



## Reminder: Historical Comp Time Is History

This month sees the completion of our agreement that gets the historical comp time liability off the state's books.



"Go back to March 2016," says **UHP President Bill Garrity**. "We signed an agreement to pay out accumulated, or 'historical,' comp time in two parts, with this month being the second part, meaning the rest of the comp time that was on the books prior to March 2016 will get paid out."

The agreement established **Dec. 21, 2017**, as the last day to use historical comp time, and as the last day to get a revised W-4 form into payroll to change your withholding.

"We had received calls with the last comp time payout, with some saying there was no notice," Garrity says. "This time we want to make sure members are aware."

### Last Call for HEP Compliance

Deadline for required preventative care services is **Dec 31**. Check [www.cthep.com](http://www.cthep.com) for what 2017 requirements are still outstanding.

UConn Health has a hotline exclusively for HEP appointments: **860.679.0199**.



### PRESIDENT'S CORNER:

#### December—Where did 2017 go?

This year, together, we were able to get a **new contract**. It has gone to the printer and we will start to distribute copies as soon as we get them in the office.

We were able to **extend SEBAC** contractual rights out until 2027. For the first time ever we secured the use of UConn's email server to hold the ratification vote, and with that, 68 percent of UHP voted.

Several UHP members spent time at the Capitol with us. We **fought off some bad bills** attacking state employees and collective bargaining rights.

Our **Steward Committee** has increased in numbers this year. As of the November meeting, our stewards have handled over 150 complaints for the membership.

Our number of **Union Representatives** has increased and we keep having more members calling and asking about representation.

Our **Membership Activities Committee** has had more events than I can remember.

Our **Community Outreach Committee** has been working with the United Labor Agency and others to start building community friendships.

Our **Communications Committee** has been providing timely, regular updates via this monthly newsletter, our website, Facebook, and bulletin boards.

This is my moment to reflect and say **thank you**, to reflect at how lucky I am to be UHP president with **members, representatives, stewards, and officers** who put their time and effort in to make our local a shining example for other unions to follow!

And for those who were unaware, next year, 2018, marks our 40<sup>th</sup> anniversary. Just one more thing to be thankful for.

**—In Solidarity,  
Bill Garrity**

## Postdocs: Accruals and Sick Bank

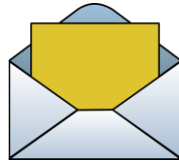
Did you know postdocs' accruals are not tracked through payroll? It's the PI and/or the postdoc who is responsible for tracking time.

Also, postdocs can't carry over unused accrued time into the new year. **Therefore, we encourage our postdocs to donate any accrued time they're not using to the UHP sick bank by the end of the year.**

Learn more about the UHP sick bank at [bit.ly/sickbank](http://bit.ly/sickbank) or call the office, 860.676.8444.

## Keep Your Mailcode Current

We're hearing too many cases of holiday party invitations and other UHP correspondence not making it to our members because of out-of-date mail codes.



Please verify that UConn Health and UHP has your correct mailing info and make necessary changes by taking these steps:

1. From your work computer, go to <https://cap.uhc.edu/> and log in with your UConn Health network credentials.
2. Click on **Self Service Banner** then navigate to **Personal Information** -> 'Update Contact Information' -> [Edit Contacts].

## Member Spotlight: Kathy Thomas

**Kathy Thomas**, administrative program coordinator in the dental school's postgraduate prosthodontics residency program, was among the employees recognized with a PAWS award last month.



Unfortunately, a copy of her nomination didn't make it to the recognition ceremony and therefore was not shared with her or the attendees, putting Kathy in the uncomfortable position of having to speak on her own behalf. The good news is, we were able to obtain a copy of the nomination from Drs. Avinash Bidra and John Agar. Here are some excerpts:

"Kathy Thomas consistently handles all administrative responsibilities exceptionally well and goes above and beyond!... She consistently takes care of all academic and clinical issues assigned to her in a quick and efficient manner and promptly sends updates. This, we know significantly expedites patient care and facilitates resident and student's education!... So far, we have never had a situation where Kathy has not exceeded our expectations with any of her duties! Above all she is a great team player, has a wonderful work ethic and does everything with a smile and with kindness truly deserving of the PAWS award!"

Congratulations to Kathy and all this quarter's PAWS winners! See them at [bit.ly/1711paws](http://bit.ly/1711paws).

## Upcoming Schedule

Dec. 15, 5 p.m., UHP Office

### Finance Committee

(new member orientation)

Dec. 19, 3 to 7 p.m., Rotunda

### UHP Holiday Party

\*\* Bring nonperishable and/or unwrapped toy for United Labor Agency

**Union-made toys:** [bit.ly/16uniontoys](http://bit.ly/16uniontoys)

Dec. 20, 11:30 a.m. to 1:30 p.m.

Caf. Lobby and Outpatient Pavilion

### UHP Bake Sale

Jan. 8, 5 p.m., UHP Office

### Executive Committee

Jan. 11, Noon, Onyiuke Dining Room

### Union Rep Assembly

Jan. 13, 9 a.m. to 5 p.m., UHP Office

### Finance Committee

Jan. 20, 9 a.m., UHP Office

### Finance Committee (if needed)

Jan. 23, 5 p.m., UHP Office

### Steward Committee

## Update on Furlough Days and OT

We originally reported that furlough hours do not count as hours worked when calculating overtime. But SEBAC concludes that those hours indeed would count, and the state no longer disputes that interpretation.

This means taking a furlough day **will not** cost you overtime!