



## December Events

Our **annual holiday party** is **Wednesday, Dec. 14**, from 3 to 7 p.m. in the rear of the cafeteria. This is always a great time to mingle with other members and enjoy some good food and drink. *Again this year we are collecting new, unwrapped toys and nonperishable food items on behalf of our friends at the United Labor Agency.*



We're having another **bake sale, Wednesday, Dec. 21**, from 11:30 a.m. to 1:30 p.m. at two locations—the Food Court Lobby (at Wednesday Table) and in the Musculoskeletal Institute (formerly MARB) in the lobby. Bakers are always welcome!



For more information about either of these events, please email Shawn Brown, VP for Membership Activities, at [sbrown@uhp3837.com](mailto:sbrown@uhp3837.com).

## UHP Officer Election News

Each year there are UHP Officer elections. The term for an elected officer is two years, starting July 1 in the year of his or her election.



During this year's officer elections, we will be voting for and electing the following officer positions: **Chief Steward, Vice President Tier I, Vice President Tier II, and Vice President for Community Outreach**. If you are interested in finding out the qualifications required and responsibilities of any of the open positions, please contact Recording Secretary Laura Didden at [ldidden@uhp3837.com](mailto:ldidden@uhp3837.com) and she will gladly explain them.

The **notice for the call for nominations will be made to the membership in early January** and nominations shall be submitted to the Elections Committee by the first business day in February. To hold office, the member must be in good standing and must submit a written petition with at least 10 signatures of members in good standing. Look for more information and a 2017 election timeline in the next newsletter.

The Elections Committee is always looking for new members. Please contact Laura Didden at the email above if you would like to become involved in the upcoming elections.

## President's Corner

First off, we have reconvened our **negotiating team** in anticipation of returning to the bargaining table with management. Through this month and next we hope to be able to give more information on the progress of these negotiations. Hopefully, we will have a contract we can put forth for a ratification vote that we can agree is acceptable. I've been told a good contract is one where both sides are not totally happy.



Governor Malloy's administration has asked **SEBAC**, the State Employee Bargaining Agent Coalition, to come to the table. With the latest projections and requests of another 10 percent reduction here at the health center, this was to be expected. As I have no concrete information right now, all I can say is stay tuned for information to come.

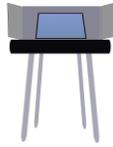
Collective bargaining is under attack in some states, and make no mistake about it, that will soon be the case here in Connecticut. Please educate yourself on this issue. Get to know the contact information of your elected officials, state reps and senators, Governor Malloy. Let them know who you are, that you live in their districts, you vote, you pay taxes, you are state employees, you take care of the state's most vulnerable populations, you work on the research that will change the future of health care. **WE NEED TO BE VOCAL. WE NEED TO BE LOUD. WE NEED TO BE HEARD.** Your voice is what has to make the difference.

I'm thrilled to report that the **Creative Child Center** is safe for at least two more years. As you may know, there had been talk of closing it. To his credit, Dr. Andy convened a task force of parents, staff, faculty, and union members to come up with recommendations, which Dr. Andy for the most part accepted. Bottom line is, day care stays at UConn Health, as do the UHP members who staff it! I'd like to recognize and thank head teacher and UHP member Barbara Brush for her tireless efforts to keep the CCC open.

On one final note, we lost a member and dear friend on Thanksgiving, **Barbara Bawwab**, "Barb from Bedflow" as she always would answer the phone. The health center is collecting for her daughter in college who is now on her own. See how you can help on Page 2.

—In Solidarity, **Bill Garrity**

## Looking Back at Election Day



Perhaps lost in the outcome at the top of the ticket is what happened in the local races that will impact the makeup of the Connecticut General Assembly. It appears the legislature is likely to be a little less labor-friendly. See how the AFT-CT-endorsed candidates fared at [bit.ly/16AFTendorsed](http://bit.ly/16AFTendorsed).

This makes it even more important for us as state employees to familiarize ourselves with the elected officials in our districts, know how to get in touch with them, and make sure we have their ear. In the coming weeks, look for information and how to contact your rep and senator.



THANK YOU everyone who joined us for our **Project Linus** event Nov. 19, when we made baby blankets for the NICU!

## Telecommuting Update



You may recall, UHP and management signed a memorandum of agreement (MOA) to establish a pilot program on telecommuting. The language of our MOA calls for both sides to return to the table, after an evaluation period, to determine next steps, and establish a committee with representation from both sides that would review cases in which an employee is denied a telecommuting arrangement. We are hearing some folks are getting approved, and many are getting no response. We have asked management to get back to the table to discuss formal—not selective—implementation, abiding by the terms of our MOA.

## Finance Committee: New Members Welcome



Treasurer Michelle Proper will start scheduling meetings of the Finance Committee in January. Being on the Finance Committee is a great way to learn about UHP's budget. Learn more: [mdproper@uhp3837.com](mailto:mdproper@uhp3837.com).

## Ray's Report

*Ray Bennettson, VP Tier I Employees*



Bill and Ivonne have talked a lot about **employee engagement**. As VP of Tier I employees I facilitate our monthly union representative assembly, and we have been asking our reps to keep logs of their interactions with members. If you interact with a rep or an officer and are asked for your personal email address and cell phone number, this is why—it's part of a larger plan to build a network through which we can communicate with our members. Rep meetings, the website and Facebook page, the bulletin boards, information tables, and this newsletter are all part of that vision. But really there is no substitute for face-to-face interaction with members.

Speaking of rep meetings, I'm very encouraged by the **new faces** I'm seeing, which indicates a growing level of interest and engagement, and tells me members are receptive to the idea that the union needs them to be involved and active. This is my second year as VP Tier I, and I'm happy in this role. Seeing this level of engagement and passion at our rep meetings is invigorating—certainly a different feel to them as compared to the Steward Committee meetings I used to run in my previous officer position of Chief Steward.

Over my nearly 20 years of union involvement, as a steward, rep, and member of the last four negotiating teams, people know I've gotten pretty familiar with SEBAC and changes that have taken place regarding **retirement and pensions**. Because of this, I am often asked what people should do—Should they switch to the hybrid plan? Should they move from the Alternate Retirement Plan to the traditional state employee pension (if the IRS even lets us)? Please understand that I have to tell those who ask: Everyone's situation is different, it's a personal choice, and it is not appropriate for me or any UHP officer to give anything that could be construed as financial advice. Your best bet is to hire your own financial adviser. The state comptroller's website, [www.osc.ct.gov](http://www.osc.ct.gov), has a lot of helpful information about state retirement.

## For the Benefit of Barb Bawwab's Daughter



*Barbara Bawwab, known by many as "Barb from Bed Flow," passed away on Thanksgiving. Barb was an ED registrar and formerly a night shift bed flow assistant. Her youngest daughter, Sarah, is a senior at Southern Connecticut State University and could use some help to finish her last semester and get her degree. **Donations toward Sarah's tuition** are being accepted in the Nursing Resource Office (staffing office) on the second floor, CT Tower, near the old ICU (old respiratory department). Thank you.*