

## **CONTRACT EXTENSION AGREEMENT**

WHEREAS, the UCONN Health Board of Directors ("UCONN Health") and the UCONN Health Chapter of the American Association of University Professors ("UCHCAAUP") are Parties to a Collective Bargaining Agreement; and

WHEREAS, the Collective Bargaining Agreement is scheduled to expire on June 30, 2025; and

WHEREAS, the Parties are currently negotiating a successor collective bargaining agreement; and

WHEREAS, a successor agreement will not be reached prior to June 30, 2025; and

WHEREAS, Conn. Gen. Stat. § 5-278a authorizes the parties to "negotiate the extension of the expired agreement or any provision thereof not otherwise extended by [§ 5-278a]"; and

WHEREAS, the Parties, on their own volition, wish to extend the current Collective Bargaining Agreement for a period of up to one (1) year to allow for the completion of negotiations;

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

1. Except for Article 16.3<sup>1</sup> (Professional Development Funds), all the other provisions of the Collective Bargaining Agreement between UCONN Health and UCHC-AAUP shall be extended at current levels, except as noted herein, for a period of one (1) year until June 30, 2026, or until such time as a successor agreement is ratified and approved by the UCHC-AAUP membership, the Board of Directors and the General Assembly, whichever occurs first. With regard to Article 16.3, UConn Health agrees that it will make professional development funds available pursuant to the terms and conditions of Article 16.3. Specifically, \$25,000 will be deposited into the CDME Fund at the beginning of FY 26, and for the duration of this Contract Extension Agreement, the fund will be "topped off" to equal \$25,000 at the start of each quarter. This term of the Contract Extension Agreement shall not be deemed a precedent or practice of the Parties, and shall not be used in subsequent negotiations or other proceedings between the Parties, except to enforce its terms.

2. Following expiration of the Parties' Collective Bargaining Agreement, consistent with Conn. Gen. Stat. § 5-278a, the salaries of bargaining unit members shall remain under the same terms and conditions as those in effect at the expiration of the Collective Bargaining Agreement.

3. Promotional increases shall be awarded only to bargaining unit members who advance in rank.

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<sup>1</sup>As indicated in Article 16.3 of the bargaining agreement which expires on June 30, 2025: "In no event shall CDME Professional Development funds be extended beyond the expiration of the term of the collective bargaining agreement." However, the Parties agree that the \$500 annual professional development funds for eligible faculty in Section 16.1 will continue for fiscal year 2025-2026.

4. Notwithstanding any other provision in this agreement, UConn Health shall continue to have the discretion to provide retention and equity raises as provided for in the Collective Bargaining Agreement as set forth in Article 13.6.

5. Following the expiration of the current Collective Bargaining Agreement, Alternative Bonus Plan ("ABP") compensation payments shall continue beyond June 30, 2025 in accordance with the last sentence of Article 14.5(1). Further, UConn Health may extend ABP contracts (to include updating current metrics with data tables that reflect the most current year) for faculty members who have current ABP contracts that expire on June 30, 2025, and it may offer current faculty and new hires the option of participating in the ABP, at UConn's Health discretion, consistent with Article 14.5(A) of the expired agreement.

6. Pursuant to Conn. Gen. Stat. § 5-278a, the Parties expressly agree that "payroll deduction of employee organization regular dues, fees and assessments" shall continue in accordance with Article 3 of the expired agreement.

7. This agreement is a temporary measure contemplated by Conn. Gen. Stat. § 5-278a, to address the expiration of the collective bargaining agreement and was neither ordered nor achieved during the bargaining process for the successor Collective Bargaining Agreement. Therefore, this Agreement shall not be considered in any future negotiations except in that context. Further, the Parties agree that this agreement is unique to these particular circumstances and will not be used as evidence of custom, practice or precedent in any other proceeding, except as may be necessary to enforce the provisions of this agreement.

8. The Parties understand and agree that this Agreement does not constitute a waiver, withdrawal or compromise of either Parties' position concerning any proposal that has been or will be made during negotiations for a successor Collective Bargaining Agreement to the one expiring on June 30, 2025.

(original signed by) Ion Moraru, MD

June 27, 2025

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UCHC-AAUP

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Date

(original signed by) Dr. Andrew Agwunobi

June 30, 2025

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UConn Health

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Date