

CONTRACT EXTENSION AGREEMENT

WHEREAS, the University of Connecticut Board of Trustees ("UConn" or "University") and the University of Connecticut Professional Employees Association Local 3695 AFT/AFT-CT/AFL-CIO ("UCPEA") are parties to a Collective Bargaining Agreement; and

WHEREAS, the Collective Bargaining Agreement expired on June 30, 2025; and

WHEREAS, the parties are engaged in negotiations for a successor agreement; and

WHEREAS, Conn. Gen. Stat. § 5-278a provides in relevant part that:

In the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, the provisions of the expired agreement concerning (1) salary, excluding annual increments, (2) differentials, (3) overtime, (4) longevity, and (5) allowances for uniforms, which were implemented pursuant to approval by the legislature in accordance with section 5-278 shall remain in effect until such time as a new agreement is reached and approved in accordance with section 5-278. Nothing in this section shall affect the rights and duties of the employer and any exclusive employee representative designated to negotiate such new agreement under sections 5-271 to 5-280, inclusive, during the period of time after such agreement expires including the right to negotiate the extension of the expired agreement or any provision thereof not otherwise extended by this section.

WHEREAS, the parties wish to extend provisions of their Collective Bargaining Agreement not otherwise extended by statute for a period of up to one (1) year to allow for the completion of negotiations; and

WHEREAS, the Board of Trustees has authorized the University to enter into a contract extension agreement at no additional cost;

NOW, THEREFORE, in accordance with Conn. Gen. Stat. § 5-278a, the parties hereby agree as follows:

1. All provisions of the Collective Bargaining Agreement and all side letters and memoranda of agreement currently in effect between the parties shall be extended at current levels, except as set forth herein, for a period of one (1) year until June 30, 2026, or until such time as a successor agreement is ratified and approved by the Board of Trustees and Legislature, whichever occurs first. Nothing in this Agreement shall prevent either party from declaring impasse or otherwise impede either party's right to pursue interest arbitration.
2. Following expiration of the parties' Collective Bargaining Agreement, base salaries of bargaining unit members shall remain in effect as of June 30, 2025, and no salary increases referenced in Article 32 shall be paid.

3. Pursuant to Conn. Gen. Stat. § 5-278a, the parties expressly agree that “payroll deduction of employee organization regular dues, fees and assessments” shall continue in accordance with Article 42 of the expired agreement.
4. The following funds shall continue to be available to bargaining unit members at current levels, defined to mean the amount available to bargaining unit members in the last year of the expired agreement:
 - a. Tuition Reimbursement and Professional Development (Article 34.1)
 - b. Child Care Reimbursement Fund (Article 36.1)
5. This agreement is a temporary measure contemplated by Conn. Gen. Stat. § 5-278a, to address the expiration of the collective bargaining agreement and was neither ordered nor achieved during the bargaining process for the successor Collective Bargaining Agreement. Therefore, this Agreement shall not be considered as part of the bargaining history between the parties, nor shall it be admissible in any interest arbitration for a successor agreement or other proceeding except as may be required to enforce its terms.
6. The parties understand and agree that this Agreement does not constitute a waiver, withdrawal, or compromise of either party’s position concerning any proposal that has been submitted during the negotiations for a successive Collective Bargaining Agreement to the one expiring on June 30, 2025.

For UCPEA:



Peter Morenus, President

7/28/2025

Date

For UConn:



August 11, 2025

Date