

CONTRACT HIGHLIGHTS

Please note: the following gains were secured in an environment of draconian departmental budget cuts, budget recissions from the state government, and a highly punitive federal administration

- **Raises.** Three years of 4.5% raises (2.5% general wage increase and 2% merit). The first year is a full 4.5% general wage increase retroactive to August 23, 2025. (no merit in the first year). Effective AY2026 - 2027 and AY 2027 - 2028, 2.5% general wage increase and 2.0% merit. (The state is offering these rates to all public sector employees in the SEBAC coalition.). Merit will be awarded per Article 25 of the contract. Adjuncts will receive raises starting on August 23, 2026 with a 7% increase and then for AY 2027-2028 and 2028-2029 with 4% increases in each year. These raises are consistent with past years for Adjuncts. Promotional increases at all ranks have been increased by about 4.6%.
- **The Professional Development Fund** currently has a balance of over \$1,000,000. Any unused funds are rolled into the next years of the contract. In each of the fiscal years of the contract, going back to August 23, 2025, \$1,000,000 will be added to the Fund. The negotiating team was able to remove the requirement to use funds in individual research accounts before having access to the Professional Development Fund. Also, each eligible full-time faculty member is now able to receive \$2,500 of that Fund, up from \$2,200.
- **Childbirth and Parental Leave.** For full-time members, paid childbirth leave of six or eight weeks for the birthing parent as well as six additional weeks of fully paid leave or twelve weeks of 50% time. For parental leave, the spouse of the birthing parent is eligible for 6 weeks of paid leave or 12 weeks of 50% leave. The parental leave may also be used for adoption, taking custody, or foster placement of the child, or for prenatal or postnatal care of a spouse or significant other. This is a historic first for our union.
- **Parental Bonding Leave.** The parental leave may also be used for adoption, taking custody, or foster placement of the child, or for prenatal or postnatal care of a spouse or significant other. Another historic first for our union.
- **Child Care.** The Child Care Fund is increasing by 10.5% for AY 2026-2027 to \$210,000.
- **Nondiscrimination.** Non-US citizens are now a protected class in regard to discrimination.

- **CIRE Faculty.** In addressing our proposal for more job security in the annual appointments of years 2 - 6, the administration would only agree to a 2-year appointment for years 5 and 6. So 1 probationary year, then 3 annual appointments, followed by a 2-year appointment prior to year 7 and the just cause protection afforded multi-year appointments. The first multi-year appointment is for 3 - 5 years, but the second and subsequent appointments are for 5 years. The parties also agreed to a Professional Development Fellowship Fund for CIRE faculty where awards will be made available for expenses and activities related to professional development and the faculty members job responsibilities. The funding is set at \$100,000 per year beginning in FY27.
- **Academic Freedom.** The new language describes the profession and the members' position in the community so that when they speak or write as citizens, they should be free from institutional censorship.
- **Research Assistants and Associates.** Stronger job security and sick leave roll-over of 5 days to a maximum of 25 days. Language to ensure progressive discipline and to provide a list of just cause acts that may lead to serious misconduct.
- **Health and Safety.** A new article to help ensure members work in safe environments. Includes advisory language on federal immigration enforcement.
- **Office Space.** All members must now be granted office space that allows confidential communication.
- **Department Head Compensation.** Department Heads now receive an additional \$10,000 administrative stipend on top of retaining 10-month contracts.
- **AI.** Opened up continuing negotiations on a new article concerning AI.
- **Provost Fund.** The administration was unnecessarily stingy on this article. The additional \$500,000 was only available during the term of the last contract; the administration would not increase the amount of the fund; they would not remove the fringe benefit cost in salary adjustments or remove using the money for retention of members; and did not include a cost of living inequity adjustment.

- **No Substantive Givebacks.** Negotiations in CT take place in an atmosphere of “give” and “get,” yet all of these gains were secured without significant givebacks.
- **Arbitration.** Note that the parties could not reach agreement on two articles that will be decided by an outside arbitrator: Article 14 (Reduction of Staff for Discontinuance of Programs or for Financial Exigency) and Article 30 (Faculty Participation in Departmental Governance).