



## Occurrences ≠ Unsats

Management is backing off on a policy we never agreed to, the one that kept track of sick time occurrences and gave unsatisfactory evaluations to those with six or more occurrences in a year. HR has advised department heads that attendance no longer may be the sole reason for an employee to receive an unsatisfactory performance rating.



If managers indeed follow this directive, it should end up being a more accurate reflection of our contract language. We'll keep an eye on it, but this is a promising development.

## Upcoming

### Union Rep Assembly

Sept. 14, noon, Onyiuke

### Workplace Violence

### Prevention Workshop

Sept. 25, 5:30 p.m., AFT CT

Info/RSVP: <http://aftct.org/node/100618>

### UHP Steward Committee

Sept. 26, 5 p.m., UHP office

### CT AFL-CIO Constitutional Convention

Oct. 4-6, Foxwoods

### Union Rep Assembly

**\*Tuesday\***, Oct. 10, noon, Onyiuke

### UHP Executive Committee

**\*Tuesday\***, Oct. 10, 5 p.m., UHP office



## PRESIDENT'S CORNER:

### Epic (HealthONE) Vacation Blackout

Many members are working on the design and implementation of Health**ONE**, the new electronic medical records system (also known as Epic), going live in late April. I'm sure most of our members have seen the notices of vacation "blackout" dates in the spring. Following is from what we sent to HR VP John Peeples:

*I would like to say, as I had stated previously, we at UHP do not agree to any vacation blackout period, however UConn Health does have the contractual right to set staffing levels as per operational need. I do have some other problems however, where you state on page 2, 1st paragraph, "During the leave restriction period, individuals working in positions identified as critical to the go-live and performance of the platform will not be able to take personal time."*

*Personal time is just that, it does not need to be approved or denied. We disagree on this point once again, and if you deny a member a personal day we will respond with an Unfair Labor Practice (ULP) filing.*

To be clear, **UHP has not agreed to a blackout period.** UHP does understand the position UConn Health is taking, believing Health**ONE** rollout will need to be an "all hands on deck" situation. UConn Health does have the right to set staffing levels, but personal time cannot be denied.

Also, with this Health**ONE** rollout, **for all of our medical assistants.** You will now need to be certified or registered. If you are not yet, UConn Health is giving you until the end of January 2018 to complete your certifications. We have made the agreement that UConn Health will reimburse the cost of the testing up to \$300. If unsure of what you need to do, contact Joyce Smith in HR, x1784.

**—In Solidarity,  
Bill Garrity**



**House Speaker Joe Aresimowicz speaks at the 2017 CT AFL-CIO Labor Day Breakfast in Hamden. Can you spot the UHP members in attendance? (AFT CT photo)**

## Are You Up to Date With HEP?

The annual HEP deadline is approaching!

Health Enhancement  
Program - [cthep.com](http://cthep.com)

Check the HEP portal now – at [www.cthep.com](http://www.cthep.com) – to find out what requirements you'll need to complete this year, **by Dec. 31**, 2017. The portal also allows those with a chronic condition(s) to complete those requirements quickly and easily online.

For more assistance, call Care Management Solutions at (877) 687-1448. HEP representatives will be available Monday through Thursday from 8 a.m. to 6 p.m. and Friday from 8 a.m. to 5 p.m.

—Office of the State Comptroller



## UHP Policy Update

The Executive Committee has been working to update UHP policies to provide current and future leadership with guidelines on how to effectively run the union. Policies on many subjects were either out of date or nonexistent. In the coming months, this process will be completed and the policies will be available for all members to review.

## Labor of Love Backpack Drive

### Still Time to Donate School Supplies, Snacks

UHP is participating again this year in the Labor of Love backpack drive and The United Labor Agency (ULA) is looking for donations of backpacks, other school supplies, snacks, money, and volunteers to stuff backpacks. Purple bins for this collection will be located in the academic and Munson entrances or you can also see your UHP union representative for help.



If you are unsure of your UHP union rep or your UHP rep is not able to collect supplies for you, contact the UHP office at 860-676-8444, or Trisha Faraday at [tfaraday@uhp3837.com](mailto:tfaraday@uhp3837.com) or by phone at 860-463-0282.

This is open for **ALL** to give, not just for UHP members. Thank you in advance for your donations.

## MEMBER NOTES...



**Carol Underwood** (application architect in IT) spent a week this summer on a dig with state archaeologist Brian Jones. Read about it on UConn Health Updates: <http://bit.ly/17Caroldig>.

**Cathy Haberern** (staff nurse, PACU), announces that a second book by her late fiancé, **Daniel J. Benjamin**, has published.



Many of us remember Dan, a UConn Health employee for 21 years, who left to pursue his dream of being a published author. He passed away unexpectedly Jan. 26, 2015, and sadly was unable to fulfill that dream. But 2 ½ years later, his dream is a reality. He wrote the novel *For Every Man*, but as editing was being done many, many pages of his poetry were discovered and a second book was developed: *Words of a Warrior on Life, Love and Truth*. Both are live on [Amazon.com](http://Amazon.com), [BarnesandNoble.com](http://BarnesandNoble.com) and [Hayhouse.com](http://Hayhouse.com)