

Article 32.

SALARY

32.1 Salary Increases

Part-time employees receive pro-rated salary and fringe benefits.

- a. Effective with the first full pay period in July 2024, a 2.5% increase shall be added to the June 30, 2024 base annual salary of each current bargaining unit member who performed satisfactorily*, and was a member of the bargaining unit as of January 1, 2024.

*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

32.2 Performance-Based Compensation

Performance-based compensation is an increase to be added to the employee's base salary. Employees who are in their initial probationary period are not eligible for performance-based compensation. For the life of the agreement neither the amount of performance-based compensation nor the failure to receive performance-based compensation shall be grievable or arbitrable.

- a. Effective with the first full pay period in July 2024, a 1.5% increase shall be added to the base annual salary of each current bargaining unit member who performed satisfactorily,* and was a member of the bargaining unit as of January 1, 2024.
- b. Effective the first full pay period ~~in~~ of July 2024, the University shall distribute the equivalent of 0.5% of the gross salary amount to be issued as performance-based compensation to current UCPEA bargaining unit members.

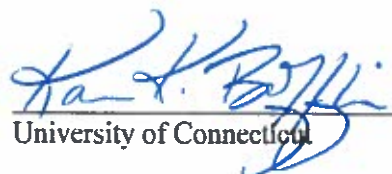
*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

32.3 Salary Schedules

The salary schedule effective July 1, 2024 shall be calculated by adding 2.5% to the July 1, 2023 salary schedule.

Tentative Agreement


UCPEA _____
Date 2/29/24


University of Connecticut _____
Date 3/2/24