



LOCAL 3837

UHP *Newsline*

Issue #55.1

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February 2021

Union Rep of the Year

Congratulations to Ron Salonia, our 2020 Union Rep of the Year!

See more at

bit.ly/2101RepYt

RON SALONIA
Perfusionist
University of Connecticut Health Center



'21 Nominations in; Elections Out

This year was the first year with the amended UHP Constitution from 2019 that we did not have an officer election. Officer terms are now three years.

This year's call for nominations was for delegate nominations and proposed constitutional amendments. We had delegate nominations for the AFT CT Convention, CT AFL-CIO Convention, AFT CT Delegate Assembly, Greater Hartford Central Labor Coalition (GHCLC), Greater Bristol Labor Federation (GBLF), and Eastern CT Area Labor Federation (ECALF). We had a good response to the delegate positions, and it is always exciting when we see some new names put into the mix. For those delegates nominated, we will provide you with the information of the upcoming conventions and/or committees.

Thank you for your interest in UHP!
**—In solidarity, Laura Didden,
Recording Secretary**



OFFICERS' CORNER



'Wrongs will be righted if we're united — Let us seize the day!'

You should be aware (and if you're not, please inquire), we are in the process of **negotiating the next**

collective bargaining agreement between UHP and UConn Health. As of this writing we've had eight virtual bargaining sessions with management (yes, we're using Webex). Thank goodness for the ability to share documents on a screen!

We're at the point now where both sides have presented their proposals and we are going through them one at a time to ask questions, learn more about intent, and come up with mutually agreeable ways to meet that intent.

Negotiating a contract can be as much about protecting hard-fought wins of the past as it is about making gains for the future. One of the great things about our negotiating team is the number of voices in the room representing our membership's wide range of job titles. It is a fantastic way to understand the perspectives of our brothers and sisters and work toward understanding among ourselves what our challenges and priorities are. Those discussions solidify our unity, which is a source power for collective bargaining.

Sometimes management proposals can put that unity to the test, and if you think about it, it's not hard to understand. If you were the boss negotiating with 2,800 employees, which would you rather deal with: A group that is divided into several factions, some willing to accept certain terms, others willing to accept other terms? Or a single unified faction of 2,800 strong?

(continued on reverse)



Scholarship Opportunities



Once again this year, UHP is offering scholarships, both for members and members' dependents in high-school and college. It's an online application process that **closes Friday, March 5**. Learn more at bit.ly/21uhpscholar.

Additionally, entries to the Connecticut AFL-CIO's 2021 Worker Memorial Day Scholarship Essay Contest are **due April 1**. Learn more at bit.ly/21wmdscholar.

UPCOMING SCHEDULE

Feb. 17, 5:15p, Zoom

Negotiating Team Caucus

Feb. 18, 5p, Webex

Contract Negotiations

Feb. 23, 5:30p, Zoom

Steward Committee

Feb. 24, 4p, Webex

Contract Negotiations

March 5, 5p, online

Scholarship Applications Due

bit.ly/21uhpscholar

March. 8, 5:30p, Zoom

Executive Committee

March. 11, 5:30p, Zoom (tentative)

Union Rep Assembly

April 15, 5p, Zoom

Annual Business Convention

bit.ly/21bizcon

UHP online calendar: bit.ly/uhpca

UConn Health COVID-19 vaccine program:
bit.ly/2012uchCOVIDvax, 860-679-8888.

Report symptoms or potential exposures to the COVID-19 call center: 860-679-3199.

OFFICERS' CORNER *(continued)*

We wish we could say that we're not seeing examples of this tactic coming from management's side of the table, as we explain in the email that accompanied this newsletter.* Fortunately, we have a lot of collective experience on our side, and we know better than to let that weaken our position. A good number of us were around for the last contract and some even for the contract before that. That history gives us the context for the contract language that's been in place. We're ready for what today's labor relations group may be trying to do, in part because we remember the attempts by their predecessors to weaken that language.

Now of course times change, economics change, things need to evolve and we all need to be reasonable. If you follow our email updates, you may find some of what's being proposed very reasonable. Or you may find it ~~bothersome insulting~~ ~~bothersome~~ ~~insulting~~ horrifying; it's not for us to tell you how to feel. Just know there are forces at work here that can have a significant impact on our livelihood.

The good news is, standing in the way of those forces is an experienced negotiating team backed by a strong, unified membership. As individuals, while we can't control what management proposes or is willing to accept, what we do have control over is our commitment to maintaining our membership's strength and unity, which in turn helps us hold our ground as we fight for another fair contract for all of us.

—In Solidarity, UHP Executive Committee

Extra! Extra! — The title of this column comes from the musical "Newsies," which tells the inspiring story of how the kids who sold newspapers on New York City street corners in 1899 stood up to the media giants by standing together. Beyond the catchy songs and impressive choreography, it depicts a concept that still holds 120 years later: collective strength to fight for what's right, not just for them but for all working children who until then did not have a voice.

***Certain information is intended for members only so we're not publishing it in the newsletter. To become an e-subscriber, send your name, title, and department to cdefrancesco@uhp3837.com.**