MEMORANDUM OF AGREEMENT BETWEEN
THE UNIVERSITY OF CONNECTICUT PROFESSIONAL EMPLOYEES ASSOCIATION
AND
THE UNIVERSITY OF CONNECTICUT
REGARDING TEMPORARY AND END-DATE EMPLOYEES

WHEREAS, the master concession agreement with the State Employees Bargaining Agent Coalition approved by the General Assembly in August of 2011 ("2011 SEBAC Master Agreement") extends each state union contract through June 30, 2016 and permits up to eight non-economic issues to be negotiated over the course of FY '12.

WHEREAS, the Memorandum of Agreement between the UCPEA and the University of Connecticut regarding salary concessions and job security dated May 25, 2011 ("2011 Concession Agreement") negotiated in accordance with the 2011 SEBAC Master Agreement requires that the University establish a process for converting long-term end-dated employees with secure funding to permanent status.

NOW THEREFORE, the parties agree as follows:

1. All end-date employees covered by the job security provision of the 2011 SEBAC Agreement (those hired prior to July 1, 2011 and not funded by a grant or contract) shall be converted to permanent status on or before April 16, 2012 provided they have successfully completed a one-year probationary period. End-date appointments with split funding (50% or more on funding other than grants or contracts) shall be converted to permanent but only to the extent that the funding source is secure, and only to the same percentage of employment that is supported by the secure funding.

2. Article 44 of Collective Bargaining Agreement between the University of Connecticut and the University of Connecticut Professional Employees Association now effective through and including June 30, 2016 shall be superseded and replaced in its entirety with the following language in italics and bold below:

Article 44

TEMPORARY AND END-DATE EMPLOYEES

44.1 The use of temporary and end-dated appointments shall be limited to the following circumstances:

   a. Employees who are funded by grants and contracts
   b. Employees who are hired to cover positions undergoing job searches
   c. Employees hired to cover for a temporary leave of absence
   d. Employees hired for clearly defined and time limited special projects
   e. Employees hired to cover for an employee who is serving in a temporary or interim assignment.
f. Employees hired to cover duties during a departmental reorganization or restructuring.

End-dated appointments not funded by a grant or contract shall be limited to a maximum of three years unless the UCPEA agrees in writing to an extension.

All employees hired on end-date employment authorizations who have been on the end-date appointment for a period of more than 3 years, must have their re-appointment processed 3 months prior to the end of his/her appointment.

All end-date employees who have been on end-date appointment for a period of more than 5 consecutive years shall be given a minimum of 3 months notice of non-renewal, in addition to the annual appointment letter. Individuals with five annual appointments shall be eligible for multiple year appointments.

All end-date employees who have been on end-date appointment for a period of more than 4 years and are non-renewed, shall be offered employment in the same or a similar position if such a position becomes available during the sixteen months from the date of non-renewal. Employees on the recall list must notify the University every 6 months of their desire to remain on the recall list. Failure to notify the University of continued interest shall result in the removal of the individual from the recall list. These employees shall receive notice of all UCPEA vacancies, and shall be granted an interview for all positions for which they meet the minimum qualifications. Employees offered reemployment by the University must accept such an offer within 15 days.

44.2 While end-date employees do not have permanent status, they are entitled to just cause protection for discipline after one year of employment.

The revised Article 44 shall apply to all end-date appointments made on or after July 1, 2011.

3. This agreement is subject to approval by the University of Connecticut Board of Trustees.

Agreed this 23rd day of February, 2012

University of Connecticut

By: [Signature]
Susan Herbst
President, University of Connecticut

UCPEA

By: [Signature]
Kathleen Sanner
President, UCPEA