



CT AFL-CIO Convention



UHP elected 18 delegates to the Connecticut AFL-CIO Political Convention (12 pictured here on Day 1, April 6) at the Hilton Hartford. The convention reconvenes June 22 and Aug. 31. Endorsements from Day 1: bit.ly/1803AFL18.

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MEMORANDUM FOR THE DEPARTMENT OF EDUCATION
March 22, 2018

ATTENTION: Human Resources and Periodic Officers in Division of Public Education
SUBJECT: Alternative Retirement Program (ARP) Transition to the Hybrid Plan

I. Background

Allegations were made to higher education employees participating in the Alternative Retirement Program (ARP) that their respective institutions would discontinue participation in ARP and instead to properly allow them with respect to their retirement (the matter at the time of their original election). These allegations originated in the Spring of 2016 or in 2017, as noted in the Statewide Alternative Retirement Program (ARP) Transition to the Hybrid Plan, and on September 20, 2017, the UHP Local 3837 Council adopted the "UHP Award" to resolve.

SAG Update

The ruling on the SEBAC ARP Grievance (SAG) Award is in, and it finds the agreement can move forward without negative tax implications. More information to come. For now, find the memo from the Office of the State Comptroller at bit.ly/1803SAG.

UHP Nightingales

Five UHP members are 2018 winners of the Nightingale Awards for Excellence in Nursing:



Noreen Allsop, R.N.,
BSN, Pulmonology,
staff nurse



Devon Bandouveres,
R.N., MSN, OCN, Onc.,
clinical nurse specialist



Lyndsay Escajeda,
R.N., BSN, ICU,
assistant nurse manager



Diane Flanigan, R.N.
Orthopedics/surgery,
staff nurse



Raymond Foster, R.N.,
MSHA, General
Medicine, staff nurse



PRESIDENT'S CORNER: *Public/Private Partnership?*

Dr. Andy's letter and request to the General Assembly was a result of years of work—the new hospital, the expanded O.R., more surgeons, expansion of medical and dental schools, and our research operations. We've been told we are doing better than expected. We are approximately \$9 million ahead of where we were expected to be, but, that place was still an \$18 million deficit.

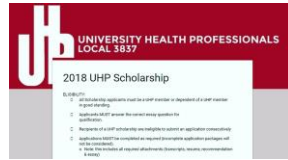
Many members have been very concerned as to what a public/private partnership could mean. We already have one in place, with the Connecticut Children's Medical Center and our NICU. The nurses in the NICU are UHP members and UConn Health employees; both the SEBAC agreement and our contract apply to them.

We are here today because of last year's budget debate. One of the 12 points from the budget memo was to force UConn Health to "find a partner." Dr. Andy has said that he will not move forward with that if it's not a good fit for the institution. We, all of UHP, need to be ready to stand together to make our beliefs and voices heard. We are our best advocates. We are fighting for our livelihood! Pay attention to what is going on—**both at work and at the Capitol.**

Consider this: "UConn Health Center should have never been built. In 2010 and 2011, when those votes were going forward, we stood up, and said, 'Don't do it. It doesn't make sense. It's not an economic improvement. You're doing it in the wrong location. We don't need it. There's other ways of doing it. Partner with a hospital if you want to do it.'" Those are the words of Senate Republican leader Len Fasano... hardly our friend!

**—In Solidarity,
Bill Garrity**

UHP Awards 11 Scholarships



Congratulations to our 2018 UHP scholarship recipients:
Thomas Alsgaard Scholarship

- Sabine Donato Dabady
- **Bonnie Bordwell Beattie Scholarship**
- Earnest Chen (Dependent of Xintao Wei)
- Sarah Cohn (Susan Cohn)
- Thi Le (Trung Le)
- Nathan Wetherell (Karen Elliott)
- Angelina Zacharias (Mariam Zacharias)

Rick Michaud Scholarship

- Matthew Shannon

Jean Morningstar Presidential Scholarship

- Gabriela Ewald (Ann Marie Ewald)
- Stephanie Maule (Estelle Maule)
- Marrium Qureshi (Ambreen Qureshi)
- Ashley Roy (Christine Roy)

Nurse Stipend Expanded Further

The memorandum of agreement (MOA) providing a retention/recruitment stipend for nurses in critically understaffed areas has been expanded to include the UConn Surgery Center and nurses from other units who float into one of these identified areas:



- Operating Room
- Intensive Care Unit
- Intermediate Unit
- Emergency Department
- Float Pool (identified as critical care float)

Learn more at bit.ly/1802stipend.

Delegates to AFT CT Convention May 12

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|----------------------|------------------|
| Elizabeth Barrientos | Christine Judd |
| Ray Bennettson | Doug Kingsbury |
| Shawn Brown | Pierre LePage |
| Jean Castagno | Jean Morningstar |
| Alyssa D'Ostillo | Donna Napomeceno |
| Swapna Das | Michelle Proper |
| Chris DeFrancesco | Robin Roark |
| Laura Didden | Connie Simmons |
| Trisha Faraday | Dawn Thomas |
| Joyce Fritz | Carol Underwood |
| Bill Garrity | Gloria Valentino |
| Ivonne Hamm | Joan Williams |



Vacation Cap Temporarily Lifted

Management is suspending the 60-day cap on vacation accruals until June 8. After that, anyone with an excess of 60 days of vacation accruals has until Dec. 20 to use it.

Adjust Withholdings Come July?



You may have reason to adjust your withholdings later this year. Because of the SEBAC agreement, the first pay period of fiscal 2019

(July 5, 2018) will include the \$2,000 lump sum, plus a longevity bonus deferred from April. Those who are worried about the tax implications may want to contact payroll to submit a new W-4 form for that pay period. Remember, you'll need to submit another W-4 to change your withholdings back for the following pay period.

Upcoming Schedule

April 13, 5 p.m., AquaTurf

UHP Annual Business Convention

April 24, 5 p.m., UHP Office

Steward Committee

April 26, 5 p.m., UHP Office

Coalition of Black Trade Unionists

April 28, noon-3p, Trinity Street, Hartford

Workers' Memorial Day

May 10, noon, Onyiuke Dining Room

Union Rep Assembly

May 12, 8 a.m. to 2 p.m., AquaTurf

AFT CT Annual Business Convention

May 14, 5 p.m., UHP Office

Executive Committee

UHP online calendar: bit.ly/uhpca



Furlough Deadline Unsettled

Payroll believes the deadline to use furlough time is **June 7**. SEBAC believes it's June 30. Stay tuned for a resolution. Either way, use the time or lose it!