

OFFICE OF FISCAL ANALYSIS

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HR-11

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES AND THE GRADUATE EMPLOYEE UNION LOCAL 6950 - INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 27 \$	FY 28 \$	FY 29 \$
UConn	OF - Cost	3,262,561	6,400,235	9,708,949
UConn	OF - Savings	109,649	195,899	290,186

Note: OF=Operating Fund

Municipal Impact: None

Explanation

The resolution proposes approval of an agreement between the University of Connecticut (UConn) Board of Trustees and the Graduate Employee Union Local 6950. This agreement covers four fiscal years for the period of July 1, 2026 - June 30, 2030. The agreement results in estimated net costs to UConn of \$3.2 million in FY 27, \$6.2 million in FY 28, \$9.4 million in FY 29, and \$12.7 million in FY 30.

The table below contains a summary of the agreement's provisions and the associated impact to UConn.

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Reviewer: MM

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Table 1. Estimated Costs/Savings to UConn by Policy

Salary	FY 27	FY 28	FY 29	FY 30
General Wage Increase (GWI)	2,979,914	6,093,924	9,167,279	12,069,701
Per Credit Increase	22,647	46,311	69,670	91,726
Salary Subtotal	3,002,561	6,140,235	9,236,949	12,161,427
Fringe				
Unemployment	3,003	6,140	9,237	12,161
Healthcare Premium Increase	(109,649)	(195,899)	(290,186)	(393,252)
Fringe Subtotal	(106,647)	(189,759)	(280,949)	(381,091)
Other Changes				
General University Credits Fee	240,000	240,000	432,000	912,000
Childcare Pool	20,000	20,000	40,000	40,000
TOTAL	3,155,914	6,210,476	9,428,000	12,732,336

General Wage Increase (GWI) and Per Credit Increase

The agreement includes increases to stipends, wages, and per credit rates of 4.5% in both FY 27 and FY 28, 4.25% in FY 29, and 3.85% in FY 30.

Fringe Benefits

Graduate Assistants (GAs) receive health insurance coverage under the state's Partnership Plan but are not entitled to state employee pension or healthcare benefits. The agreement increases the GAs' share of the health insurance premium by approximately 17% for single coverage starting in FY 27 and 10% annually thereafter. Premiums for spousal and family coverage increase by 8% annually beginning in FY 27. This results in annual savings to UConn related to greater cost sharing, increasing from \$109,649 in FY 27 to \$393,252 in FY 30.

The agreement also results in increased costs for unemployment insurance related to salary increases, growing from \$3,003 in FY 27 to

\$12,161 in FY 30. Students' salaries while employed as GAs are exempt from Social Security and Medicare deductions.

General University Fee (GUF) Credit

The agreement increases the GUF credit from \$300 in FY 26 to \$350 in both FY 27 and FY 28, \$390 in FY 29, and \$490 in FY 30.

Childcare Pool

The agreement increases the Childcare Pool from \$225,000 in FY 26 to \$245,000 in both FY 27 and FY 28, and \$265,000 in both FY 29 and FY 30.

The Out Years

The FY 30 fiscal impacts indicated above would continue into the out years.

Sources: Core-CT Financial Accounting System