



University Health Professionals
Local 3837

UHP Newsline

Issue #8.2

uhp3837.com

March 2017

2017 UHP Election This Month



Laura Didden,
Recording Secretary
and Chair, UHP
Elections Committee

What you need to know

The election for the UHP position of Chief Steward will be taking place this month. Each candidate submitted a bio—[See the special “Meet the Candidates” supplement.](#)

Members will be voting electronically from **March 27**

through March 31. Members in good standing will be receiving letters at their homes that contain the link to sign in to our e-voting vendor, Survey & Ballots, as well as the username and password which will allow them to cast their vote. **These letters should arrive at your homes by March 25.**



Voting electronically is quick, easy and convenient, but for those members that will not be able to vote electronically, please cast an **absentee ballot at the UHP office during the weeks of March 20 and 27.**



Absentee ballots will be available between the hours of 9 a.m. and 5 p.m. in the UHP office. Please call 860-676-8444

to arrange a time to go to the office to vote, if possible.

Any member in good standing who does not receive a letter at his or her home address should contact me, either by phone (call or text 860-402-1139) or by email (ldidden@uhp3837.com). I will get back to you as soon as I possibly can. Be sure to clearly leave your name so that I can have the information needed when I get back to you.

If you have any questions, please do not hesitate to ask.



PRESIDENT'S CORNER: Speaking up for ourselves

Another month, another letter from the president about the importance of being heard at the Capitol.

On the next page of this newsletter, you'll read about [some of our recent accomplishments at the Capitol](#). You'll also read about our next big push in this arena: March 24, when the Appropriations Committee convenes for a public hearing on as many as 150 bills, maybe more.

There are duplicate bills proposed but many of these bills are direct attacks on state employees. The whole list can be seen at www.cga.ct.gov. This is just a small sample:

- Increasing Copays Under State Employees Health Care Plans (S.B. 86)
- Increasing Contributions by State Employees to the State Employee Retirement System (S.B. 87)
- An Act Excluding Health Care and Pension Benefits from Collective Bargaining for State Employees (S.B. 537)
- An Act Concerning State Pension Payouts Based on Retirement Age (S.B. 612)
- An Act Preventing Overtime Payments From Being Used to Calculate the Retirement Income of State Employees (H.B. 5001)
- An Act Studying a Forty-Hour Work Week for State Employees (H.B. 5331)

So just looking at those six proposed bills above, our legislators want us to work longer hours, increase our copays—if we even get to keep our health care and pensions—while making us work more years and basing your pension on your BASE Salary. That overtime they are so stressed about is MANDATORY. We do not get to walk away from patients or our work stations.

Let's not forget about both state and national Right to Work (for less) bills. We have a nice quick video on our website from former U.S. Labor Secretary Robert Reich about why “Right to Work” is WRONG: bit.ly/ReichRtW.

Please see us at our information tables to learn how we can show our strength at the Capitol on the 24th. **JOIN US!** We'll arrange carpools, even rent a bus if there's enough interest.

—*In Solidarity, Bill Garrity*

ACTION ALERT: Have Breakfast With a Lawmaker
See AFT CT Regional Legislative Meetings Schedule: bit.ly/17legmtg

Hold the Date: March 24

It's time to lace up those activist boots for a march at the State Capitol! Several dozen bills that would threaten workers' rights in some way are in play this legislative session. **On Friday, March 24**, the Appropriations Committee will hold a public hearing. This will be a crucial moment for the future of collective bargaining in Connecticut—a day for state employees to be seen and heard in the Legislative Office Building. We need to let our elected officials know **we are here, we are paying attention, and we vote!**

[Learn more in Bill's report on Page 1](#), and find additional information to from AFT CT at bit.ly/170324uhp. Be sure to save the date, educate yourself about what's happening, and tell a friend!

Building on Our February Success

We got off to a good start Feb. 21, when an estimated 4,000 state employees went to the Legislative Office Building throughout the day as a show of unity in opposition to bills that would strip public employees of their right to collectively bargain.

Among those testifying to the Labor and Public Employees Committee was our president, Bill Garrity. Watch the video, courtesy of CT-N, at bit.ly/1702Bill.

Four days later, AFT held its annual Legislative Issues Conference at the LOB. We heard from Lt. Gov. Nancy Wyman, State Comptroller Kevin Lembo, several state lawmakers, and other union activists, emphasizing the importance of getting



L-R: Robin Washington Addison, Joyce Fritz, Jean Morningstar, Chris Frechette, Bill Garrity, Ivonne Hamm, Cory Brunson, Jean Castagno, and Chris DeFrancesco (Photo by Matt O'Connor)



"It's a divide-and-conquer bill. This is not a way to manage or to govern."

***Bill Garrity
to the Labor and Public
Employees Committee***

involved and making sure labor has a voice in the political process.

These types of events are terrific opportunities to learn more about what's at stake, and how unions can harness their collective power to stand up for what's important to workers, their families, and their communities.



Recommitment Drive

As we prepare ourselves to take on continued attacks on the right to collectively bargain, UHP is launching a recommitment drive. We have new membership cards that we are asking all our members to sign.

For those who haven't signed a union card yet, this is the card to sign that grants you full rights and privileges of a member in good standing.*

For those who already are signed members, we ask that you sign this new card.

For everyone, this will have no negative impact on your dues or your rights. Additionally, it will ensure we have our members' most current information, which greatly opens and maintains the lines of communication.

Why is that so important?

Those leading the state and national charges in the attack on unions are counting on us to divide and weaken.

If our entire membership signs these new cards, it gives us a much better chance to remain united and strong as we fight to preserve the rights and benefits won by the labor movement over the last several decades and beyond!

Please download the new membership card at bit.ly/newcard17, sign and return to your rep or to the UHP office, and please encourage your coworkers to do the same. This is an easy step each member can take individually to collectively put our local in a better position to withstand the potentially changing landscape of organized labor.

**Full member rights include voting, running for office, and attending the business convention and other UHP functions.*

Meet the Candidates

We will be voting for Chief Steward in the 2017 UHP Election. According to the UHP Constitution, the Chief Steward “shall chair the Steward Committee and direct the duties of the Stewards. He/she shall coordinate all activities concerning grievances and negotiations in cooperation with the First Vice President.”

There are two candidates running for the position of Chief Steward. Both candidates have provided a short bio for you to get to know them better. They are listed in alphabetical order.

Christopher Frechette

I am Chris Frechette and I am seeking the office of Chief Steward.

I started my career at UCH in 1989 and haven't regretted a minute. I feel blessed to be with so many bright, hardworking union brothers and sisters.

The experience I bring starts well before I became a union activist. I worked a second profession for a decade as a realtor. I practiced the art of negotiation with some of the best in the business. I successfully closed sales totaling over \$35 million. I brought that talent to the office of First Vice President and along with the President won several big cases. Combined we collected over \$100,000 and pushed very hard to freeze the parking rate and secure a great deal of Area 3 spaces.

The question that will be answered with this election is how the business of stewardship will operate for UHP members. If I win I will work in the same capacity as all previous UHP stewards. I will maintain my clinical role at UCH all the while leading the steward team. I will be responsive to texts, calls and emails seven days a week.

If my opponent wins she will work in the UHP office twenty hours a week. The coverage, most likely, will be two eight-hour days and one four-hour day.

I will honor your vote by dedicating much time and energy doing all I can to support you. I will continue to spend nights and weekends fighting for your rights with other union activists. I will work very hard voicing our concerns.



Lucille Miller (Incumbent)

Hi, I'm Lucille Miller and I'm running for a second term as UHP Chief Steward. My positions as First Vice President, Labor Relations Specialist, Steward and now Chief Steward have given me extensive experience in handling grievances and negotiating contracts. When the time comes for contract negotiations, I have the experience and knowledge to work with the team to bring forth a strong contract for UHP members.

My varied experiences are an asset to continue to serve the membership. I started at UConn in 2000 as Medical Technologist in the Blood Bank. My curiosity about the Union contract led me to join the Negotiating Team for the 2002 contract. I caught the Union bug and became more involved with union activities. I became the Union Representative for Lab Medicine and then Steward. I now have over 10 years' experience as a Steward. I attended many Professional Issues Conferences for Healthcare Professionals and was elected as delegate to AFT National and State Conventions. In 2005, I was elected UHP First Vice President. During that time, I assisted in organizing contract negotiations for the 2006 contract. I worked in Labor Relations for five years. This valuable experience gave me a unique perspective for handling contract issues for our members. In 2013 I took a position as Clinical Lab Supervisor which led me back to the Union and my current position as Chief Steward.

I enjoy my position as Chief Steward and would very much like to continue to serve you in that capacity.



ABSENTEE BALLOT AVAILABLE IN UHP OFFICE:

MARCH 20 through MARCH 31 • MONDAY through FRIDAY (9 a.m. to 5 p.m.)

ONLINE BALLOTS:

MARCH 27 through MARCH 31 • VOTING ENDS AT 11:59 p.m.

More information: Laura Didden, Recording Secretary and Elections Committee Chair: 860-402-1139, ldidden@uhp3837.com