



University Health Professionals  
Local 3837

# UHP Newsline

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[uhp3837.com](http://uhp3837.com)

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## Flu Shot: What You Need to Know

Did you get your flu shot yet? While you are not required to as a condition of your employment, UHP strongly encourages all employees, especially those involved in patient care, to receive the vaccine. It's a great way to keep yourself, your co-workers, your patients, and your family healthy.

Getting the flu shot is a personal choice and you are not supposed to be subject to discipline if you decline it. But in order to help UConn Health be compliant with Center for Medicare and Medicaid guidelines, please be sure to report your flu



Bill Garrity, Ivonne Hamm and Mary McCuin on flu shot day in the UHP office

vaccine status to Employee Health Services. It's easy—learn how at [bit.ly/16UCHflu](http://bit.ly/16UCHflu). You not only will be helping the institution, you'll be helping UHP member Cheryl Marenick. She is the lead on this for Employee Health and would appreciate everyone's cooperation.

## Don't Forget Your HEP Appointments

Important reminder: Health Enhancement Plan requirements for the year **must be met by Dec. 31**.

Those not in compliance are subject to being moved out of HEP, which comes with an **additional \$100 a month** in premiums.

Check the status of you and your dependents at [bit.ly/16HEPlogin](http://bit.ly/16HEPlogin), and be sure to make necessary arrangements to stay compliant. This will save you significant money!

Welcome to the State  
of Connecticut Health  
Enhancement  
Program



## President's Corner: *1<sup>st</sup> VP Ivonne Hamm on Committee Involvement*

Bill is giving me his space this month to talk about involvement, especially, representation on committees.

In order to have a voice in what happens at UConn Health and UHP, it is important to have member participation. UHP members who serve as union representatives on these committees influence working conditions, policies and procedures, best practices, accountability, contractual benefits and many other aspects of our employment. We have several committees in need of representation.

During our election campaign our message was consistent. We would be transparent, we would hold each other accountable, and we expected our members to hold us accountable. We would hold all of our members accountable. We would keep the membership informed, and we would be looking for members to step up and help us make our union stronger.

We have been working hard to keep our campaign promises and I hope you can see that. We have recruited members to become union reps, we have grown our Steward and Social committees, and LPAC (Legislative/Political Action Committee) is very active in local elections. But we are in need of member representatives on UCH committees. So now we are reaching out and asking you to get involved. The elected officers can't do it without you.

I have the task of filling our committee spots so if you are looking to get more involved, if you need contact hours for your educational records, or you want to keep your word to get involved in your union, contact me at [ihamm@uhp3837.com](mailto:ihamm@uhp3837.com) or 860.676.8444 x12, or come see us at the UHP info tables.

Do you know who your union rep is? Check our updated rep list any time at [bit.ly/UHPreps](http://bit.ly/UHPreps).

## Committee Spotlight Shawn Brown, VP Membership Activities



We have much to report again this month!

- Our **scholarship application** is now available at [uhp3837.com](http://uhp3837.com). All applications must be submitted online.
- We are working with the March of Dimes to **collect items for NICU care bags**. We are distributing these care bags **on or around Nov. 17**, which is World Prematurity Day. Find out how you can help at [bit.ly/16carebags](http://bit.ly/16carebags).
- **Project Linus** is coming to the UHP office Saturday, **Nov. 19**. We are looking for volunteers to help us make blankets for premature babies. Learn more at [bit.ly/16linus](http://bit.ly/16linus).
- **Bus trip to NYC** is on for Saturday, **Dec. 3**. We'll leave the Exchange at 9 a.m. and leave the city at 5 p.m. Tickets are \$40 person. Details at [bit.ly/16nycbus](http://bit.ly/16nycbus) or email VP for Membership Activities Shawn Brown, [sbrown@uhp3837.com](mailto:sbrown@uhp3837.com), to reserve your seat.
- **UHP Holiday party** is Wednesday, **Dec. 14, 3** to 7 p.m. in the cafeteria. [bit.ly/16holidayparty](http://bit.ly/16holidayparty).

We look forward to seeing you at any of our exciting events!

### Help Share the News With Fellow Members

When you're done reading this newsletter, please pass it along to another member. Better yet, sign up to subscribe by email and never miss an issue! Just email VP for Communications Chris DeFrancesco, [cdefrancesco@uhp3837.com](mailto:cdefrancesco@uhp3837.com), to get on the list. Tell your friends to subscribe too. Once you get it electronically it's easy to share with your member friends on social media.

Also, please email Chris if you or someone you know could help get this newsletter distributed or posted in each of our offsite buildings.

**Remember, an informed, engaged union is a strong union!**

### Years of Service Milestones

Congratulations to the 61 UHP members recognized last month by UConn Health for reaching 25, 30, and 35 years of service! Pictured is Thomas Rivera from Radiology (30 years). See the full list at [bit.ly/16yrsvvc](http://bit.ly/16yrsvvc).



## MOA Clarifies Vacation Requests

UHP recently signed a [Memorandum of Agreement](#) (MOA) that clarifies the intent of our contract language on vacation requests submitted after Oct.1.

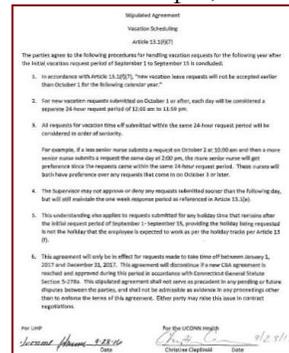
This applies to areas that have a sign-up period of Sept. 1-15 for vacation time request for the following year.



The intention of our contract language was to allow employees the opportunity, after the sign-up period, to request time off for any unclaimed available days, and to have vacation requests granted in the order they are received. All requests for the same time off submitted on the same date would be decided by seniority, not to be decided by the time of day the request was received.

This MOA became necessary because management in some areas had started to take time of day (down to the minute) into account when two requests for the same time came in on the same day, instead of seniority to settle same-day requests.

For example, if two people submit a request for the same week in April, and the 10-year employee emailed the request at 8 a.m. on Oct. 2 and the 20-year employee emailed at 8:01 a.m. Oct. 2, the time off is supposed to be granted to the more senior (20-year) employee, because the requests were made on the same day.



Under management's interpretation, the 10-year employee would get the time over the 20-year employee because her email arrived one minute earlier. The intent of our contract was for the 20-year employee to get the time off in this example.

However, if the 10-year employee requested on Oct. 2 and the 20-year-employee submitted his/her request on Oct. 3, then the 10-year employee gets the time. In this case the requests came in on different days, therefore there is no tie for seniority to break.

The intent is to give all employees the opportunity to have vacation request granted but not always based on the most senior employee, and at the same time not minimize seniority.

Find a scanned, signed copy of the MOA on at [uhp3837.com](http://uhp3837.com) under "Key Documents."