



Important Reminders from Your Collective Bargaining Council (CBC)

August 2022

Dear Colleagues,

In response to several questions from members, we've decided to share some reminders about the economic terms of our current Collective Bargaining Agreement. Please don't hesitate to reach out to any of us, or our new executive director, Lara Shepard-Blue (executive.director@uchc-aaup / 413.896.3015) if you have questions.

- **Raises and Bonuses:** Raises retroactive to July 1, 2021 were paid in one lump sum on or around 6.29.22. Faculty who were on payroll March 31, 2022 should have received an additional \$2500 (pre-tax) bonus on or around 7.28.22. Faculty who were on payroll July 14, 2022 should have received an additional \$1000 (pre-tax) bonus. In addition to confirming that you've received the correct bonus(es), be sure to review the "report card" on the back of your Compensation Plan Distribution Letter to make sure that your raise was calculated correctly. In particular, please be sure to confirm that your "AAMC specialty," academic merit score, and effort distribution are correct. If there are any mistakes, please alert [Dr. Kevin Claffey](#) as soon as possible (deadline is November 1) and copy [Lara Shepard-Blue](#).
- **Clinicians' Holidays:** In order to receive up to two additional vacation days for holidays worked, remember that your holidays worked must be documented and recorded. This new provision went into effect on 4.22.22, when the legislature approved the agreement, so Memorial Day would be the first holiday to which the new provision applies.
- **Leave Bank Donation for Colleagues with Extended Illness:** If you would like to donate accrued vacation time to a fellow faculty member who is absent due to long-term illness, you may submit the request to Human Resources directly or ask the Union to submit the request on your behalf.
- **Professional Development Funds:** Instructors and Assistant Professors are eligible to use \$500 annually for [professional development](#). Any funds not used before June 30 of the academic year will be forfeited. In addition, in order to support faculty development for those who do not have a significant research portfolio or are undergoing a lapse in funding or other financial restrictions, there is an annual pool of \$125,000. All eligible full-time faculty members can receive up to a maximum of \$1,000 from the [CDME Professional Development Fund](#) for any academic-related travel expenses. Please consult the contract language for details about eligibility for CDME funds, and please let us know if you have any questions.

Warm regards,

Your UCHC-AAUP Collective Bargaining Council:

Laura Haynes, President
Ion Moraru, Vice-President
Lali Haider, Secretary-Treasurer
Bruce Mayer, Basic Science representative
David Gregorio, Basic Science representative
Hao Feng, Medical representative
Janice Oliveri, Medical representative
Jason Carrese, Medical representative

Frank Nichols, Dental representative

Questions? Please contact
admin@uchc-aaup.org