



## Election Season Is Nigh

It's election time again! The call for nominations is going out soon. This is an opportunity for members in good standing to be nominated for positions that will be open July 1, 2020. This year we are electing the following:

- President
- 1st VP for Collective Bargaining
- Recording Secretary
- Treasurer
- VP for Communication
- VP for Political Activities
- VP for Membership Activities
- VP for Community Outreach



There will also be a handful of opportunities for more union involvement by members who might be interested in becoming a delegate to various conventions and councils. Delegate nominations this year will be for:

- AFT-CT Convention
- AFT National Convention
- CT State AFL-CIO Convention
- AFT-CT Delegate Assembly
- Eastern CT Area Labor Federation
- Greater Bristol Labor Federation Council
- Greater Hartford Labor Coalition

Nominations for both officers and delegates must be turned into the UHP office by the close of the first business day in February, which will be **4 p.m. Monday, Feb. 3.**

Watch the UHP website, Facebook page, rep meetings, information tables, and the newsletter for more information about this year's elections.

If you have any questions regarding the election and the positions open for nomination or you have an interest on being on the Election Committee, please email [ldidden@uhp3837.com](mailto:ldidden@uhp3837.com).

**—In solidarity, Laura Didden, Recording Secretary and Elections Committee Chair**

## PRESIDENT'S CORNER



### **CN3 Hires: Fast and Loose With Our Contract?**

In one of our normal biweekly meetings with Human Resources, we were asked what we thought about bringing in new hires at a CN3 (Clinical Nurse 3) level. For those who might not know, we have a clinical ladder system at UConn Health, first put in place in our 1994 contract.

Without hesitation we said, absolutely not. We listed a host of reasons this was a bad idea. First, we said, you've actually denied CN2 nurses who've applied in the past. To just now say any nurse coming into the institution can start at a CN3 level is unacceptable and will cause an uproar with the current nursing staff at UConn Health.

The process to obtaining your CN3 designation is an arduous journey and a learning process.

We made our position clear and we believed we were done.

But then we learned UConn Health had hired nurses at the CN3 level. Ivonne and I called both Caryl Ryan, vice president, quality and patient services and interim chief nursing officer, and HR VP Karen Buffkin. Both told us they believe it is within their management prerogative to hire at a CN3 level. As such they have offered positions in both the OR and on Med/Surg 5 at the CN3 level.

We believe this is a direct violation of our contract (Article 29). We have since filed a grievance for all current nurses on the clinical ladder here in UHP. At current check, that could be as many as 550 nurses.

This is an insult to our process, our contract, and the nurses already here. Do you feel valued? Does your CN3 mean anything anymore?

See more about this at [uhp3837.com](http://uhp3837.com) or on our Facebook page.

**—In solidarity, Bill Garrity**

## 2019 UHP Holiday Party



From left: Jean Morningstar, Michelle Proper, Laura Didden, Robin Washington Addison, Ivonne Hamm, Bill Garrity, Shawn Brown, Trisha Faraday, United Labor Agency's Kasey Cornwell and Katherine Mamed, and Chris DeFrancesco outside the academic rotunda Dec. 19. A special thank you to Shawn for another successful UHP holiday party! Plus Trisha, in one of her final acts as VP for Community Outreach, orchestrated a toy/food drive for our ULA friends. Thanks to your generosity, they drove off that night in an SUV full of your donated items!

## UPCOMING SCHEDULE

Jan. 13, 5p, UHP Office

### Executive Committee

Jan. 15, 5p, UHP Office

### Scholarship Committee

More info: [sbrown@uhp3837.com](mailto:sbrown@uhp3837.com)

Jan. 23, 5:30p, UHP Office

### Coalition of Black Trade Unionists

Jan. 28, 5p, UHP Office

### Steward Committee

Jan. 30, 11a-3p, Keller Auditorium

### UConn Health Labor Coalition Meeting

Feb. 3, 4p, UHP Office

### Deadline for Nominations

Feb. 10, 5p, UHP Office

### Executive Committee

Feb. 13, noon, Onyiuke Dining Room

### Union Rep Assembly

UHP online calendar: [bit.ly/uhpcal](http://bit.ly/uhpcal)

## Are You Being Paid Correctly?

It seems like a silly question but it really is not. I want all of you to make sure you understand and look at your pay stub every two weeks, and if you are not sure how to read it, please call UHP or payroll for an explanation.

Tier 1 (salaried) employees who are full-time (100% FTE) are compensated for all 12 state holidays. Things got difficult when salaried employees started being hired part-time and for weekends, evenings, and nights. Tier 1 employees get no shift differentials and no weekend differentials. We will need to address that in upcoming negotiations. Currently, part-time Tier 1 employees must be scheduled to work a holiday to get the compensation. For example if you are 80% and work Tuesday through Friday, you will not be compensated for Monday holidays. If you do not have a set schedule you can be given holiday compensation if your manager schedules you for an H day as part of your FTE.

Tier 2 (hourly) employees are a little more complicated. Compensation for holidays became a real problem when managers started scheduling off days for part-timers in the patient care areas every holiday. Even though a selling point for



working for the state of Connecticut is 12 paid holidays, managers were never scheduling part-timers to work on holidays. This became a big problem when managers started hiring 12-hour shift employees at 90%, calling them part-timers. Managers never scheduled the "part-timers" to work on holidays, and the issue has exploded from there. UHP responded that part-timers should get some holiday compensation, thus an agreement was reached to give part-timers their FTE percentage as comp time on holidays when they don't work. Stay tuned because management has taken the position that a part-timer who picks up time on a holiday should not be compensated like everyone else who is working.

Shift differential is also very important. If you work a shift in which most of your hours fall after 3 p.m. (i.e.: 1 p.m. to 9:30 p.m.) then you should be paid evening shift differential for your *entire* scheduled shift, NOT just the hours after 3 p.m. Please call UHP if this is not being paid correctly.

For these reasons and so many more, please make sure your paycheck is correct!

—In solidarity, Ivonne Hamm, 1<sup>st</sup> VP