



University Health Professionals
Local 3837

UHP Newsline

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your VOTE is your VOICE

Election '16: Time is now

Unions can influence elections when they harness the activism of their members to support labor-friendly candidates. While UHP does not have a history of endorsing political candidates, we do have a history of working with AFT CT and the CT AFL-CIO to inform members of the candidates the statewide federations have endorsed. See the list: bit.ly/16endorsed.

In recent weeks UHP has been involved in several efforts to support candidates for state office who have pledged to stand up for working families, including phone banks and labor-to-labor walks. Learn how you can get involved: bit.ly/16walksbanks.

PLEASE JOIN US FOR A CANDIDATES BREAKFAST **TUESDAY, OCT. 11, 7:30 TO 10 A.M. IN THE CAFETERIA!**

Why statewide elections are important



Following is an excerpt from an essay by **Robin Washington Addison**, our VP for Political Activities. Please read the full piece at uhp3837.com.

Politicians are concerned primarily with the most vocal elements of their constituencies... people who do not vote tend to receive less attention. This ultimately translates into less power for non-voters to affect the development of public policy...

There's no place where your voice can be heard more than in your own backyard, so bypassing state and local elections because you may think one vote can't make a difference is just short-sighted.

President's Corner: *Membership meeting*

On Sept. 14 we held our first membership meeting in Keller. Here is a summary of my remarks:



- **Personal time** does NOT require supervisory approval. When you take personal time, give as much notice as possible, but remember you're *notifying*, you're not *asking permission*. You can take P-time for any reason and you don't have to share that reason. If you are denied P-time, notify the union immediately. But you still should report to work, and we will grieve the denial.
- **Negotiations for the next contract** are on hold. We don't expect to return to the table until after the election.
- I've been to a number of SEBAC meetings and there is no collective will to **reopen the SEBAC contract** (which covers benefits and retirement).
- No word yet from the IRS on what we call the **SAG ruling**. If ruled in our favor, there will be a 60-to-90-day window for members to switch from the Alternate Retirement Plan (ARP—defined contribution) to the State Employee Retirement System (SERS—defined benefit). Such a decision is a personal one, and not one on which the union can advise you.
- We have been meeting with AFT CT and AFT National on how to improve **member engagement**. We have a plan to grow the ranks of our union reps and stewards and facilitate better information flow. You'll notice elected officers' business cards have cell phone numbers, to make us more reachable.
- We as officers need help from everybody. We can't effectively lead UHP without you, and UConn Health can't do its work without all of us.
- When we stand together, it's hard to knock us down. Together, 2,600 members have a lot of power. Let's work together, let's stand together!

See Page 2 for more from our membership meeting.

—***In Solidarity, Bill Garrity***

Committee Spotlight: *Backpacks, baked goods, bus trip*



Shawn Brown, VP Membership Activities, surrounded by school supplies collected in this year's Labor of Love Backpack Drive. Below: Shawn with Bill Garrity, Trish Faraday, Ivonne Hamm and Laura Didden at the bake sale.



midnight. Tickets are \$35 and include a \$20 slot play and \$10 food voucher. This is **open to anyone, not just UHP members**. Registration forms are on our website and at our information tables. Or email sbrown@uhp3837.com and I'll get you signed up!

Finally, we're **looking for volunteers to help us with our annual scholarships**. We always get excellent applicants and we need folks to read the applications as part of the selection process. Keep an eye on our [Facebook page](#) and the UHP Calendar (<http://bit.ly/uhpcal>) for our next Social Committee meeting, or [email me](#) if you or someone you know might consider helping us with the scholarships.

—Shawn Brown, VP for Membership Activities

Keeping hospital floors safe

At our last Health and Safety Committee meeting, UConn Health Police Chief Joe Curreri asked us to pass along the following:

There are approximately 160 restricted-access doors in the new tower that require a badge to open. But nearly half of them also can be opened with a push bar. This is due to fire code and is intended for emergency egress only. When you open a door with the emergency push bar, the door stays unlocked, thus defeating the security feature. Therefore, please always use your ID badge to open restricted-access doors. Thank you.



Membership meeting recap

We covered quite a bit in our first membership meeting, Sept. 14 in Keller. In addition to what Bill covered in the **President's Corner** on Page 1, here are some of the highlights:

- **First VP Ivonne Hamm** gave a rundown of the elected officers' roles.
- **VP for Communication Chris DeFrancesco** discussed the Communications Committee.
- **Chief Steward Lucille Miller** gave an overview of the kinds of issues the stewards have been dealing with, including reprimands for cell phone and Facebook use, and a difference of opinion on what our contract says about sick time.
- While Kronos will dock you 15 minutes if you swipe in more than seven minutes after your scheduled start time, there is no "seven-minute rule," and you are considered tardy if you swipe even one minute late. Still, tardiness should not be counted as an occurrence.
- You can't erase a tardy by using personal time or unpaid time after the fact. If you're running late and want to use personal time, you have to notify your supervisor *before* the scheduled start time of your shift.
- When your supervisor asks you for a medical certification/doctor's note, you *do not* have to provide that to your supervisor, but you *do* have to provide it to HR.

Find a detailed summary of our membership meeting on our home page: uhp3837.com.

Creative Child Center task force

Dr. Andy has formed a task force that includes parents, staff, faculty, and union members to come up with short-and long-term plans aimed at ways to try to keep the Creative Child Center open. There are some who see the CCC as a financial drain on the institution. Closing it would not only impact employees with children, it would displace the UHP members who work there.