

The following is a summary of the tentative collective bargaining agreement reached with the University. Each article of the tentative agreement has been summarized for you. Please review the summary and a copy of the entire agreement is online for your review at <http://the4cs.org/your-college/university-of-hartford/>. We will be holding informational meetings on August 20th at 10am, 1pm, and 5pm at the University of Hartford's Performing Arts Center. Please come and ask questions. The members must vote to approve the agreement for it to go into effect.

SUMMARY OF THE TENTATIVE COLLECTIVE BARGAINING AGREEMENT

Recognition: Recognition is a statement that the Union represents adjuncts faculty at the University for the purpose of collective bargaining, including regular part-time faculty (formerly known as G3s) and part-time faculty at the Community Division.

Management Rights: The Managements Rights provision affirms the University management runs the University subject to the provisions of the collective bargaining agreement. It also requires the University to have cause to discipline or fire an employee.

Union Rights: This article requires the University to work with your elected union leaders in the administration of the agreement. It also allows the Union representative, with prior notification to the Provost, to come on campus and meet with members, communicate with the members through the University's email address and to allow the Union space for meetings with members.

Union Security and Check-Off: The Union is required by law to represent all of the employees covered by this agreement. The Union understands there are some who may choose not become members. We have negotiated an agency fee payer shop at the University. That means that you do not have to join the Union but you must pay a fee to the Union because the Union will be required to represent you which requires the expenditure of money. Union fees and dues are 1% which are deducted from your earnings by the University. The dues rate can only be changed by a recommendation of the 4Cs Delegate Assembly and a vote by the membership.

Bargaining Unit Information: To allow the Union to communicate with you the University is required to provide the Union with a list of all employees working during the fall and spring semesters and summer term along with their contact information.

Non-Discrimination: This article reaffirms the parties commitment to mutual respect and non-discrimination due to their particular status such as race, religion, gender, sexual orientation, etc.

Probationary Employees: Newly hired employees have a 24 month probation prior to being covered by the job protection language contained in appointment article of the agreement.

Appointments: The parties have agreed to continue the existing practice of offering employees continued employment, however once an employee has successfully completed their probationary period, they cannot be denied the offer of continued employment for capricious or arbitrary reasons.

Access to Services: Members shall continue to receive free parking during the term of this agreement and any other changes in the Part-Time Faculty Handbook are subject to bargaining with the Union.

Academic Freedom and Responsibility: You are guaranteed all of the rights you have as members of professoriate.

Inclusion in the Academic Community: As an employee of the University you may continue to participate in meetings and events at the University.

Personnel Files: Members have the right to review their personnel files, by appointment, and be given copies of what is in the file.

Grievance and Arbitration Procedure: This article sets out a methodology for resolving disputes that may arise concerning alleged violations of the agreement and have not been informally resolved with the unit head. It is a four step system which includes a meeting at each of the first 3 steps. Step one is a written statement, which can be filed electronically, to the academic unit head within 15 days of the alleged violation. If there is no resolution of the grievance at step one the grievance may be filed, to the dean, at step two. This must be filed within 10 days of the negative response to the grievance or if no response is given within 10 days of the date a step one response was due. If there is no resolution or answer at step two, a step three grievance may be filed within 10 days of the negative response or non-response. If there is no resolution at step three, the Union may file the issue to arbitration. This is a process by which the Union and the University choose an independent arbitrator to hear the issue and decide if there is a contractual violation.

Labor–Management Committee: This is a committee composed of 5 members designated by the Union and 5 members designated by the University to discuss matter of general importance to the employees and the University. It is not part of the grievance process.

Conformity to the Law: Nothing in this agreement can be in violation of the law. If that occurs the law supersedes the agreement.

No Strike, No Lockout: The Union cannot call a strike and the employer cannot lock our members out during the life of this agreement.

Entire Agreement and Amendment: The agreement is final and binding on the parties and supersedes any prior policies or agreements which have been addressed by this agreement.

Wages: There is a wage increase of approximately 3% in the 2018-19 academic year, no increase in the following year, and a reopener to solely negotiate wages for 2020-21. Please see below for details:

Collegiate Compensation

- Year 1, 2017-18: Minimum: \$1,150 per credit
No increases
- Year 2, 2018-19: Minimum: \$1,185 per credit
\$35 per credit increase for part-time faculty paid below \$1,160 per credit
\$1.70 per hour increase for part-time faculty paid below \$55.25 hourly
\$25 per credit increase for part-time faculty paid at or above \$1,160 per credit
\$1.20 per hour increase for part-time faculty paid at or above \$55.25 hourly
\$100 stipend increase for regular part-time faculty stipends
- Year 3, 2019-20: Minimum: \$1,185 per credit
No additional increases
- Year 4, 2020-21: Reopener on wages

Hartford Community Division

- Year 1, 2017-18: Minimum: \$31.00 per hour
No increases
- Year 2, 2018-19: Minimum: \$32.00 per hour
\$1.00 per hour increase for all instructors
\$100 stipend increase
- Year 3, 2019-20: Minimum: \$32.00 per hour
No additional increases
- Year 4, 2020-21: Reopener on wages

Duration: The agreement will expire in 2021 with a reopener to discuss wage increases in 2020-21.