



Standing up to Resist ‘Right to Work’ (for Less)

UHP joins nationwide rallies as U.S. Supreme Court takes up *Janus*

On Feb. 26, while anti-labor forces had their day before the U.S. Supreme Court in the *Janus vs. AFSCME* case, working people across the country came together to rally in support of the right to collectively bargain.

The plaintiffs in the *Janus* case are seeking to gut the labor movement by stripping public employee unions of the ability to collect “fair share” fees from employees who opt out paying dues or agency fees, but who would still benefit from the negotiated contract.

Here’s another way to see it. You pay your property taxes, recognizing the need for good schools, roads, and public safety in your town. Your neighbor decides he doesn’t want to pay his taxes. But his kids go to school with your kids, he drives on the same roads as you, and when his house is on fire, the fire department still comes. What do you think eventually would happen to the quality of the schools, roads, and services if only some of us contributed to fund them?

We’re expecting a decision on *Janus* late spring or early summer, and given the



From left: Trisha Faraday, Chris DeFrancesco, Michelle Proper, Robin Washington Addison, former UHP President Leo Canty, Ray Bennettson, Ivonne Hamm, and Bill Garrity at a rally for workers’ rights at the Connecticut Supreme Court Feb. 26.

conservative majority in the Supreme Court, a victory for the anti-labor forces is very possible. They are expecting that outcome.

They are counting on a great division among working people. They are counting on the labor movement to collapse on itself.

We in the labor movement must be prepared to stand together and not let that happen. The strength and power from collective bargaining and organized labor comes from being **collective** and **organized**.

Arm Yourself With Facts about *Janus*:

- Video: AFT CT’s Stuart Savelkoul on *Janus* bit.ly/1803JanusStuart
- Column: AFT President Randi Weingarten on *Janus* bit.ly/1802WeingartenJanus
- Video: Oral arguments before the Supreme Court, via C-SPAN bit.ly/1802SCOTUSJanus
- These and other resources on *Janus* on the UHP website: bit.ly/UHPJanus



PRESIDENT’S CORNER: ***That Controversial Stipend***

On Feb. 15, we finalized an MoA with UConn Health on a recruitment and retention stipend for nurses in critically understaffed areas. This may seem counter to some principles of collective bargaining. Therefore, knowing how we got here is helpful to understanding it.

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PRESIDENT'S CORNER: That Controversial Stipend

(Continued from front)

First, a few facts:

- **HR approached us** about offering sign-on bonuses for the OR and ICU because they were not getting applicants for vacancies there.
- **We reject the concept of sign-on bonuses**, as they reward new hires instead of our members who already are working in these areas, many of whom are emergency staffed repeatedly to cover the holes in the schedule.
- Additionally, we know that sign-on bonuses do little for retention, both of current employees and new hires.
- We also showed HR that nursing vacancies, ESV, emergent staffing and forced overtime are problems in more than the OR and ICU.

What started as a sign-on bonus for new hires in two areas became a recruitment and retention stipend for new hires **and** current employees, **not only** in the OR and ICU, **but also** the intermediate unit, the ED, and the critical care float pool.

Remember, this is caused by an inability to fill vacant positions. **Any of our nurses who transfer** in to these critical care areas also would be eligible for this stipend.

And let's not forget, this idea started with management.

Through deliberate negotiation we were able to take a very bad situation and make it not quite as bad. Not ideal, but certainly the lesser of two evils.

Please consider this when deciding where to channel your anger. Have you filled out your Nursing Satisfaction Survey? Let them know what you think.

The more management is aware of your discontent—and the less divided we are as a union—the better we can harness the power of collective bargaining as we work to be part of future solutions... for the benefit of not only our members, but also our patients.

**—In Solidarity,
Bill Garrity**



UHP Budget Approved

The Executive Committee has approved the fiscal 2019 budget as proposed by the Finance Committee. See budget details at our annual business convention April 13, or by appointment with Treasurer Michelle Proper, mdproper@uhp3837.com.



Upcoming Schedule

March 12, 5 p.m., UHP Office

Executive Committee

March 17 11a-11p, Lakeview, Coventry

Eastern CT Legislative Meeting

Please RSVP to tmerisotis@aftct.org.

March 24, 9a-11a, Testa's, Southington

Central CT Legislative Meeting

Please RSVP to tmerisotis@aftct.org.

March 27, 5 p.m., UHP Office

Steward Committee

April 9, 5 p.m., UHP Office

Executive Committee

April 12, noon, Onyiuke Dining Room

Union Rep Assembly

April 13, 5p-9p, Aqua Turf, Southington

UHP Business Convention

Watch your work email for invitation and info on constitutional amendments.

UHP online calendar: bit.ly/uhpca

Furlough Reminder

Arrange to **use your furlough days by the end of June**. The cost of the three unpaid workdays in the SEBAC agreement is being taken in small deductions from this fiscal year's paycheck. You're paying for the days whether you take them or not, so be sure to work with your supervisor to schedule this time and take it by the end of June. The good news is, starting in July, that biweekly furlough deduction goes away!

