

**MEMORANDUM OF UNDERSTANDING
RE. HURRICANE SANDY**

This Memorandum of Understanding is entered into by the University of Connecticut ("University") and the University of Connecticut Professional Employees Association, Local 3695, AFT-CT, AFT, AFL-CIO (UCPEA). Due to the very unusual and unprecedented nature of the severe weather event that occurred in October known as "Hurricane Sandy" that necessitated the closing of all state offices by Governor Malloy to Non-Emergency Support Services/Non-Essential employees on all shifts, the parties agree to a one-time deviation from the University's Emergency Closing Procedures as provided herein.

Whereas, the University's Emergency Closing Procedures provide that if a Non-Emergency Support Services employee is on a scheduled day off due to sick leave, vacation, personal leave, earned time, or leave of absence without pay during an official University closing, delay or early release, the employee's time will be charged accordingly and he/she will not receive "WW" time.

Whereas, due to the unprecedented nature of Hurricane Sandy, the State of Connecticut Office of Labor Relations has deviated from this prior practice and allowed classified employees with prescheduled leave to record "LWGOV" for Monday October 29 and Tuesday October 30, 2012 instead of using their planned accrued leave time.

Whereas, the parties wish to deviate from the University's Emergency Closing Procedures for its unclassified Non-Emergency Services employees for October 29 and October 30, 2012 only due to the unprecedented nature of this weather event and to be consistent with the State Office of Labor Relations;

Now therefore, in consideration of the mutual promises contained in this Agreement and for other valuable consideration, the parties agree as follows:

1. Due to the unusual and unprecedented nature of Hurricane Sandy, "Non-Emergency Support Services" who were not scheduled to work on Monday, October 29, 2012 and/or Tuesday, October 30, 2012, due to preplanned paid leave, will be allowed to record their time as "WW". This includes Non-Emergency Support Services absent on sick leave or scheduled to take vacation leave, personal leave or other earned time.
2. The parties agree that the University's Emergency Closing Procedures will apply to future weather related closures, early dismissals and delayed openings.
2. The parties agree that this Memorandum of Understanding is unique to these particular circumstances and will not be used as evidence of custom, practice or precedent in any other proceedings and shall be inadmissible in any forum


Kathleen M. Sanner, For the Union

12/5/12
Date


Mike Eagen, For the University

12/6/12
Date