

Memorandum of Agreement
Between
The University of Connecticut
And
The University of Connecticut Professional Employees Association
Local 3695 AFTCT, AFT, AFL-CIO

The above captioned parties enter into this agreement to recognize The University of Connecticut Professional Employees Association, Local 3695 AFTCT, AFT, AFL-CIO (herein after referred to as UCPEA) as the exclusive bargaining unit for the following Dining Services positions. The affected positions and the persons holding them (“affected employees”): Scott Harmon, General Manager of Retail; Sarah Gittere, Retail Manager; Jeff Collins, Retail Manager; Ethan Haggerty, Retail Assistant Manager; Joseph McLaughlin, Retail Assistant Manager; Dawn Meduna, Retail Assistant Manager; Lorraine Kjellquist, Retail Assistant Manager; Michael Kapsch, Retail Assistant Manager; Michelle Miller, Retail Assistant Manager; Bruce Hessing, Kosher Food Production Coordinator. The parties agree that as of the effective date of this agreement the above named individuals shall be included as professional employees as referred to in Article 2.1 of the Collective Bargaining Agreement (CBA). Therefore, as of said date, they shall be entitled to the full rights, privileges, and practices contained in the CBA. Therefore, as of said date, they shall be entitled to the full rights and privileges and practices contained in the CBA and extended to other bargaining unit members. Additionally, the following specifics shall apply:

1 Job Descriptions and Payroll Titles

All employees currently holding an affected position shall have the following new job descriptions with the corresponding UCPEA payroll titles as follows:

Existing Positions	New Job Description/Payroll title
General Manager of Retail	Director/ UCPEA VIII
Retail Manager	Dining Services Area Manager/UCPEA VII
Retail Asst. Manager	Dining Services Asst. Area Manager/UCPEA V
Coordinator	Dining Services Asst. Area Manager/ UCPEA V

2. Vacation/Sick/Compensatory Time

All accrued sick leave, now maintained in hours, will be converted into days by dividing the hours by seven (7) and rounded up to the half day. The resulting balance will be considered as “as if accrued” time. Going forward each individual will be credited with fifteen (15) sick days per year in accordance with the CBA.

Vacation time balances will be converted in the same manner and saved as days.

All personal leave accruals are to be used prior to June 30, 2008. There will be no conversion or carryover of this time.

Accumulated compensatory and holiday time will be paid out the first pay period after the effective date of this agreement.

3. Medical and Retirement Benefits

Affected employees will be eligible for the State of Connecticut’s medical and retirement benefit programs, which are administered by the University of Connecticut in accordance with established guidelines. Dining Services shall maintain current medical and dental insurance through June 30, 2008.

4. Seniority

Affected employees’ seniority date shall be their date of hire into their current position. Seniority shall only be used as follows:

- a. Seniority within the employees’ operational unit shall be used for tie-breaking for assignment of vacation time and for no other purpose.
- b. Seniority within the Department of Dining Services shall be used for layoff in accordance with Article 27 of the Collective Bargaining Agreement and for no other purpose.

5. Merit Eligibility/Probation

Notwithstanding article 32.2, affected employees shall be eligible for merit for evaluation year May 1, 2008 – April 30, 2009, in accordance with current University practices.

For the purposes of this agreement affected employees shall serve a six month probationary period.

6. Salary Increases

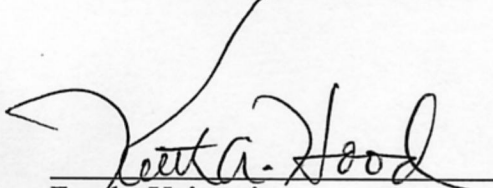
This agreement is accompanied by a side agreement concerning wage increases.

7. Effective Date

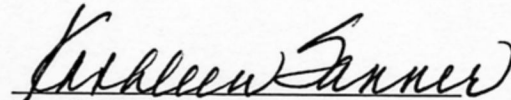
The effective date of this Agreement shall be May 16, 2008.

This agreement is designed to reflect the transition of work and workers from non-represented to represented status. It applies only to the cited positions herein. Insofar as the University voluntarily entered into these negotiations, the parties agree that, this agreement neither sets precedent nor establishes any prejudice in any other issue between the parties.

Signed this 9th day of April 2008.



For the University



For the Union