



May I Have This Dance?



Richard Hopkins was so grateful for the care he received while recovering from a stroke that he promised ICU nurse Kellie MacPherson that when he got strong enough he'd come back for a dance with her. Then, on Oct. 29 – World Stroke Day – this happened: bit.ly/1910nursedance. (Video by UHP member Ethan Giorgetti, photo by member Tina Encarnacion)

10,000+ Meals: Volunteers Rally for 2nd End Hunger Night

What a night! We had an army of 70 volunteers package more than 10,000 meals in less than two hours! They already have been distributed to local shelters and food pantries. Thank you to all who volunteered, and to our friends at UAW Region 9A, who let us use their building for this tremendously successful community outreach effort!



**—In solidarity, Trisha Faraday
VP for Community Outreach**

PRESIDENT'S CORNER

What I Have Learned

Nov. 5 has come and gone. Municipal elections are over.

I wanted to take a moment to let everyone know what I learned this year. (Following is abbreviated for this newsletter; you can find my complete thoughts at uhp3837.com.)



Like many union members I've volunteered each year for political candidates whom I believe in, but this year I put my name on a ballot. I ran for town council in my town (Plainville). I didn't do this on a whim. I thought about it, long and hard. I did some research. I took the Connecticut AFL-CIO Path to Power course. That course taught me how to look at the analytics when running for office.

I've never had a problem talking to union members. We have a common bond, and hopefully a common goal. We are hopefully coming from the same place or headed in the same direction.

This year I did step out of my comfort zone. I tried to talk to the other side of the aisle. I was hung up on. I had doors slammed in my face.

While I was not one of the union-endorsed winners, I was proud of the effort I put in. I was excited for those who volunteered and came out to help me. And, statewide, union-endorsed candidates had a 69% win rate this year!

One of my goals was to get more people involved. In my opinion, voter turnout is abysmal in Plainville: In 2015 and 2017, for municipal elections we had 22% and 23% respectively.

This year, Plainville reached 29% voter turnout!

Our right to vote is possibly our most important right of all, to have a say in the leadership of your union, town, state, or country. People have died for that right. Exercise your right.

Rest assured, next year I will be out door knocking for our state and national elections. I hope to see you out there.

—In solidarity, Bill Garrity

Chief Steward's View: This Is Not the Health Center I Remember

I have been back at UHP for four months now as the Chief Steward. I must say, I am so disappointed in the changes I am seeing in management: the people, their styles, and their programs.

The contract between UConn Health and University Health Professionals, July 1, 2016, through June 30, 2021, is a legal, negotiated contract. This contract is not a suggestion! This contract is a binding legal document that **SHALL** be adhered to by all parties. It is not up for interpretation and it is not something management at any level can ignore. It is amazing to me how new management employees, and some not so new, have decided they can put their own interpretation on the contract. Those who have not been in the negotiations and are not sure what the words mean would do well to ask someone who has been in negotiations and understands the meaning and intent of the language.

If UConn Health hires someone to be a supervisor or manager I would expect that person to be given a contract and some training. I guess I am expecting too much. Nothing irritates me more than to have to show a copy of the contract to a new manager who has never seen it or more importantly read it. I would also expect a manager to be able to talk with employees and ask their side of any story. Not every single little issue needs an investigation of employees. I am calling on our leadership to be leaders. Managers need to start being held accountable.

Does management really need to investigate and consider firing an employee for taking an ice pack out of the trash? What have we been reduced to that taking trash is considered so serious we want to fire people?

Remember, we should not be posting to social media or using our cell phone during work time. This can lead to investigation and discipline, and reasonably so. But is this true for management? Or can they use theirs whenever they want?

So what if there was a manager who has been reported for bullying behavior? We have quite a few of those. What happens to them? They get



promoted, their behavior is ignored, or employees are disciplined for "their attitude." This has got to stop.

The point is that I feel like I am working in a place that no longer values all of its employees. Words are nice but actions are the true measurements. Our workplace is becoming a reflection of our society.

Some people are more valued than others. I am very truly disappointed in the senior leadership of this institution. I call on them to take a look at themselves and do some inner reflection. Stop using discipline punitively, instead use it to correct behavior. Start being coaches and start valuing your employees. You hired them, you passed them through their probationary period, you are their leaders. Please start behaving like it!

Things like this serve as reminders of the importance of us standing together to keep our union strong.

—In solidarity,

Jean Morningstar, Chief Steward

UPCOMING SCHEDULE

Nov. 16, leaves UHP office 9a, returns 6p

Bus to Mohegan Sun

bit.ly/1911MoheganBus

Nov. 19, 5p, UHP Office

Steward Committee

Dec. 5, 5p, AFT CT Rocky Hill

Steward Training

aftct.org/Dec_19_Stewards_Training

Dec. 9, 5p, UHP Office

Executive Committee

Dec. 12, noon, Onyiuke Dining Room

Union Rep Assembly

Dec. 19, 3p-7p, Academic Rotunda

UHP Holiday Party

bit.ly/19UHPoliday, bring an unwrapped toy/nonperishable item for ULA.

UHP online calendar: bit.ly/uhpca1