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Minutes, January 24, 2001

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**MINUTES OF THE SPECIAL TELEPHONE MEETING
OF THE BOARD OF TRUSTEES**

THE UNIVERSITY OF CONNECTICUT

University of Connecticut
Rome Commons Ballroom
South Campus Complex
Storrs, Connecticut

January 24, 2001

The meeting was called to order at 8:30 a.m. by Chairman Roger Gelfenbien. Trustees who participated by telephone were: James Abromaitis, William Berkley, Louise Berry, Michael Cicchetti, James Donich, John Downey, Lenworth Jacobs, Claire Leonardi, Irving Saslow, and Anne George, who represents the Governor's Office.

Trustees absent were: Christopher Albanese, Louise Bailey, Shirley Ferris, Linda Gatling, Michael Martinez, Frank Napolitano, Theodore Sergi, and Richard Treibick.

University Staff present were: President Austin, Chancellor and Provost for University Affairs Petersen, Vice Chancellor for Business and Administration Dreyfuss, Vice Chancellor for Student Affairs Triponey, Assistant Attorney General Shapiro, Assistant Vice Chancellor Miller, Dr. Schurin, and Ms. Locke. Vice President for Financial Planning and Management Aronson participated by telephone.

All actions taken were by unanimous vote of the Trustees present.

A. The **Report of the Chairman** included the following items:

There were no members of the public who wished to address the Board.

1. On a motion by Mr. Abromaitis, seconded by Mrs. Berry, **THE BOARD VOTED** to approve the negotiated agreement between the University of Connecticut and the University of Connecticut Professional Employees Association for a four-year collective bargaining agreement to be effective July 1, 2001 to June 30, 2005. (Attachment 1)

Vice President Aronson gave a brief report on the collective bargaining agreement. She reported that during the negotiations the University achieved several policy goals. She also noted that the salary increase data is reflective of increases from other State labor contracts. Prior to the contract negotiations, Vice President Aronson and Assistant Vice Chancellor Miller met with representatives from the Office of Policy and Management (OPM). Vice President Aronson concluded that this agreement is within the parameters endorsed by OPM.

Vice President Aronson stated that one of the most important goals was to increase the proportion of the annual salary increase set aside for merit. This agreement proposes a significant increase from 16% to 30% by the end of the four-year contract. She noted that both the AAUP and UCPEA contracts will now have significant merit components.

Trustee Downey requested clarification about merit.

Chairman Gelfenbien responded that merit is not an entitlement, but is a mechanism by which employers can reward employees with additional money for exemplary performance.

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Trustee Berkley also noted that all employees will receive a wage increase based upon a specified percentage, i.e., cost of living adjustment, but only part of the workforce will, in addition to that, receive a merit increase based upon individual job performance.

Assistant Vice Chancellor Miller discussed the criteria for the distribution of merit, which will be based on one or more of the following criteria: 1) whether the employee has significantly advanced the achievement of University, Division, or Department objectives, 2) whether he or she has significantly improved operational efficiencies, or 3) whether he or she has contributed in meaningful ways to the advancement of the profession.

Trustee Downey expressed his support for the aforementioned criteria. He stated that the criteria will serve to provide the immediate supervisor and the senior administration (Vice Chancellor, Vice Presidents, Chancellor and President) a greater opportunity to evaluate employees by their achievements.

Trustee Berry asked if the final decision would be made at the supervisory level or at the senior administration level.

Assistant Vice Chancellor Miller responded that salary recommendations will be reviewed at the vice chancellor or vice president level and the final decision will be implemented following review by the Chancellor and the President as appropriate.

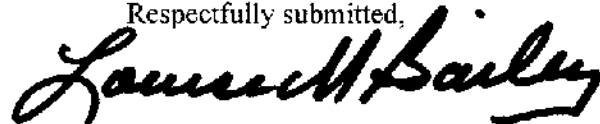
Trustee Abromaitis asked if the senior administration could rescind a decision. Assistant Vice Chancellor Miller responded affirmatively and noted that the contract language is explicit.

Trustee Berry asked if an employee could appeal to the senior administration regarding the denial of merit. Assistant Vice Chancellor Miller responded that the decision is neither grievable nor arbitrable.

Chairman Gelfenbien announced that the next meeting of the Board of Trustees would be a telephone meeting scheduled for Tuesday, February 13, 2001 at 8:30 a.m., "sited" at the University of Connecticut, Rome Commons Ballroom (South Campus Complex), Storrs, Connecticut.

There being no further business appearing, the Board meeting adjourned at 8:40 a.m.

Respectfully submitted,



Louise M. Bailey
Secretary