

Good morning all,

Thank you for the opportunity to speak today.

My name is Bill Garrity, I've been a nurse here since February 1996. 24 years at UCONN Health.

In July, I will be beginning my 3rd term as President of UHP, University Health Professionals.

We represent approx. 2750 members, who are professional non-faculty staff here at UCONN Health.

I've re-written this testimony multiple times, sharpening and softening, trying to get it just right.

I have spent quite a bit of my time at the Capitol, meeting with our lawmakers, pushing for funding, and extolling about the importance of keeping our only public hospital a beacon for the care we provide.

I come before you today, because all normal discussion channels have failed.

We have no partnership with HR right now, We are not seen as equals at the table.

We wait for months for an answer to a simple managerial exclusion question, when the 2 people needed to make the decision are sitting in the same room with us.

Their quote to us, "We've not had time to discuss it yet." so we wait and ask again 2 weeks later. This is unacceptable.

Decision are made to change entire departments reporting structure. Without looking at what are the contractual impact to those changes.

You do not notify the Union, and you do not notify the people who you are actually harming.

You make this change in September. When it gets to me, and I start to question it,

This is what I get; "We did know about this issue. We don't think anyone was told the consequences of the move. Therefore, we will be going back to when the orgs moved from JDH to Inst Support and pay out any PL that was expired. We are also contacting the manager of the orgs to make sure the staff is informed and knows that going forward they should no longer expect payouts of unused PL.

Thanks,

Larry"

How about having a discussion with your partners, Explain to us why, Because the only thing I see, is a sneaky, underhanded way to take something away from your employees who have been covered under the contract.

And you wonder why we call you evil?

I do not have time to go into the CN2-CN3 issue. I would be willing to meet with any of you at a later date.

Suffice to say we are trying on this issue, but there are about 300 nurses affected in this grievance and at our step 2 hearing, HR's only argument in response to us is we feel we can do this.

When there is new leadership, we expect some bumps in the road. 4 years as President, 4 different leaders in HR.

Kind of tough to hit your stride when your partner or opponent keeps changing.

I would much rather be partners. I'm not going anywhere, we're not going anywhere.

If we can't fix this, what is the next move? How are we to come together, for the patients, the public and the employees we serve.