



## Preparing for the Bargaining Table

Our negotiating team is preparing to meet management at the bargaining table over the next several months. So far we've agreed to ground rules for the negotiations. While we work on scheduling dates to meet with management, our team has started the process of setting our priorities for the next contract. We are deriving these from the responses to the questionnaire you answered in October. The window to join the negotiating team has closed; we would like to thank the members who've volunteered for this important undertaking. Find the full list of this contract's negotiating team members at [bit.ly/2021negotiations](http://bit.ly/2021negotiations).



*Members of our negotiating team join our first meeting, Oct. 10, via Zoom.*

## Election 2020

Tuesday, Nov. 3, 2020, will go down in history as one of the most riveting Election Days ever.



What a pivotal day for America and realigning our moral compass and choosing the more unified path for our country on a national level. First and foremost thank you to all of our members who participated in the democratic process and also those who worked tirelessly at the polls and on folks' campaigns.

Did you know that this year, pro-worker candidates (those endorsed by AFT Connecticut) had a 75% win rate in Congress and the state legislature? (See [aftct.org/election-results](http://aftct.org/election-results).) This is key to protecting our benefits and our members, and for our future. Do not ever think your vote doesn't count. In my town we are in

*(continued on reverse)*

## PRESIDENT'S CORNER

### November: Up and Running

We've had a lot happen already in the first few days of November. Let's start with a small recap from last month.



I reported on the new software program the Health Center is using called **Fair Warning**. Well not everyone got that warning; there are multiple investigations of members accused of inappropriately accessing patient charts. So another reminder: You are not supposed to access your chart, your family member's chart, your co-worker's chart, or any chart if you are not in the chart for reasons specifically related to taking care of the patient. DO NOT ENTER the chart.

The **mandatory flu vaccine policy** was finally released; it is different from last year, as last year it was mandatory reporting. While I do personally get the flu vaccine every year, I do so by choice. It's my choice, and I do not believe I should have anything forced on me as a condition of employment.

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## Union Reps Reassembling

After a long hiatus, we're calling the union representative assembly to convene in December. This will take place via Zoom at what would be our normal union rep date and time, **Thursday, Dec. 10, from noon to 1 p.m.** We are asking all our union reps to attend virtually, and emphasize that you need to **use your personal device, not your state computer**, to join. The Zoom app is free and simple to install and use.



Our union reps are vital conduits of information to, from, and for our membership. If you do not know the union rep in your area, email [dkingsbury@uhp3837.com](mailto:dkingsbury@uhp3837.com) or [bennettson@comcast.net](mailto:bennettson@comcast.net). Also email us if you don't have a union rep in your area; perhaps you can serve in that role?

**—In Solidarity,**  
**Ray Bennettson, VP Tier I Employees**  
**Doug Kingsbury, VP Tier II Employees**

## UHP Holiday Party, 2020 Edition

Holiday time is upon us and even though things are a little different this year, it shouldn't stop us from celebrating. For the safety and well-being of our membership, we are not having a holiday party this year. Instead, keep your eyes open for a special gift from your UHP leadership team that will help continue our mission of safety for all. In addition, UHP will make a donation in the names of all of our members to the United Labor Agency to support its constant support of the community and union members like us. Until we can safely be together again, enjoy your families over this holiday season!

**—In solidarity, Shawn Brown,**  
**VP of Membership Activities**



## PRESIDENT'S CORNER (continued)

This year their policy is unless you have a documented medical or religious exemption, you must get the flu vaccine or face possible discipline. We have sent a demand to bargain letter over the impact of this policy, and we are collecting names of members who would like to be involved in the grievance over this policy.

As for the two large arbitrations in the works, the **CN3 hiring arbitration** had our first day of hearings. Yes, first day; there is so much to go through on it that day 2 is planned for the middle of December. The arbitrator would give us a ruling most likely after the first of the year if we can't come to an agreement before then. Secondly our **hazard/pandemic pay grievance** is set for a hearing date of Jan. 20.

We all have a lot going on. It is a crazy, stressful time for everyone. This is going to be a very difficult holiday season; try to remember that we really are all in this together.

"Rest and self-care are so important. When you take time to replenish your spirit, it allows you to serve others from the overflow. You cannot serve from an empty vessel." —Eleanor Brown

**—In Solidarity, Bill Garrity**

## Election 2020 (continued)

the process of a recount likely to turn over the results for a house seat by six votes.

We will be always challenged in many ways, especially due to the economic impact of COVID. You, the constituent union member, are a powerful ally. If you would like to get more involved or better understand the political process and its role in a union, please email [dthomas@uhp3837.com](mailto:dthomas@uhp3837.com) and consider joining our Political Activities Committee. No experience necessary, we are all learning every day.

**—In Solidarity,**  
**Dawn Thomas, VP Political Activities**