

MEMORANDUM OF AGREEMENT

Restorative Approach to Discipline

March 9, 2022

WHEREAS, UConn Health (“UCH”) and the University of Connecticut Health Center Chapter of the American Association of University Professors (hereinafter “AAUP-UCHC”) are Parties to a Collective Bargaining Agreement (“CBA”) that expired on June 30, 2021; and

WHEREAS, the Parties agreed to an extension of the CBA while they negotiated a new CBA and now the Parties have reached a tentative agreement on a CBA, subject to ratification by the pertinent constituents and approval by the Connecticut General Assembly; and

WHEREAS, in connection with said negotiations the Parties discussed consideration of a restorative approach to discipline whenever UCH deems it appropriate; and

NOW, THEREFORE, the Parties hereby agree as follows:

1. Whenever a faculty member is facing potential discipline, the faculty member and/or their union representative(s) may advocate for an alternative restorative approach to traditional discipline at the pre-disciplinary meeting with the Department Head/ Director held in accordance with Article 7 of the collective bargaining agreement and prior to any decision or recommendation on discipline of the faculty member.
2. Nothing herein is intended to erode or otherwise diminish management’s sole jurisdiction under Article 2 of the collective bargaining agreement concerning decisions to demote, suspend, discipline, or discharge faculty members for just cause or to non-renew faculty without cause, and nothing herein is intended to modify in any way the current process for issuing discipline under Article 7 of the collective bargaining agreement.