COLLECTIVE BARGAINING AGREEMENT

Between

The University of Connecticut
Board of Trustees

And

Graduate Employee Union Local 6950– International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (GEU-UAW)

JULY 1, 2026 – JUNE 30, 2030

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ARTICLE 1

RECOGNITION

As reflected in the Connecticut State Board of Labor Relations Case #30888, the University recognizes the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and its Local Union, Graduate Employee Union-UAW Local 6950 (GEU-UAW Local 6950), as the exclusive bargaining representative for employees in the bargaining unit. The bargaining unit shall include all University of Connecticut Graduate Assistants (GAs), including Teaching Assistants (TAs), Research Assistants (RAs) and other Graduate Assistants who are not TAs or RAs. The bargaining unit shall also include graduate students whose functional relationship to the university is substantially identical to GAs even if another term is used by the University to describe their position.

GAs with appointments at the University of Connecticut Health Center (Schools of Medicine and Dental Medicine), graduate students performing internships required as an integral component of a graduate educational program (specifically, in the program known during the 2014-2015 academic year as the Provost's Professional Internship Program for Public Outreach, Service and Engagement), confidential employees and managerial employees shall be excluded from the bargaining unit.

ARTICLE 2

UNION SECURITY

Section 1. The University shall deduct membership dues and initiation fees from all GAs who choose to be members of GEU-UAW Local 6950. The Union will communicate the amount of such dues and initiation fees to the University.

Section 2. Within thirty (30) days of the effective date of the contract, the University shall begin deducting dues bi-weekly from the gross paycheck of each GA.

Section 3. The dues and fees deducted under this Article shall be transmitted to the Union within ten (10) working days after each payday for which deductions are made.

Section 4. The University shall deduct amounts bi-weekly from the pay of all dues-paying GAs whose written authorizations have been provided to the University authorizing it to make specified contributions to the UAW Voluntary Community Action Program (VCAP).

Section 5. The Union will submit an electronic list of all changes to membership and VCAP authorization, including the amount and written authorization with respect to any change in the amount of an authorized VCAP deduction, prior to the deadline for the University to make such deductions, so that the University can make the appropriate deductions.

Section 6. The Union shall receive the same periodic reports with respect to the remittance of such dues deductions as provided by the Comptroller's office to other unions at the University.

Section 7. GEU-UAW shall hold the University harmless from any liability or damages incurred by the University or its agents in complying with this Article and shall reimburse the University for legal expenses incurred in legal defense of any provision of this Article or any action taken by the University in complying with it.

ARTICLE 3

UNIVERSITY PREROGATIVES AND ACADEMIC RIGHTS

Section 1. The parties acknowledge that GAs have attributes of employees, particularly with regard to economic issues such as stipends and benefits, but that GAs are also students with rights and obligations that are predominately academic.

Section 2. Management of the University is vested exclusively in the University. Except as otherwise provided in this Agreement, the Union agrees that the University has the right to establish, plan, direct and control the University's missions, programs, objectives, activities, resources, and priorities; to establish and administer procedures, rules and regulations, and direct and control University operations; to alter, extend or discontinue existing equipment, facilities, and location of operations; to determine or modify the number, qualifications, scheduling, responsibilities and assignment of GAs; to evaluate, to determine the content of evaluations, and to determine the processes and criteria by which GA performance is evaluated; to establish and require GAs to observe University rules and regulations; to discipline or dismiss GAs; to establish or modify the academic and work calendars, including holidays and holiday scheduling; to assign work locations; to schedule hours of work; to recruit, hire, appoint, reappoint or transfer GAs; to determine how and when and by whom instruction is delivered; to determine in its sole discretion all matters relating to faculty hiring and tenure and student admissions; to introduce new methods of instruction; to subcontract all or any portion of any operations except as restricted by Article 26 of this Agreement; to establish tuition, fees, and charges of general application, and changes in such matters, provided such tuition, fees, and charges of general application, and changes in such matters, provided such tuition, fees, or charges of general application shall be waived or remitted for GAs pursuant to Article 20; and to exercise sole authority on all decisions involving academic matters.

Section 3. Except as otherwise provided in this Agreement, the University also has the right to establish, maintain, modify and enforce standards of performance, conduct, order and safety by which GAs shall abide. The University shall also have the right to establish or revise disciplinary policies to address violations of these rules. The Union may grieve the reasonableness of such rules and policies.

Section 4. Decisions regarding who is taught, what is taught, how it is taught and who does the teaching involve academic judgment and shall be made at the sole discretion of the University. Other questions of academic judgment that shall remain in the University's discretion are:

decisions regarding a GA's academic progress and standing, including the determination of whether or not to continue or renew a GA on academic grounds; decisions regarding research methodology and materials; decisions about academic standards and whether to create, eliminate, combine, or modify academic, outreach, service and research programs; decisions regarding the selection and assignment of faculty and all positions, including GAs, that support teaching and research; and decisions regarding grants including application, selection, funding, administration, usage, accountability and termination.

Section 5. The above enumeration of management rights is not exhaustive and does not exclude other management rights not specified herein, nor shall the exercise or non-exercise of rights constitute a waiver of any such rights by the University.

Section 6. Except as provided in Section 3 above, no action taken by the University with respect to a management or academic right shall be subject to the grievance or arbitration procedure unless the exercise thereof violates an express written provision of this Agreement.

ARTICLE 4

NON-DISCRIMINATION, BULLYING & HARASSMENT

Section 1. Neither the University nor the Union shall discriminate against a GA because of membership or non-membership in any labor union or on the basis of race, color, ethnicity, religious creed, age, sex (including gender, pregnancy, childbirth, medical conditions related to pregnancy and childbirth, breastfeeding, and medical conditions related to breastfeeding), marital status, national origin, citizenship, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, political activity and/or union activity, or membership in other protected classes set forth in state or federal law. Discrimination is any distinction, preference, or detriment to a GA that: (1) excludes the GA from participation in; (2) denies the GA the benefits of; (3) treats the GA differently in the context of; or (4) otherwise adversely affects a GA's employment. Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

Section 2. In the event an accommodation proposed to comply with state or federal law conflicts with a provision of this Agreement, the parties, at either party's request, shall meet to discuss the proposed accommodation.

Section 3. The parties agree that an accommodation made by the University or the Union with respect to any term or condition of employment shall apply only to the person accommodated in the particular situation. The fact that such person was accommodated, and the manner and method of such accommodation, shall be without precedent and may not be used or relied upon by any person or entity with regard to any subsequent grievance or arbitration pursuant to this Agreement.

Section 4. No GA shall be subjected to discrimination or discriminatory harassment as

defined in the Policy Against Discrimination, Harassment and Related Interpersonal Violence ("Policy Against Discrimination"), which is revised and updated and may be renamed from time to time. This Policy applies to GAs as well as the other members of the University Community. Discrimination and harassment are defined, and examples of discrimination and harassment and other prohibited conduct are set forth in Section IX of the Policy Against Discrimination. If there is a conflict between this Policy and this Agreement, then the Agreement shall govern.

Section 5. The University recognizes that sexual harassment is inimical to its core missions, including its research and education missions, and will not tolerate any form of sexual harassment, and will not tolerate harassment of GAs by faculty, administrators, supervisors, students, co-workers, vendors, University visitors or anyone else.

(a) Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile work environment:

- Sexual favoritism;
- Sexual pranks, repeated sexual teasing, jokes, innuendo, or story-telling in person, or via email or other electronic media;
- Verbal abuse of a sexual nature;
- Touching or grabbing of a sexual nature;
- Repeatedly standing too close to, brushing up against, touching, or massaging a person;
- Repeatedly asking a person to socialize during off-duty hours when the person has said no or has indicated they are not interested (supervisors in particular should be careful not to pressure a GA to socialize);
- Giving gifts or leaving objects that are sexually suggestive;
- Repeatedly making sexually suggestive gestures;
- Making or posting sexually demeaning or offensive pictures, cartoons, or other materials in the workplace;
- Unwelcome conduct as enumerated above that occurs off-duty, and affects the work environment.

Section 6. Neither the University nor the Union shall tolerate bullying behavior against a GA in the course of their employment, including bullying that is the result of power-based harassment. Bullying is repeated, health-harming mistreatment of one or more people, and it is contrary to the values of the University as expressed in the University's Code of Conduct, which clearly states that all employees are expected to behave with honesty, integrity, respect, and professionalism.

(a) Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves constitute bullying of a GA if they are severe or pervasive:

- Slandering, ridiculing or maligning a person or their family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; making abusive and offensive remarks;
- Nonverbal gestures that convey threatening messages; using obscene gestures;
- Public humiliation or public reprimands;
- Deliberately excluding an individual or isolating them from work-related activities, such as meetings;
- Unwanted physical contact, physical abuse or threats of abuse to an individual, their work area or their property;
- Constant criticism on matters unrelated or minimally related to the person's job performance or description;
- Persistently not allowing the person to speak or express themselves (i.e., ignoring or interrupting).

Section 7. Retaliation against any GA who, in good faith, reports or who participates in the investigation of violations of the Policy Against Discrimination and/or this Agreement is strictly forbidden. Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under the Policy Against Discrimination or this Agreement. Retaliation includes any threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under the Policy Against Discrimination or this Agreement. Claims of retaliation based on filing a discrimination or harassment complaint or on participating in an investigation of a discrimination or harassment complaint should be reported by the GA or by the Union on the GA's behalf to the Office for Inclusion and Civil Rights ("OICR"). Other claims of retaliation should be reported in accordance with the University's Non-Retaliation Policy. The University shall investigate all claims of retaliation promptly. The University shall ensure that a Respondent to a GA's report or grievance, or to a report or grievance in which a GA participated, will come under the joint authority of The Graduate School. In the event the matter proceeds to arbitration, the arbitrator cannot issue any award that makes an academic judgment.

Section 8. The Policy Against Discrimination shall be made available to GAs through posting on a University website. GAs who file a complaint alleging a violation of the Policy Against Discrimination to OICR shall be notified in writing that OICR's role is investigatory, that the OICR investigator does not represent the Complainant or the Respondent, and that the GA may be a member of the bargaining unit and may elect to have a union official act as a support person during the investigation. To that end, the OICR shall provide to the GA the letter from the Union incorporated herein as Appendix B. In the event a Complainant or Respondent requests that OICR advise the Union of the complaint, such notification shall be made.

Section 9. In instances where the grievance is sustained, or during an investigation conducted by OICR in accordance with Article 25, Section 3, where interim remedial measures are taken, the University shall have the following remedies or interim measures available, including but not limited to: change to a different workstation, schedule, work location, supervisor, unit, department, or position appropriate for the GA, provided that, in the case of a

Complainant/Grievant, the change is equitable; training and education of a Respondent; no-contact remedies.

Section 10. The University maintains "Creating an Inclusive and Affirming Workplace for Transgender Employees: Guide for Employees," last updated in 2019, to assist transgender, gender non-conforming, and non-binary members of the campus community with navigating the policies and practices of the University during a gender transition, as well as to assist University community members in their efforts to support transgender community members. In conjunction with such Guidance, as they may from time to time be revised and updated, the University shall comply with law including any applicable building code with respect to the provision of all-gender restrooms. The University shall make reasonable efforts to accommodate requests by a GA for an all-gender restroom within a reasonable distance of the GA's workplace.

Section 11. The University shall comply with the law including any applicable building code with respect to the provision of lactation stations.

ARTICLE 5

APPOINTMENT & REAPPOINTMENT NOTIFICATION

Section 1. Each offer of appointment or reappointment to a Graduate Assistant position shall be made by the University in writing and shall state:

(a) Whether the position is a Teaching Assistantship, Research Assistantship or a combination of research support and teaching, if known at the time the letter is issued; and

(b) the term of the appointment or reappointment. Offers of appointment or reappointment to a GA position shall be for a minimum term of one semester. Notwithstanding the foregoing, appointments of less than one semester may be offered, by agreement of the parties, to account for funding opportunities that were not available for the entirety of the semester, replacement for an unanticipated vacancy by another GA, late arrival onto campus, or other reasons that would have prevented the appointment of the GA at the outset of the semester.

Section 2. The parties recognize appointments for longer than an academic year are generally in the mutual interest of the University and the GA. Hiring units are encouraged to offer one academic year appointments when practicable. Appointments exceeding one academic year may be made contingent on available funding.

Section 3. The parties agree that it is preferable to prioritize the use of GA funding to support existing GAs for a reasonable number of semesters to enable them time to complete their

academic program over offering GA positions to incoming GAs.

Section 4. The University shall provide a written letter offering an individual an appointment or reappointment.

(a) The University shall notify incoming students of their appointments by April 1, except in exceptional situations as outlined in subsection (e).

(b) The University shall notify continuing students of appointments beginning in the Fall Semester by June 1, except in exceptional situations as outlined in subsection (e).

(c) For students whose appointments begin in any other semester, except Intersession and Summer instructional appointments, the University shall notify students of their appointments at least 60 days prior to the beginning of the work assignment, except in exceptional situations as outlined in subsection (e).

(d) For Intersession and Summer instructional appointments, the University shall notify students of their appointments at least 21 days prior to the beginning of the work assignment, except in exceptional situations as outlined in subsection (e).

(e) Exceptional situations, for purposes of this Article, refer to those situations in which the appointment cannot be filled by the notification deadline or those situations in which an appointment has been filled but vacated due to an unforeseeable situation. Remedies available to an arbitrator for violations of this Section shall be limited to prospective changes in departmental hiring practices and the implementation thereof.

(f) The University will notify GAs when there is no record of a reappointment in progress as of June 1. The University shall send the affected GA(s) a written notice no later than five (5) business days after June 1. An affected GA receiving such notice should consult with the GA's home department and/or relevant supervisor for further information.

Section 5. The parties acknowledge their mutual interest in allowing GAs the opportunity to express assignment preferences prior to the University making assignment decisions. The University encourages all hiring units to offer such opportunities. Nothing precludes a GA from expressing assignment preferences.

Section 6. The letter of appointment shall include the following information:

(a) Appointment title

(b) Appointment percentage of Full Time Equivalent

(c) Effective dates or duration of the appointment

(d) Hiring unit

(e) Hiring unit contact

(f) A brief summary of the general nature of required duties

(g) Stipend

(h) Reference to source of information on health and other applicable benefits

(i) Tuition and fee waiver or remission information (including all mandatory fees)

(j) Response requirements, if any

Section 7. Supplemental Description of Duties. The University shall provide GAs with applicable documentation detailing the specific duties of the appointment, which shall, wherever applicable, include:

(a) assigned course, lab, research project, or position;

(b) the faculty member(s) or supervisor(s) to whom the GA will report;

(c) the duties that the GA will be required to perform;

(d) course meeting times and location;

(e) the maximum number of students for which the GA will be responsible per class, section, lab, etc.;

(f) work location.

Departments may use the sample Description of Duties forms attached hereto as Appendix A or may create their own forms, provided that such forms describe duties with reasonable particularity.

The University shall provide such documentation with as much of the information above that is reasonably known at least thirty (30) calendar days prior to the commencement of each academic semester, and all information no later than one week prior to the beginning of the semester. In any case, including revisions to a GA's Description of Duties, GAs shall be given at least 24 hours to review the document and raise concerns.

ARTICLE 6

APPOINTMENT SECURITY

Section 1. If the University makes an offer for appointment to a Graduate Assistant position and the individual to whom the offer was made accepts it in a timely manner, the terms of the offer including level of compensation, benefits, and other terms and conditions of employment shall be honored by the University during the term specified in the offer of appointment. This provision does not and shall not be interpreted to excuse any GA from fulfilling the proper and complete performance of the functions of the GA position subject to Article 24 (Discipline and Dismissal) or applicable academic standards.

Section 2. By providing written notice and supporting documentation at least 20 days in advance of the start of the appointment, a GA may turn down one or more semesters of an appointment to accept an extramural or other fellowship or for another reason granted by the University. If a GA turns down one or more semesters, as set forth in this Article, the time off shall be unpaid and the GA shall be responsible for tuition and fees, if applicable, and the duration of the original appointment shall not be extended.

ARTICLE 7

EMPLOYMENT FILES

Section 1. "Employment file" shall be defined as documents maintained by the University reflecting an individual's appointment as a GA, revision or termination of such appointment, job-related evaluations and discipline of the GA, and pay and benefits related to such appointment. For the purposes of this Article, employment files of GAs shall be considered education records pursuant to the Family Educational Rights and Privacy Act (FERPA), as amended, as they are records relating to individuals in attendance at the University who are employed as a result of their status as students. The University shall not make personally identifiable material in an employment file public without the GA's consent except as otherwise provided by applicable law.

Section 2. Materials related to a GA's course of study, grades, academic progress and aspects of graduate study other than service as a GA, while also subject to FERPA, shall not be considered part of the employment file. Grievances filed by a GA and records concerning the processing and resolution of the grievance, including any arbitration concerning it, shall also not be considered part of the employment file.

Section 3. The University shall, within ten (10) working days after receipt of a written request from a GA, permit such GA, who may be accompanied by a Union representative if the written authorization by the GA so provides, to inspect the GA's employment file. Such inspection shall take place during regular business hours at a location designated by the University. The GA may not remove the employment file from the designated premises. The University may require that inspection take place in the presence of a designated individual.

Section 4. If upon inspection of the employment file a GA disagrees with any of the information contained in such file, removal or correction of such information may be agreed upon by such GA and the University. If such GA and the University cannot agree upon such removal or correction, then such GA may submit a written statement explaining the GA's position. Such statement shall be maintained as part of the employment file and shall accompany any transmittal or disclosure of such file to a third party.

Section 5. Within a reasonable time after receipt of a written request from a GA, the University will provide such GA, or the Union if the GA has authorized the Union to receive it, with a copy of all or part of the GA's employment file, provided such request reasonably identifies the materials to be copied. The University may charge a fee for such copying reasonably related to the cost of supplying the requested documents.

Section 6. The employee shall be notified of the placement of any negative evaluative material in his/her employment file within ten (10) working days.

ARTICLE 8

JOB POSTING

Section 1. The parties recognize that the University has discretion over who is hired as a GA, the qualifications for GA positions and the methods used to make such hiring decisions.

Section 2. The parties also recognize that GA appointments are usually made without posting, including appointments at the time of admission, through departmental assignment, in connection with advising relationships with faculty members, and through arrangements made between departments.

Section 3. On occasions when a University unit decides to open a Graduate Assistant opportunity to more widespread or University-wide application, these procedures shall be followed:

(a) The University shall create and maintain a website for posting of information regarding such GA opportunities as a University unit decides to advertise. The University shall notify the Union within ten (10) business days of any changes to University website addresses where such positions are posted.

(b) The University will post information on the website concerning such GA openings as soon as reasonably practicable.

(c) The website shall contain the following information with respect to each position posted there:

(i) A description of the position and the qualifications required to apply for it.

(ii) An employment non-discrimination statement.

(iii) The procedure required to apply for the job, including the name and location of the office where inquiries and applications may be made.

ARTICLE 9

WORKSPACE & MATERIALS

Section 1. The University will provide office space, desk space, laboratory and other facilities, equipment and materials necessary for the performance of the duties assigned to a GA. GAs may request additional materials from their supervisors or department.

Section 2. If the University requires a GA to purchase job-related materials or equipment, the GA shall be reimbursed for those costs. GAs shall be reimbursed for the cost of equipment or materials purchased by the GA to perform the GA assignment if the GA had prior written approval for such purchase from the GA's department head and followed all relevant University and State of Connecticut procurement and purchasing requirements. Absent such written approval, a GA shall not be required to purchase such equipment or materials to perform the GA's assignment.

Section 3. Personal computers, home printers and printing supplies, calculators, reference materials, electronic media, home internet access and the like, which are provided and used by graduate students in the course of their graduate studies, are not considered reimbursable for purposes of this Article, unless the GA has been required to purchase and use the item for GA work pursuant to Section 2.

Section 4. Nothing in this contract prohibits a GA from making arrangements with the University for an approved alternative work site.

ARTICLE 10

WORKLOAD

Section 1. The workload for a full-time Graduate Assistant shall not exceed an average of twenty (20) hours per week during the term of the GA's appointment. Alternate percentage appointments will be directly proportional to the full-time appointment. Given the professional nature of GA assignments, the specific hours in any week may vary from the average according to the needs of the employing unit, but will not unreasonably exceed twenty (20) hours, or the pro rata equivalent, in any given week.

Section 2. While the parties recognize that the content of work assigned to a GA is a University prerogative, supervisors and departments shall not assign job duties that the GA cannot reasonably perform within the allotted workload hours taking into account the GA's academic commitments as a graduate student.

Section 3. Supervisors shall provide reasonable notice for the completion of tasks, taking

into consideration relevant surrounding circumstances, including, but not limited to, grading, exam preparation and monitoring, instructional details for discussion sections or lab assignments, and/or any other material necessary for timely preparation. Supervisors will make every reasonable effort to accommodate GAs' academic commitments when assigning tasks.

Section 4. Any work assignment, including but not limited to, preparation work, required GA training, orientation, required meetings, required conferences and required office hours, shall be included in the total workload for the period of the appointment, including duties that occur outside the academic semester. This shall not include obligations that are required of an individual graduate student as part of their academic program of study.

Section 5. In the case of change of GA job assignment, any work completed in the original assignment will count toward the hour limit for the semester.

Section 6. If a GA contends that the GA's workload exceeds the maximum required by the GA's assignment, the GA shall first discuss this with the GA's supervisor (or department head, or designee, as appropriate) in an effort to resolve the matter. A Union representative may participate in this discussion if the GA desires.

Section 7. If the GA's concern is not resolved by the supervisor or department head, or designee, the GA may submit a written Workload Review Request to the Dean of the Graduate School, with copy to Labor Relations, as soon as possible, but no later than six weeks after the GA knows or should have known that their workload exceeds the number of assigned hours, pursuant to Section 1 above. Such Workload Review Request shall specify the reasons supporting the GA's claim. Within ten (10) calendar days of receiving the request, the Dean of the Graduate School, or designee, will respond in writing. Any Workload Review Request not submitted within the timeline specified above shall be deemed waived and resolved.

Section 8. If the GA does not accept the decision of the Dean of the Graduate School, the Union may appeal it in the form of a grievance submitted directly to the arbitration step of the grievance and arbitration procedures of this Agreement, within the time limits set forth in Article 25.

Section 9. For GAs whose assignment exceeds the number of assigned hours, pursuant to Section 1 above, the University will pay for additional hours already worked on a pro rata basis and either reduce the GA's assignment so as not to exceed an average of 20 hours per week, or its pro-rata equivalent, for the remainder of the term of the GA's appointment or with the consent of the GA, increase the workload specified in the appointment letter for a fractional appointment to include the additional hours of work and increase the GA's stipend commensurately; or implement another solution agreed upon by the University and the GA and Union.

ARTICLE 11

INTELLECTUAL PROPERTY

Section 1. As employees of the University, GAs shall have the same intellectual property rights and obligations as other University employees under applicable statutes and University By Laws and policies with respect to inventions, copyrightable works and other intellectual property created while working as a GA.

Section 2. The Union acknowledges that the University may revise its bylaws and policies respecting intellectual property from time to time. Such revisions shall apply to GAs, as employees, upon implementation by the University.

Section 3. A GA who serves as the instructor of record for a course shall have the same rights of ownership as a member of the faculty would have with respect to course materials that the GA develops for the course while working as a GA. If the GA develops course materials pursuant to a separate written contract with the University, the rights of ownership in such materials shall be determined by the terms of such separate contract.

Section 4. GAs shall be subject to and have rights under the Policy on Alleged Misconduct in Research in the same manner as other University employees.

Section 5. The University shall post its current intellectual property, commercialization, and patent policies on its web site. The University shall promptly notify the Union of any changes to the name of these policies, changes to the language of existing policies, or creation of any new policies.

Section 6. Retaliation against any GA who, in good faith, reports or who participates in the investigation of violations of policies referenced in this Article is strictly forbidden. Retaliation means any adverse action taken against a person for making a good faith report of prohibited conduct or participating in any proceeding under the Policy on Alleged Misconduct in Research. Retaliation includes any threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under the Policy on Alleged Misconduct in Research. Claims of retaliation based on filing a complaint of research or academic misconduct, in connection with their employment, or on participating in an investigation related to research and academic misconduct should be reported by the GA or by the Union on the GA's behalf to the Vice President for Research (VPR) or designated Research Integrity Officer (RIO). The University shall investigate all claims of retaliation promptly. The University shall ensure that a Respondent to a GA's report or grievance, or to a report or grievance in which a GA participated, will come under the joint authority of the Graduate School. In the event the matter proceeds to arbitration, the arbitrator cannot issue any award which makes an academic judgement.

ARTICLE 12

TRAVEL

A GA who is required by the GA's supervisor to travel as part of their GA duties may request a University travel card and/or travel advances to directly pay for travel expenses, although GAs may use personal funds for required travel. GAs will be reimbursed for any expenses not covered by the travel card and/or travel advance in accordance with the applicable University travel policy, as such policy may be changed from time to time. Except for extenuating circumstances, reimbursements shall be processed within 30 days after the receipt of a complete expense report, including all required receipts, by accounts payable.

ARTICLE 13

TRAINING

Section 1. The University will provide each individual appointed to a GA position with training that is needed to fulfill the GA's assignment if such training is not otherwise required of graduate students in the individual's department or program.

Section 2. All training pursuant to Section 1 shall be considered part of the GA's required workload.

Section 3. While the content and delivery of training is reserved to the University, the Union-Management Committee may make recommendations to the University to address insufficient or overlapping training concerns brought to its attention by GAs.

ARTICLE 14

EMPLOYEE ASSISTANCE PROGRAM

The University will make an Employee Assistance Program available to GAs and eligible family members on the same basis that is made available to faculty and other employees of the University.

ARTICLE 15

LEAVES OF ABSENCE

Section 1. A GA may request in writing a personal leave of absence from their GA appointment for reasons including, but not limited to, illness or injury, immigration hearings, pregnancy, to care for a newborn or adopted child, or to care for an immediate family member (spouse/registered domestic partner, grandparent, sibling, aunt/uncle, child or parent of the GA,

child or parent of the GA's spouse/registered domestic partner) with a serious health condition or for bereavement with respect to such immediate family members. It is the responsibility of the GA to contact the appropriate faculty member or other supervisor in advance of the leave unless circumstances make this impossible. Up to three days of such leave per semester may be taken by the GA as a matter of right.

Section 2. GAs may apply for leaves of absence pursuant to this Article. Each GA shall be entitled to have up to three (3) days of such leave or leaves paid per semester. The remaining portion of leaves taken pursuant to this Article shall be unpaid. For GAs on a 20 hour per week appointment, each day of paid leave shall be considered equivalent to four hours work. For GAs on appointments less than 20 hours per week, the daily hour's equivalent for purposes of this Article shall be pro-rated.

The University may approve additional paid or unpaid leave in its sole discretion, subject to applicable law. If the leave is for twenty-one (21) or fewer consecutive calendar days, the GA will retain health insurance and tuition remission benefits.

Section 3. Upon written application to the University, a GA may request an extended leave of absence from their GA appointment in excess of twenty-one (21) consecutive calendar days, but in no event longer than the remainder of the current semester. The University may approve such leave in its sole discretion, subject to applicable law. If it grants such a leave, the University will determine whether the GA's stipend, health insurance and tuition remission will be extended for the portion of the approved leave exceeding twenty-one (21) calendar days.

Section 4. Notwithstanding any contrary provision of this Article, a GA who gives birth will be granted a medical leave period of six (6) weeks directly following natural childbirth and eight (8) weeks directly following childbirth by caesarian section. Where the birth parent gives birth prior to the start of their GA appointment, their medical leave will be reduced by the number of days between the date the child was born and the start date of the GA's appointment. The GA's stipend, health insurance support (where applicable) and tuition waiver will be maintained during such medical leave and during medically necessary leave prior to delivery that is supported by medical certification. If the GA has a subsequent appointment, the medical leave may be continued provided there is no break in service greater than six (6) weeks in the case of natural childbirth and eight (8) weeks in the case of childbirth by caesarian section. In such circumstances, the medical leave will be reduced by the number of days between the two appointments.

A GA who is the birth parent of a newborn or the non-birth parent of a newborn or adopted child will be granted a bonding leave of twenty-one (21) consecutive calendar days to care for the child, which must be completed by the child's first birthday or for an adopted child, by one year from the date of adoption. The GA's stipend, health insurance support (where applicable) and tuition waiver will be maintained during such bonding leave.

Section 5. A GA will be granted a military leave of absence and jury duty leave in accordance with applicable laws and University policy.

Section 6. No leave of absence will be granted for a GA to engage in other employment.

Section 7. While nothing in the sections above concerning leaves from a GA appointment affects a graduate student's right, if any, to take leave from an academic program, the parties agree that taking leave from an academic program automatically constitutes relinquishment of any GA appointment held by the individual taking such a leave.

Section 8. The University shall grant a minimum of 5 business days per occurrence for bereavement due to death of a family member, as defined in Section 1. The University shall consider in good faith bereavement leave requests due to the death of persons not specified by Section 1**.** The University may require appropriate documentation from GAs requesting bereavement leave.

ARTICLE 16

HOLIDAYS

Section 1. GAs shall not be required to work on the following holidays when the holidays occur during the term of their appointment, except as provided in Section 3 of this Article.

New Year's Day
Martin Luther King, Jr. Day
Memorial Day
Juneteenth
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Section 2. The University recognizes the importance of diversity in the workforce, the cultural and religious holidays celebrated by various traditions, and that many vital members of the University community practice these traditions. The University recognizes that there are cultural and religious holidays that are not currently University holidays. The University shall make every good faith effort to accommodate a GA who wishes to observe recognized cultural and religious holidays. GAs who wish to observe recognized cultural and religious holidays shall submit their requests to their supervisor in writing with as much advance notice as possible. The GA shall meet with their supervisor to discuss a plan to make up missed work, if any. Such requests shall not be unreasonably denied.

Section 3. Any GA required by the University to work on a holiday listed in Section 1 may arrange an alternative day off with their first supervisor outside of the bargaining unit for a mutually agreeable alternative within the same semester.

ARTICLE 17

HEALTH & SAFETY

Section 1. The University shall continue to make reasonable provisions for the safety and health of bargaining unit members in pursuit of their work as GAs. Such reasonable provisions shall include providing, maintaining and training in the safe and proper use of equipment and workspace necessary for the work. Appropriate safety equipment shall be furnished to employees as required. If safety equipment, training, or other provisions for the health and safety of GAs are not provided, and the lack of such equipment or training results in a hazardous workplace, a GA shall report the hazard to the GA's supervisor and may refuse to work under the hazardous condition, consistent with the University's Health and Safety Policy. The GA shall otherwise continue to work outside of the hazardous condition pending resolution of the reported concern.

Section 2. The University shall provide adequate and necessary first aid equipment, information, and training in workplaces and instructional settings that involve the use of or exposure to hazardous materials or environments.

Section 3. The University's Health and Safety Policy, as may be updated or revised, is incorporated into this Agreement, provided that no such update or revision shall diminish or roll back existing health and safety protections in place as of the ratification of this Agreement. Should the Union believe that an update or revision to the University's Health and Safety Policy diminishes or rolls back existing protections, the Union may notify the University and the parties shall discuss.

Section 4. The University agrees to appoint to the Environmental Health and Safety Committee a member of the bargaining unit who shall be designated by the Union. The Union-Management Committee established in Article 28, or a subcommittee thereof if the Committee chooses to create one for such purpose, shall include health, safety and security issues in its agenda at the request of either party to the Agreement.

Section 5. If classes are canceled due to inclement weather or other emergency situations, GAs shall not be required to report to the impacted campus, unless otherwise necessary and specified on the GA's Supplementary Description of Duties.

ARTICLE 18

PARKING & TRANSIT

Section 1. The parties recognize that while limited parking resources on campus must be shared by varied constituencies including students, staff and faculty, the University has traditionally provided GAs with more extensive parking privileges than provided to other students as well as access to some employee lots. The University shall continue to provide such enhanced parking to GAs pursuant to this Agreement. The University will allow GAs to purchase 1) a GA Area 2 parking permit which allows access to commuter (not Premium Commuter) lots, Area 2

parking lots, and 107 GA only designated spaces in Lot N; or 2) a GA garage permit which allows access to a designated garage and the same lots as a GA Area 2 permit. If Lot N is eliminated, reduced, or reconfigured such that 107 GA designated spaces cannot be maintained, the University shall designate an equivalent number of GA designated spaces in a similar location on the main Storrs campus within a one (1) mile walking distance radius of central campus (i.e. the library) as determined by the University. The Union cannot grieve or arbitrate the location of the GA designated spaces.

The parties recognize that the specific access arrangements and areas covered by GA parking permits may change as factors such as construction and program changes affect the overall UConn parking plan. In the event an Area 2 or commuter lot is eliminated, reduced by more than 45%, or reconfigured, the University shall meet with the Union to discuss mitigation options. The University shall communicate with GA permit holders at least 30 days in advance, if disruption is known, with the following information: the dates and anticipated level of disruption (i.e. number of spots anticipated to be closed), suggested alternatives to parking lots, and mitigation plans.

Section 2. The University retains the right to establish and change parking rates, open and close lots, and modify parking conditions and regulations. The University shall provide 30 days advance written notice to the Union of any proposed change in parking rates or regulations affecting GAs. If the University issues a ticket to a GA due to such changes without prior 30-day notification to the Union, the University shall waive all fees for the ticket.

Section 3. The parking rate charged GAs for a GA Area 2 parking permit shall be equivalent to Fifty Percent (50%) of the full parking rate charged for an Area 2 employee parking permit. The parking rate charged for a GA garage permit shall be the employee garage rate.

Section 4. If the University increases the full rate for Area 2 parking permits in any given year, such increase shall not exceed the annual percentage increase in faculty base salary exclusive of merit for faculty.

Section 5. For GAs whose assigned duties require it, based on appropriate documentation from a supervisor, the University shall make good-faith effort to provide overnight parking access in the area nearest to their worksite.

Section 6. GAs who purchase parking permits in accordance with this Article at the campus at which they are primarily employed shall have the parking permit honored in commuter and Area 2 parking lots at other campuses when traveling to such locations for University business.

Section 7. GAs shall have access to all accessible parking spaces available in accordance with applicable law regardless of permit type. A GA with a GA Area 2 parking permit, using an accessible parking permit, shall be permitted to park at any accessible designated parking spot, without incurring additional costs.

Section 8. GAs shall have the right to pay for parking permits through bi-weekly payroll deductions over the course of their appointment.

Section 9. The Transportation Advisory Committee may meet to discuss and receive

comments regarding any proposed changes in parking rates. The University agrees to appoint to the Transportation Advisory Committee up to two members of the bargaining unit who shall be designated by the Union.

Section 10. The Union-Management Committee may consider and make recommendations to the University concerning how parking and transit services can be improved for the benefit of GAs.

Section 11. During closures of Dairy Bar facilities, GAs shall have access to Dairy Bar customer parking spots.

ARTICLE 19

HOUSING

Section 1. The Union and the University share the concern that year-round, affordable and adequate housing be available to graduate students and their families, including GAs.

Section 2. The parties agree that the Union-Management Committee may consider housing issues and make recommendations to the University to address the housing needs of graduate students and GAs. The Committee will meet for this purpose up to twice per semester at the request of either party.

Section 3. The University will provide the committee with available information reasonably necessary for it to carry out its functions with respect to housing, including an annual update concerning the number of spaces of campus housing for which GAs shall be eligible to apply.

ARTICLE 20

TUITION AND FEE WAIVERS

The University shall grant remission or waiver of tuition for Graduate Assistants covered by this Agreement. This Agreement does not provide any waiver of credit-fees that are equivalent to tuition. With respect to fees, the parties agree:

(a) The University shall waive the Infrastructure Fee for a Graduate Assistant during each semester of such GA's appointment.

(b) The University shall provide each GA with a credit toward the General University Fee during each semester of such GA's appointment as follows:

Effective July 1, 2026:	$350
Effective July 1, 2028:	$390
Effective July 1, 2029:	$490

Notwithstanding the foregoing language, the credit towards the General University Fee shall not exceed the actual value of the General University Fee.

(c) The University shall waive the Visa Compliance Fee during each semester of such GA's appointment.

(d) The University each semester will provide to GAs a lump sum fee relief payment equivalent to the Student Recreation Center fee.

(e) The University shall waive the Matriculation Fee during each semester of such GA's appointment.

(f) The University has the managerial and academic right to establish new fees. In the event in-state graduate tuition and mandatory graduate student fees are increased by greater than 4.75% in any academic year, the Union shall be given notice and the opportunity to bargain over the impacts.[1]

ARTICLE 21

STIPENDS, WAGES AND PAYROLL

Section 1. During the 2026-2027 academic year, minimum academic year stipends for GAs at the Beginner, Master's, and PhD Candidate levels shall be increased by Four-and-One-Half Percent (4.5%) to what is stated below:

2026 - 2027 Academic Year			
Level	Percent Employed	Biweekly Stipend	Stipend for Full (Two Semester) Academic Year
Level 1 - Beginner (Pre-Master's)	100%	$1,532.49	$29,883.56
	75%	$1,149.37	$22,412.72
	50%	$766.25	$14,941.88
Level 2 - Master's or Equivalent	100%	$1,612.56	$31,444.92
	75%	$1,209.42	$23,583.69
	50%	$806.28	$15,722.46
Level 3 - PhD Candidate	100%	$1,792.86	$34,960.77
	75%	$1,344.65	$26,220.68
	50%	$896.43	$17,480.39

[1] This language serves as clarification only and does not waive the Union's position that the Union has the right to bargain over the impacts of fee increases and new fees. It is the University's position that student fees are not a mandatory subject of bargaining.

Section 2. During the 2027-2028 academic year, minimum academic year stipends for GAs at the Beginner, Master's, and PhD Candidate levels shall be increased by Four-and-One-Half Percent (4.5%) to what is stated below:

2027 - 2028 Academic Year			
Level	Percent Employed	Biweekly Stipend	Stipend for Full (Two Semester) Academic Year
Level 1 - Beginner (Pre-Master's)	100%	$1,601.45	$31,228.28
	75%	$1,201.09	$23,421.26
	50%	$800.73	$15,614.24
Level 2 - Master's or Equivalent	100%	$1,685.13	$32,860.04
	75%	$1,263.84	$24,644.88
	50%	$842.56	$16,429.92
Level 3 – PhD Candidate	100%	$1,873.54	$36,534.03
	75%	$1,405.16	$27,400.62
	50%	$936.77	$18,267.02

Section 3. During the 2028-2029 academic year, minimum academic year stipends for GAs at the Beginner, Master's, and PhD Candidate levels shall be increased by Four-and-One-Quarter Percent (4.25%) to what is stated below:

2028 - 2029 Academic Year			
Level	Percent Employed	Biweekly Stipend	Stipend for Full (Two Semester) Academic Year
Level 1 - Beginner (Pre-Master's)	100%	$1,669.51	$32,555.45
	75%	$1,252.14	$24,416.73
	50%	$834.76	$16,277.82
Level 2 - Master's or Equivalent	100%	$1,756.75	$34,256.63
	75%	$1,317.55	$25,692.23
	50%	$878.37	$17,128.22
Level 3 - PhD Candidate	100%	$1,953.17	$38,086.82
	75%	$1,464.88	$28,565.16
	50%	$976.58	$19,043.31

Section 4. During the 2029-2030 academic year, minimum academic year stipends for GAs at the Beginner, Master's, and PhD Candidate levels shall be increased by Three-and-Eighty-Five Hundredths Percent (3.85%) to what is stated below:

2029 - 2030 Academic Year			
Level	Percent Employed	Biweekly Stipend	Stipend for Full (Two Semester) Academic Year
Level 1 - Beginner (Pre-Master's)	100%	$1,733.79	$33,808.91
	75%	$1,300.35	$25,356.83
	50%	$866.90	$16,904.55
Level 2 - Master's or Equivalent	100%	$1,824.38	$35,575.41
	75%	$1,368.28	$26,681.46
	50%	$912.19	$17,787.71
Level 3 - PhD Candidate	100%	$2,028.37	$39,553.22
	75%	$1,521.28	$29,664.96
	50%	$1,014.18	$19,776.51

Section 5. A GA shall be appointed to the highest stipend level for which they are eligible based on degree standing at the start of the individual's appointment as a GA. GAs may be appointed to a higher level at the discretion of the University. If a GA becomes eligible for a higher level during an appointment, the higher stipend level shall become effective no later than the start of the next semester. The University may appoint a GA to a combined teaching and research position.

Section 6. Stipend rates established by this Agreement are minimums and do not restrict the University's right to provide a higher stipend, bonus, or monetary award to a GA at the University's discretion.

ARTICLE 22

HEALTH INSURANCE

Section 1. GAs in the bargaining unit, together with substantially all other graduate students at the University, are required to have health insurance.

Section 2. Contingent upon continued legislative authorization and the agreement of the Comptroller and the Office of Policy and Management (OPM), the University shall provide GAs with health insurance under the Connecticut Partnership Plan without the Health Enhancement Program (HEP). For such coverage for an individual GA, the GA will pay as follows:

Year	GA-Only	GA +1	GA + Family
2026 – 2027	$327.60/yr	$1,555.20/yr	$1,967.76/yr
2027 – 2028	$360.36/yr	$1,679.62/yr	$2,125.18/yr
2028 – 2029	$396.40/yr	$1,813.99/yr	$2,295.20/yr
2029 – 2030	$436.04/yr	$1,959.11/yr	$2,478.81/yr

Section 3. The Union-Management Committee may consider issues concerning health insurance and its administration and make such recommendations as the Committee determines to be appropriate.

Section 4. The parties agree: (1) that the provision of health insurance to GAs by means of the Partnership Plan pursuant to this Article does not constitute providing GAs with state employee pension or healthcare benefits within the meaning of paragraph 3(c) of the neutrality agreement executed by the UAW and UConn on April 9, 2014 and April 11, 2014 respectively; and (2) that nothing in this Agreement makes the bargaining unit of GAs part of the SEBAC Coalition nor does it entitle them to state employee pension or healthcare benefits.

Section 5. The University shall continue to subsidize 50% of the premium cost for dental coverage for GAs and their dependents under the current GA plan or comparable plan.

Section 6. During each fiscal year of the Agreement the University shall make a fund available to reimburse bargaining unit members for verified repatriation insurance premiums.

ARTICLE 23

CHILD CARE

Section 1. During each fiscal year the University shall make a fund available to reimburse bargaining unit members for child care expenses at licensed child care facilities or bona fide institutional afterschool programs.

Commencing 2026-2027, the fund will be $245,000 annually**.** Commencing 2028-2029, the fund will be $265,000 annually.

Section 2. There shall be no rollover of any unexpended funds. Reimbursement from the child care fund shall be made in accordance with procedures, policies and requirements, as established by the Union, which shall conform to any relevant law.

ARTICLE 24

DISCIPLINE AND DISMISSAL

Section 1. The University will not discipline a GA during the term of the GA's current appointment without just cause. As used in this Article "discipline" means a written warning, a letter of reprimand, a suspension without pay or a dismissal from a GA appointment based upon

job-related misconduct or job performance of an individual who remains enrolled as a graduate student.

Section 2. This Article does not apply to determinations by the University to dismiss a graduate student from the University for academic reasons or for non-job-related disciplinary reasons. The Union acknowledges that an individual who ceases to be a graduate student for any reason cannot continue to serve as a GA. An arbitrator shall therefore have no power to order reinstatement to a GA position of an individual who is no longer a graduate student at UConn.

Section 3. Notice of Discipline: The University will promptly notify the GA and the Union in writing of the issuance of discipline, which then may be challenged through the grievance and arbitration procedures of Article 25.

Section 4. Dismissals and Unpaid Suspensions:

(a) Prior to the dismissal or unpaid suspension of a GA, the GA shall be provided with a written statement of the reasons for which dismissal or unpaid suspension is being considered. The notice shall include the nature of the alleged violation, the level of discipline contemplated, the right to a hearing and the right to Union representation. Upon request, the GA and Union shall be entitled to a copy of any relevant investigatory report, although confidential information and witness statements may be redacted or withheld.

(b) Within seven (7) calendar days of receiving the written statement, the GA may request a hearing before the GA's department head or designee (or dean for non-departmentalized schools or designee), which a Union representative may attend if the GA so desires. This hearing shall be held within seven (7) calendar days of the GA's request, unless mutually extended by the parties. The GA and the Union representative shall be provided with an opportunity to respond to the reasons for dismissal or unpaid suspension.

(c) Within seven (7) calendar days of the hearing, the department head or designee shall decide whether to dismiss or suspend the GA or not and notify the GA and the Union accordingly. If the decision is to dismiss, the notice will include the effective date. If dismissal is not ordered, the department head may impose a lesser form of discipline or impose no discipline.

(d) A decision of the department head to dismiss a GA may within fifteen (15) calendar days be grieved directly to Step 2 of the grievance and arbitration process under Article 25 of this Agreement. If the visa status of an international student is threatened by the dismissal of that student as a GA, the University and the Union shall cooperate to expedite the grievance and arbitration process so that, to the extent practicable, the grievance and arbitration process will be completed before the GA loses his or her visa status.

Section 5. The University may place a GA on paid administrative leave without prior notice in order to investigate allegations of misconduct or dereliction of duty that, in the judgment of the

University, warrant relieving the GA from work duties or removing the GA from the premises. The Union will be promptly notified of any such administrative leave. At the conclusion of the investigation, the University shall notify the GA and the Union of the results of the investigation and either initiate the discipline process or put the GA back to work if the term of the GA's appointment has not ended. If the term of the GA's appointment ends during a paid administrative leave, the paid leave will terminate as of the end of that term.

(a) Paid administrative leave shall not be considered discipline.

(b) If no disciplinary action is taken, no record of administrative leave will be placed in the GA's employment file.

ARTICLE 25

GRIEVANCE AND ARBITRATION

Section 1. A grievance is a claim by an individual GA, a group of GAs or the Union that the University has violated a specific term of this Agreement. Grievances shall be processed according to this Article.

Section 2. The parties support the resolution of problems at the lowest possible level and, therefore, encourage informal discussions to resolve problems without the grievance procedure. The GA, and a Union representative if the GA so desires, shall discuss the grievance with the GA's immediate supervisor at the time of the occurrence or at the time the employee learns of the occurrence in an effort to resolve the grievance. The University and the Union may agree to bypass this step or to have the informal discussion with another supervisor. Requests to waive the informal step shall not be unreasonably denied. If the grievant is alleging sexual harassment or sexual assault by their supervisor, the University shall automatically grant the request to bypass the informal step. Resolutions from pre-grievance discussions, although final, shall not be precedential.

Section 3. **Step 1.** If the grievance is not resolved through such informal discussion, it must be reduced to writing, dated, and presented to the department head, or designee (or dean, or designee for non departmentalized schools) and to the University's Office of Faculty & Staff Labor Relations within forty-five (45) calendar days after the event or after the grievant becomes aware or should have become aware of the event giving rise to the grievance, whichever is later. If the grievant is alleging sexual harassment or sexual assault, the filing deadline shall be extended to one hundred eighty (180) calendar days. The written grievance must describe the claimed contract violation, identify the provision of the Agreement allegedly violated, and state the remedy being requested. If requested, the department head, or designee, will meet with the grievant and the Union representative within fourteen (14) calendar days. The department head, or designee, shall provide a written response to the grievance within fourteen (14) calendar days following receipt of the written grievance, or the hearing, whichever is later. In the event an investigation is being conducted by the OICR concerning the same actions, the time within which the written response must be served shall be extended by thirty (30) calendar days, provided interim remedial measures are imposed by OICR to protect the grievant from discrimination and retaliation if requested by the grievant or the Union. Such measures shall be discussed with the Union.

Section 4. **Step 2.** If the grievance is not resolved at Step 1, the grievant may within ten (10) calendar days appeal to the Dean of the Graduate School, or designee. The grievant, representatives of the Union, and the Dean of the Graduate School or designee and University's representatives will meet within ten (10) calendar days of receipt of such appeal in an attempt to resolve the grievance. The department head may attend the meeting. If the matter is not resolved, the Dean of the Graduate School or designee will provide a written decision on the grievance within fifteen (15) calendar days of the meeting.

Section 5. **Step 3. Arbitration:**

(a) If the grievance is not resolved at Step 2, the Union may, within twenty-one (21) calendar days from receipt of the written Step 2 decision, appeal the decision to arbitration by written notification to the University. The grievance shall be filed to arbitration as set forth below within fifteen (15) calendar days of the Union's submission of the written notification to proceed to arbitration. The Union will provide a copy of the filing to arbitration simultaneously with its filing.

(b) The parties agree to select an arbitrator pursuant to the rules of the American Arbitration Association ("AAA") or by mutual agreement of the parties may bring an arbitration before the Connecticut State Board of Mediation and Arbitration.

(c) The respective labor arbitration rules of the AAA or the Connecticut State Board of Mediation and Arbitration shall apply to the arbitration. The arbitrator shall issue a decision within thirty (30) calendar days of the close of the hearing. By mutual written agreement, the parties may extend this time limit.

(d) The expense of such arbitration (initial filing fee, cost of meeting room, if any, arbitrator's fee and expenses, and transcript cost, if any) shall be split equally between the parties.

(e) The parties shall make reasonable efforts to schedule arbitration hearings promptly.

Section 6. In rendering a decision, the arbitrator shall be governed and limited by the provisions of this Agreement. The arbitrator shall have no authority to add to, subtract from, or modify this Agreement, or to decide matters outside the issue submitted to arbitration. In disciplinary cases, the remedy available to the arbitrator shall not exceed making the GA whole for the remainder of the GA's appointment period. The decision of the arbitrator shall be final and binding subject to statutory provisions.

Section 7. Failure at any step of this grievance procedure to appeal a decision within the specified time limits shall be considered acceptance by the GA and/or Union of the decision rendered and such decision shall be binding upon the GA and/or Union. Failure of the University to respond to any grievance during the time limits specified at any steps shall allow the member and/or Union to proceed to the next step. By mutual written agreement, the parties may extend the time limits in this Article.

Section 8. Only the Union may appeal denial of a grievance to arbitration.

Section 9. While final with respect to the matter itself, resolutions pursuant to Step 1 or Step 2 shall not constitute a precedent for any purpose.

ARTICLE 26

SUBCONTRACTING

The parties recognize that teaching, research and other activities performed by GAs have also been performed and will continue to be performed by others within the University, including faculty members (including adjuncts), visitors, undergraduates, post-doctoral individuals, vendors, laboratory technicians, research assistants, research associates and other employees. The University shall not, however, replace GAs with outside contractors or personnel from outside temporary agencies without bargaining with the Union over the decision to do so and any effects of such replacement.

ARTICLE 27

UNION RIGHTS

Section 1. To the extent permitted by the Family Educational Rights and Privacy Act (FERPA), the University shall provide the Union electronically with data about the bargaining unit as provided in this Article. At the beginning of each semester, the University shall provide the Union electronically with the roster of the bargaining unit, including for each member: full name, home mailing address, employee identification number, appointment start date, appointment end date, job title, appointment type (teaching, research or teaching/research combination), percent appointment level, pay step (beginner, master's candidate, PhD candidate), bi-weekly stipend, work department or hiring unit, academic department, work location and department head. The University shall also update the roster at least monthly.

Section 2. The University will include in its template for GA offer letters a provision by which the GA consents to the disclosure of such information to the Union. Before implementing such language the University will provide it to the Union for review and comment. The Union agrees that it will not re-disclose in violation of FERPA any personally identifiable information from education records that it receives pursuant to this provision.

Section 3. The Union may use the University mail service under the current policy for registered organizations. Pursuant to the policy, the Union understands that it shall pay the regular rate, that its materials may not interfere with other official University obligations, and that such materials shall be accompanied by a statement that they are not official publications of the University.

Section 4. Following ratification and approval by the parties, the University shall publish the collective bargaining agreement on a designated website.

Section 5. The Union may continue to arrange for the use of University conference rooms and meeting space, consistent with applicable University practices and procedures.

Section 6. The University shall notify newly appointed GAs of their membership in the bargaining unit and shall supply them with the link for the Union's website where they may access membership information and forms.

Section 7. The Union shall furnish the University with a written list of the Union's officers and other authorized representatives and shall update the list when changes occur. The University shall deal with such individuals as representatives of the Union for purposes of investigating, presenting and settling grievances in accordance with the provisions of the collective bargaining agreement. Upon securing permission (such permission shall not be unreasonably delayed or denied) from a supervisor, the representative shall be permitted reasonable time to investigate, present and process grievances on University property during regular working hours. Such activities are not to disrupt University operations.

Section 8. A reasonable number of Union representatives shall be permitted access to areas of the campus that are open to the general public for the purpose of communicating and meeting with GAs, provided that the Union does not disrupt the operations of the University.

Section 9. The Union shall have the same right of access to post information on departmental bulletin boards as other external groups and individuals.

Section 10. If the University conducts an orientation of GAs at the University, School, College or department level, it shall inform the Union of the schedule for the orientation and permit the Union to use the meeting space for thirty minutes after the conclusion of such orientation to meet with GAs who wish to do so.

Section 11. The Union shall have access to Release Time of 20 hours during the summer for GA Release-Time, for up to two (2) GAs to serve as Release-Time Union Representatives in 10- or 20-hour increments. The Union shall have access to Release Time of 50 hours per semester in 10- or 20-hour increments. The Union will designate the individuals selected at least sixty (60) days in advance of the first day of instruction during each semester and 20 days before the summer term**.** The Release Time and support for a Release-Time Union Representative will end at any time that the individual's appointment as a GA ceases. In the event a vacancy in a Release-Time Union Representative position occurs during a semester, the University and Union will consult concerning arrangements for succession.

ARTICLE 28

UNION-MANAGEMENT COMMITTEE

The parties agree to establish a joint Union-Management Committee composed of up to eight (8) members. Up to four (4) members shall be designated by the University and up to four (4) members designated by the Union. At the request of one of the parties, the Committee shall meet at least once per academic term (Fall and Spring) to discuss matters affecting GAs covered

by this Agreement and other related issues that are not the subject of an active grievance. Agendas shall be mutually agreed to at least seven (7) business days prior to the meeting. The Committee may also convene at other times upon mutual agreement. No matter shall be submitted to the Committee once it has been made subject to the grievance or arbitration provision of this Agreement.

ARTICLE 29

CONTINUATION OF SERVICES

The Union and the University agree that any differences between the parties on matters relating to the Agreement shall be settled by the means provided in the Agreement. To that end, the University agrees that it will not lock out GAs and the Union agrees that it will neither call nor condone any strike, work stoppage or slowdown during the term of this agreement. The Union agrees that it will act immediately to disavow, prevent and bring about an immediate end to any activity in violation of this Article.

ARTICLE 30

SEVERABILITY

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction, such provision shall be of no force or effect; but the remainder of this Agreement shall continue in full force and effect. The parties shall bargain in good faith with respect to any provision found to be in contravention of the law.

ARTICLE 31

DURATION

This Agreement shall take effect upon the later of July 1, 2026, or legislative approval, and shall expire on June 30, 2030.

Negotiations for the successor to this Agreement shall commence according to the timetable established by Section 5-276a(a) of the General Statutes. The request to commence negotiations shall be in writing, including electronic mail.

ARTICLE 32

LEGISLATIVE ACTION

This Agreement shall require legislative approval in accordance with Section 5-278 of the General Statutes in order to become effective. For future successor agreements, the cost items contained in such agreements and any provisions that are in conflict with any statute or any

regulation of any state agency shall become effective in accordance with the procedures in Section 5-278.

ARTICLE 33

TIME OFF

Section 1. GAs with academic year appointments shall have a right to four (4) weeks (20 business days) of time off from expected duties. GAs appointed for less than an academic year shall have time off on a prorated basis. Any additional time off may be taken with the consent of the supervisor. There will be no reduction in pay or benefits for time off.

Section 2. Time off shall normally be taken during academic break periods when classes are not in session, but may be taken at other times when mutually agreed to by the GA and a supervisor. GAs who are required to work during academic break periods or wish to take time off when classes are in session must request time off in writing with as much advance notice as possible.

Section 3. The GA shall not be expected to work extra hours in advance or upon return in order to make up for the time off. Unused time off days shall not be rolled over to future appointments. There shall be no payout of unused time off days. This Article shall not be construed to prevent an arbitrator from making whole a GA who was denied time off up to 20 business days, in accordance with Sections 1 and 2.

Section 4. This Article covers the entirety of the subject of time off for GAs, and any and all prior agreements, discussions, past practices, or understandings between the parties pertaining to the subject matter herein are merged into and superseded by this Article. This Article also shall not be construed to require the University to assign additional duties for instructional GAs after the submission of final grades.

ARTICLE 34

SUMMER/INTERSESSION GA APPOINTMENTS

Section 1. The Parties recognize that GAs may be appointed to extra-compensatory assignments that occur outside the normal academic year, and that these appointments are covered by the Agreement, including the provisions of this Article. Extra-compensatory assignments are defined as appointments occurring during the summer months or appointments occurring during the winter or May intersession that are separate and distinct from Fall or Spring semester appointments.

Section 2. Each offer for an extra-compensatory appointment shall be made by the University in writing and shall include information generally consistent with the requirements of Article 5. However, the Parties recognize that these appointment letters may be adapted to the unique nature of extra-compensatory appointments.

Section 3. Extra-Compensatory Research Appointments.

(a) GAs appointed to extra-compensatory research assignments may be appointed to terms between 2 and 12 weeks and will be classified as a Graduate Student Technician.

(b) The biweekly stipend rate shall be at least equivalent to the stipend rate received during the preceding academic year pursuant to Article 21 of this Agreement. The percentage appointment during this period need not match the percentage appointment during the preceding academic year, and the stipend will be prorated to reflect the Full Time Equivalent percentage appointment. Departments are, however, encouraged to appoint GAs at the same percentage and length as Fall/Spring when funding is available.

(c) Extra-Compensatory assignments shall not include obligations that are required of an individual graduate student as part of their academic program of study.

Section 4. Extra-Compensatory Instructional Appointments.

Graduate students appointed to extra-compensatory instructional assignments shall be paid according to the following provisions:

(a) A GA appointed to serve as instructor of record (IOR) shall be paid in accordance with Section 5, paid in bi-weekly installments during the appointment period, and will be considered a full GA for that period and classified as a Graduate Special Payroll Lecturer. The Parties recognize that for courses of very short duration during the May and January intersessions, the average hours expected of an IOR shall be proportionally higher than of a GA appointed as an IOR during a summer session.

(b) A GA appointed to work in an instructional support capacity (not as an IOR) shall be appointed at an FTE percentage equivalent commensurate with the nature of the duties performed and paid at least the minimum per credit rate for the credit equivalent according to the following schedule:

GA FTE Percentage Equivalent	Credit Equivalent
100%	3
67%	2
33%	1

1. 1 Credit: This is the most common level and shall include basic support for a course, including, but not limited to, overseeing a single lab section, overseeing a single discussion section, acting as a grader for a course, or providing basic support to an online.

2. 2 Credit: This is a less common level and shall include support to a course which exceeds the basic level of support provided at the 1-credit level, including but not limited to, leading a lab section and grading writing for a Q/W course or providing support to an online course whose enrollment cap has been increased significantly from the standard summer class size.

3. 3 Credit: This is the least common level and shall include support to a course which includes the full range of activities typical of and at the level of an IOR, including, but not limited to, providing support to an online course whose enrollment has been intentionally set at least 15 students higher than the standard summer class size.

(c) The GAs in Section 4b shall be paid in bi-weekly installments during the appointment period and be classified as a Graduate Instructional Specialist and shall be paid at least the same credit-level for an equivalent position and its associated duties as in previous extra-compensatory appointments.

(d) The workload of extra-compensatory instructional assignments shall not exceed that of an equivalent appointment during the academic year pursuant to Article 10.

(e) If a class that an IOR has not previously taught during the summer or intersession is cancelled, the IOR will receive $375 per credit as compensation for course preparation.

Section 5. Minimum per credit rate.

The minimum per credit rate, upon which the above amounts will be paid to GAs in extra-compensatory instructional appointments, shall be at least as follows:

Effective Date	Per Credit Rate
August 23, 2026	$2,086.87
August 23, 2027	$2,180.77
August 23, 2028	$2,273.46
August 23, 2029	$2,360.98

Section 6. The Parties agree that no GA shall be entitled to subsidized health insurance solely by virtue of an extra-compensatory appointment.

Section 7. Leaves of Absence

(a) The Parties agree that no GA shall be entitled to leave under Article 15, Section 4 solely by virtue of an extra-compensatory appointment.

(b) Except in cases of emergency circumstances, the Parties agree that no GA shall be entitled to leave under Article 15, if the requested leave would result in the GA being on leave during the entirety of the appointment period.

(c) The Parties agree that the personal leave days provided in Article 15, Sections 1 and 2 shall be prorated for extra-compensatory appointments as follows:

(i) GAs with an extra-compensatory appointment of at least five (5) weeks shall receive one (1) day of leave during the term of the appointment.

(ii) GAs with an extra-compensatory appointment of at least twelve (12) weeks shall receive two (2) days of leave during the term of the appointment.

(d) Consistent with Article 15, requests for personal leave are subject to the approval of the appropriate faculty member or other supervisor.

(e) Additional leave may be granted pursuant to Article 15.

Section 8. GAs are not entitled to time off during summer/intersession appointments, except for research appointments as authorized by a supervisor in their sole discretion.

Section 9. Graduate students sometimes accept employment in student labor positions unrelated to their academic program, e.g., groundskeepers, food service workers, clerical workers. Graduate students working in such positions are not members of the bargaining unit, and provisions of this Agreement do not apply to their employment.

ARTICLE 35

INTERNATIONAL GA RIGHTS

Section 1. The University commits to the following:

1. Unless permitted by law, legal process, or regulations, the University will not provide personally identifiable information (as defined in 34 C.F.R. § 99.3) about a GA, without the GA's consent.

2. The University shall provide guidance regarding possible contact with law enforcement, federal agents, or immigration officials, seeking to enter a non-public space on campus, including a point of contact (University office or official) responsible for monitoring any such activity. The University shall inform bargaining unit members of any changes to this guidance.

Section 2. To the extent permitted by law, the University shall notify a GA who is the subject of a request for student records information related to the GA's immigration status from the U.S. Department of Homeland Security or any of its affiliated agencies when it becomes aware of the request.

Section 3. In the event the University becomes aware of a civil immigration investigation by the U.S. Department of Homeland Security or any of its affiliated agencies regarding a GA,

the University shall send the impacted GA contact information for the Union and a link to its website, to the extent permitted by law. The Union shall provide the University with such appropriate information.

Section 4. The University agrees that International GAs may apply to the Graduate School Emergency Fellowship outside of the regular application window for the purposes of costs incurred in connection with emergency immigration issues.

Section 5:

a. If a GA loses work authorization for reasons outside of the GA's reasonable control, or if the University is not able to lawfully employ or continue to employ a GA as a result of the GA's immigration status for reasons outside of the GA's reasonable control, the University shall meet with the Union and the affected GA to discuss continuity of employment or re-employment options into their prior position or another position if previous position is unavailable.

b. Where immigration-related processing delays for reasons outside of the GA's reasonable control prevent the timely start or continuation of employment, the University shall meet with the Union and the GA, upon request, to discuss potential bridge funding or other forms of hardship assistance.

c. The University agrees to make reasonable efforts to re-employ the GA as soon as possible after that person obtains work authorization or immigration status that lawfully permits them to work as a GA. Such timing of re-employment shall depend on several academic factors, which are not grievable, including the academic calendar. The timing of re-employment may also depend on other factors such as the availability of lab space and research funding.

d. In cases where a GA is unable to return to the United States as a result of their immigration or documentation status for reasons outside of their reasonable control, in the University's sole discretion, the University will allow the GA to perform their duties outside the U.S., if legally permissible and operationally feasible.

Section 6. Leave for Immigration and Visa Matters

1. The University may grant Non-Citizen GAs up to 60 calendar days of unpaid, job-protected leave per academic year for the purpose of maintaining, renewing, or adjusting immigration status or work authorization, consistent with the provisions of Article 15.

2. Such leave shall not affect reappointment eligibility.

Section 7. Any determination made under this Article is not subject to arbitration under Article 25 - Grievance and Arbitration, except with respect to Sections 5a, 5b, and 6. In such cases, any review of the University's determination shall be limited to whether the University's decision was arbitrary or capricious.

ARTICLE 36

ONBOARDING

The University will provide onboarding resources for GAs in an accessible format for the duration of this Agreement. Through the Union-Management Committee the Union may discuss the onboarding resources and provide recommendations to the University.

ARTICLE 37

ACADEMIC FREEDOM

Section 1. The University recognizes the paramount importance of academic freedom in an institution of higher education and reaffirms its continuing commitment to the principles of academic freedom and its protections as described in the University of Connecticut By-Laws under Article XIII, as may be amended from time to time.

Section 2. GAs have academic freedom on matters relevant to the subject and purpose of their appointment, in coordination and consultation with their appointment supervisor and applicable institutional policies not inconsistent with the above. Academic freedom is the freedom to present and discuss all relevant matters in and beyond the classroom, to explore all avenues of scholarship, research, and creative expression, and to speak or write without any censorship, threat, restraint, or discipline by the University in the performance of one's teaching, research, publishing, and other assigned duties.

Section 3. GAs shall have the right to express themselves as members of society or as representatives of their fields of instruction, study, or research, including the right to address any matter of institutional governance, policy, or action. GAs shall be free from institutional censorship or discipline when speaking or writing as members of society, but their special position in the community imposes special obligations. As scholars, GAs should remember that the public may judge their profession and their institution by their utterances. Hence, GAs should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that the GA does not speak for the institution.

Section 4. This Article is a statement of intent and policy and is not subject to the contractual Grievance and Arbitration procedure (Art. 25). Discipline will not be used to restrain a GAs' exercise of academic freedom. Academic freedom may be used as a defense in any disciplinary proceeding.

ARTICLE 38

ARTIFICIAL INTELLIGENCE GOVERNANCE AND POLICY PARTICIPATION

The Union shall be permitted to designate one member of the bargaining unit to serve on the artificial intelligence council, when such council is formed. The council shall be constituted no later than July 1, 2026.

ARTICLE 39

SIGN OFF

For the GEU-UAW:

Grace Easterly

GEU-UAW NEGOTIATING TEAM

Amy Fehr
Grace Easterly
Alexander Kueny
Marcus Harris
Marie Nour Nakhle
Anika Agrawal
Brenden Ferland
Claire Nieder
Alexander Blagojevic
Lily Luo
Olivia Bradberry
Lincoln Hirn
Anne Gilewski
Musawir Abrar
Jimmy Palmer
Erin Egersheim

For the Board of Trustees for
The University of Connecticut:

Radenka Maric, President

UCONN NEGOTIATING TEAM

Joshua Nadreau
Kelly Bannister
Alison Cutler
Ryan Gribbin-Burket
Leslie Shor
Mansour Ndiaye
Ellen Lowe

APPENDIX A

Supplemental Description of Duties – Research Assistant

Grant name and number: _____

Supervisor: _____

Graduate assistant: _____

The items checked below describe the duties that are required as part of this assistantship.

____ Prepare materials for Human Subjects Review Board	____ Analyze data
____ Recruit subjects	____ Keep accurate records of experimental/observational data
____ Interview subjects	____ Provide access to all project-related data for supervisor
____ Prepare materials for Animal Care and Use Committee	____ Manage and respond to project-related communications
____ Feed and care for subject animals	____ Prepare website materials
____ Clean animal cages	____ Maintain (update) website materials
____ Monitor subject animals	____ Prepare articles, reports, and/or presentations
____ Administer drugs, hormones, or other chemicals	
____ Perform surgical procedures	____ Review literature
____ Perform euthanasia	____ Prepare materials for grant submission
____ Prepare materials for laboratory	____ Supervise undergraduate students
____ Perform experiments	____ Maintain records on undergraduate student performance
____ Request or acquire necessary equipment	____ Maintain undergraduate student attendance records
____ Develop and construct lab equipment	____ Duties noted with an asterisk [*] may require in-person presence when the University cancels or delays classes, or closes business operations.
____ Clean laboratory and equipment	
____ Wash glassware	
____ Order equipment	
____ Oversee budget	

Perform other research-related duties described here as assigned. _____

_____

_____

_____

Research assistant signature: _____

Supervisor signature: _____

Date: _____

* By signing this document, the research assistant acknowledges that international students holding an F-1 or J-1 visa will not work more than 20 hours per week when classes are in session.

Supplemental Description of Duties – Teaching Assistant

Course number and section: _____

Supervisor: _____

Graduate assistant: _____

Course meeting times: _____

Course location: _____

Course modality: _____

Maximum number of students per section _____

The items checked below describe the duties that are required as part of this assistantship.

_____ Attend lectures
_____ Present_____lectures
_____ Instruct_____sections/labs per week
_____ Preparation
_____ Hold_____office hours per week
_____ Supervision/TA meeting_____hours per week
_____ Read and evaluate_____papers per student
_____ Grade_____exams. Specify proportion of grading if not 100% _____
_____ Prepare drafts of narrative evaluations and/or make grade recommendations for students in TA section or lab
_____ Provide individual and/or group tutoring
_____ Maintain/submit student records (e.g., grades)
_____ Complete required TA training
_____ Husky-CT related work
_____ Perform other class-related duties described here as assigned. _____

_____

_____

Teaching assistant signature:_____

Supervisor signature: _____

Date: _____

* By signing this document, the teaching assistant acknowledges that international students holding an F-1 or J-1 visa will not work more than 20 hours per week when classes are in session.

APPENDIX B

A Resource for Graduate Assistants

UConn Graduate Employee Union, UAW Local 6950

Please get in touch with us at uconngradunion@gmail.com

The Graduate Employee Union (GEU) and the University share a commitment to an inclusive campus community free of any form of discrimination or harassment. Our union contract with the University ensures that GAs have the option of pursuing various avenues of recourse in instances of discrimination or harassment. A GA may pursue a complaint through any and all of the following procedures:

- The Grievance Procedure in the contract between our Union and the University
- The procedures administered by the University and its Office for Inclusion and Civil Rights ("OICR")
- State and federal offices that handle complaints about discrimination

The Union can advocate on your behalf. The OICR's role is investigatory and does not represent the Complainant or the Respondent. If you have experienced discrimination and/or harassment, we encourage you to seek help from the Union. If you so desire, a Union representative will work with you as your advocate. Whether you are going through our grievance process, state/federal processes, or the OICR process, a union representative can provide experience, support, and help you navigate systems that otherwise can seem complex and confusing.