



More than two years since our first day at the table with management to negotiate our next contract, our new collective bargaining agreement is finally signed.

UHP President Bill Garrity and Dr. Andy Agwunobi, UConn Health CEO, signed the contract Oct. 30 (pictured above), followed by the members of the UHP Negotiating Team who were able to attend the signing ceremony.

We actually reached a tentative agreement in June, ratified it in July along with the SEBAC deal, and sweated out votes in both houses of the General Assembly to uphold the agreements.

The contract is retroactive to July 1, 2016, and is **in force through June 30, 2021.**

The document is available on the UHP website (bit.ly/1710signed). Printed copies will be available to all members at a future date.

See P. 2 for clarification on comp time, furloughs, and caregiver FMLA.

PRESIDENT'S CORNER: We Have a Voice—Together!



Stepping forward is not always an easy thing to do. "What if I make a mistake?" "What if I look stupid?" "What if no one listens?"

When people come to us with a workplace issue, first we listen, then we ask, "Does your area have a union representative?" and "Do you know who it is?" Often the answer is they don't know, or that their area doesn't have a rep. Funny how areas without a union rep have so many managerial problems: bullying and intimidation, favorites, disparate treatment, flagrant violations of the contract. We need to hold our supervisors accountable.

A UHP union rep has a responsibility to come to one meeting a month. At that meeting officers give reports of what the union has been doing the past month and upcoming events that will have effect on members. Information is shared. It is empowering.

We have some supervisors who say to our members, "I know someone is going to call the Union." GOOD! That supervisor knows there are engaged members there. We have a passion, for our patients, our research, and our professional goals. When you stop fighting, when apathy takes over, that is when they win. They will take from you, piece by piece, a little bit at a time, until there is nothing left.

STAND UP, FIGHT BACK!

Look back up at those first three questions.

So what? Everyone makes mistakes. I will learn from mine!

Working together to help each other is never stupid!

If I don't speak up, the only voice heard is management!

**—In Solidarity,
Bill Garrity**

New Field Rep

Shane Lancer

AFT Connecticut has assigned **Shane Lancer** to serve as our field rep. Shane's background is in organizing.

Please join us in welcoming Shane and thanking **Ben Wenograd** for his many years of service as our field rep.



Elections Committee

The Elections Committee will meet **Tuesday, Dec. 5**, at 5 p.m. in the UHP office. Please RSVP to Recording Secretary Laura Didden at ldidden@uhp3837.com. New members welcome!



COMING UP

Nov. 13, 5 p.m., UHP Office
Executive Committee

Nov. 14, 5 p.m., UHP Office
40th Anniversary Subcommittee
(Contact sbrown@uhp3837.com)

Nov. 21, 5 p.m., UHP Office
Communications Committee

Nov. 28, 5 p.m., UHP Office
Steward Committee

Dec. 5, 5 p.m., UHP Office
Elections Committee

Dec. 11, 5 p.m. UHP Office
Executive Committee

Dec. 14, noon, Onyiuke
Union Rep Assembly

Dec. 16, 9 a.m. departure
Bus Trip to New York City

Dec. 19, 3-7 p.m., Academic Rotunda
UHP Holiday Party

Clearing up Comp Time

We have received several phone calls about comp time accruals being reduced from employees' comp time bank.

A Memorandum of Agreement (MOA) to address the historical accumulation of comp time was signed by the previous UHP president March 2016, and a notice did go out to the membership at that time about the change.

Comp time balances above 130 hours as of March 31, 2016, were paid out in the pay period ending April 14, 2016. Employees who were at the level of 130 hours or less could maintain that balance for requesting the use of the time over a 20-month period (April 1, 2016, through December 21, 2017). If the comp time cannot be used in a manner that is mutually agreeable during this 20-month period, the employee shall be paid for the time in the pay period that ends December 21, 2017. This bank of time is kept separately from comp time earned after March 31, 2016.

Comp time earned after March 31, 2016, would follow the contract language (Article 8.5). Comp time earned between April 1 and Sept. 30 must be used by March 31; time earned between Oct. 1 and March 31 must be used by Sept. 30.

Updated Info on Furloughs & OT

We originally reported that furlough hours do not count as hours worked when calculating overtime for a pay period. But SEBAC does not share that position. We will report back when we have clarification.

FMLA Caregiver Update

UConn Health previously had limited the number of paid days for FMLA caregivers to five days based on UHP contract language (Article 11.f.3.) on family sick leave.

We argued that this contractual agreement was negotiated prior to FMLA becoming law and is separate from FMLA.

Thanks to the SEBAC 2017 agreement, we now may use our sick leave accruals to care for an immediate family member under FMLA Caregiver approval.

