administrative & Residual Employees Union, Local 4200
- **Unclassified:**
 - American Association of University Professors – UCHC Chapter (AAUP-UCHC)
 - University Health Professionals (UHP)

Key Provisions – AAUP

- **Performance Management** – role of department heads.
- **Discipline** – role of Deans/Associate Deans.
 - LR supports in further investigation and potential discipline in response to findings or referrals from other offices (OIE, Compliance, OVPR, Consulting).
 - More training provided in Management Support and Development Program.
- **Article 10** – Deans hear Step 1 in the grievance process.
- **Article 19**
 - Next merit increase effective 8/23/2020.
 - Adjunct rates increased to \$1700 per credit 8/23/19 and increase again to \$1732 per credit 8/23/20.
- **Article 30** – Departments must develop governance documents: By-Laws, Merit Criteria, Promotion and Tenure, Workload Policy.

Key Provisions – GEU-UAW

- **Article 5** – minimum appointment term is 1 semester.
 - Guidance on late arrivals other unusual circumstances.
 - GA, student employment, or special payroll?
- **Article 10** – GA may come to department head with workload complaints.
- **Articles 24 and 25** - Department Heads are first step in the discipline and grievance processes.
 - Appeals to the Dean of the Graduate School.
- Interaction between GEU-UAW and AAUP contracts.
 - Post Doc contract when ratified.

Key Dates

- **June 30, 2021** – collective bargaining agreements with UConn-AAUP, AAUP-UCHC, UCPEA, and UHP expire.
 - SEBAC limitations on layoffs expire. May begin noticing before to satisfy contractual requirements.
 - Bargaining will begin in 2020.
- **June 30, 2022** – collective bargaining agreement with GEU-UAW expires.
- **July 1, 2022** – change in retirement benefits; anticipate significant volume of retirements before this date.

We're Here to Help

HUMAN RESOURCES

- Christopher J. Delello, Chief Human Resources Officer
- Karen K. Buffkin, Executive Director, Employee Relations; Interim Associate Vice President for Human Resources (UConn Health); Labor & Employment Attorney

LABOR RELATIONS – Storrs and Regional Campuses

- Keith A. Hood, Director
- Kelly L. Bannister, Associate Director; Labor & Employment Attorney
- Kristen E. Brierley, LR Associate; Labor & Employment Attorney
- Alison B. Cutler, LR Associate; Labor & Employment Attorney

Contact us at: 860-486-5684

www.lr.uconn.edu

LABOR RELATIONS – UConn Health

- Erick Diaz Vazquez, Employee & Labor Relations Associate; Labor Attorney
- Diane Ferguson, Labor Relations Specialist
- Sylvia Santos, Senior Labor Relations Specialist

Contact us at: 860-679-4375

www.health.uconn.edu/human-resources/services/employee-labor-relations

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