



University Health Professionals
Local 3837

UHP Newsline

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PRESIDENT'S CORNER | UHP, SEBAC Ratification: It Is Time

It took about six months, but we finally have a **tentative SEBAC agreement**.

It took nearly two years, but we finally have a **tentative UHP contract agreement**.

Now, it's up to us, the members. The ratification votes we cast this month have far-reaching implications surrounding the future of our collective bargaining rights.

The UHP agreement is an excellent contract for us. It protects, maintains, or improves nearly all of what we've fought for so hard over the years. Personal time came under attack but I'm proud to say that language is fully intact. We also fought off drastic proposals from management in the areas of floating, overtime, and differentials.



The SEBAC deal is a tougher sell. It involves increases in employee contributions to our health care and retirement, three years of wage freezes, and three furlough days in the next year. But it also gives us raises in the last two years, protection from layoffs and privatization until June 2021, and most importantly, extends the SEBAC contract by five years, to June 2027.

There's no question we are being asked to swallow a bitter pill, and I don't downplay the reduction in take-home pay that comes with this for the next year. But I believe the job security and long-term stability of public employee collective bargaining rights are worth paying for, especially given the current economic and political climates. The sacrifices we are being asked to make are relatively modest compared to the alternative – several thousand state employee layoffs, privatization, cuts in services, and a shaky future for collective bargaining.

If SEBAC fails, it's all but certain the UHP contract would fail with it. The deals are intertwined. At a time when Dr. Andy is talking about UConn Health having a \$60 million deficit, the need for structural changes, and the prospect of affiliations with other hospitals, **ask yourself, how comfortable you would feel moving forward with no UHP contract in place?**

Votes to ratify both the SEBAC deal and the UHP contract are votes to preserve our jobs today and our rights tomorrow. If you disagree, please make sure you fully understand what a no vote means. During a house fire, is your first reaction to save what is most important? Or is it to argue about how the fire started? You've seen the state budget projections. My friends, sadly, the house is on fire. Like it or not, we have to protect what is most valuable, salvage what we can, and be part of the solution. It's the only responsible choice. We owe it to ourselves and the people we serve. We can't be blind to that.

**—In Solidarity,
Bill Garrity**



The UHP Negotiating Team recommends ratification of both the SEBAC and UHP tentative agreements.

When and How Do We Vote?

Online voting will take place from **July 10 through July 14**. You will receive instructions on how to vote, including a link to the online ballot, in your UConn Health email. **Absentee ballots will be available in the UHP office July 5 and 6** between 8 a.m. and 5 p.m. by appointment. Call 860.676.8444 to arrange.



We will cast two votes, one on the UHP contract and one on the SEBAC agreement. The ballots will be sequestered until July 17, when the votes from all the SEBAC locals are tallied.



The UHP Deal

- Optimal implementation of the raises set by SEBAC. **Both a GWI** (general wage increase) **and a step increase go into effect in the first full pay period of July 2019 and then again July 2020**. This amounts to significant pay increases in each of the last two years of the contract.
- The rest of the **UHP contract language remains largely intact**, as we were able to preserve personal time and fight off a major overhaul of floating language.
- **Slideshow presentation on the UHP tentative agreement:**
bit.ly/UHP17TA.

The SEBAC Deal

- **Shields against layoffs for four years**, through 2021
- **Extends health and retirement benefits an additional five years**, through 2027
- **Strengthens our ability to protect vital public services** that our members deliver
- **The formal tentative agreement**, signed by the chief negotiators for SEBAC and the Malloy Administration:
bit.ly/1706sebac
- **Additional resources** explaining intricacies of the SEBAC deal:
bit.ly/17sebaclinks

How Do We Learn More?

We'll keep the UHP website (uhp3837.com) current with the latest information and post updates on Facebook (facebook.com/uhpct). Bring your questions to membership information sessions, information tables, or your union rep.