



LOCAL 3837

UHP Newsline

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UHP at 2021 CT AFL-CIO Convention

We had 11 delegates at the 2021 CT AFL-CIO convention, held online Oct. 28-29. Among the guest speakers were **AFL-CIO President Liz Shuler**, **Gov. Ned Lamont**, and **U.S. Sen. Richard Blumenthal** (pictured with 10 of our delegates; 1st VP Ivonne Hamm was pushed off the screen).

"The AFL-CIO convention was an excellent opportunity to see and meet union members from different careers and walks of life," says newly elected UHP **VP Tier II Peter Zarabozo**, a first-time delegate to the convention. "It opened my eyes to several different issues union members are facing that I had not previously considered. Lastly, it served as a reminder that it is imperative each and every one of us are needed to help protect and advance the labor movement."

Our president, **Bill Garrity**, is among the four AFT-CT representatives who were re-elected to the CT AFL-CIO's executive board, and our first VP, **Ivonne Hamm**, accepted an at-large position on the executive board, at the request of federation leadership.



Brief on Impasse, Arbitration

If we reach a point where both sides reasonably think it is pointless to continue to negotiate, an **impasse** could be the result. While impasse in the private sector is the point where a union may call a strike, as a public-sector union, we do not have that option. Therefore, if impasse is declared in our negotiations, we would proceed to **interest arbitration**.

Interest arbitration is when both parties take their final positions on each open issue to a neutral arbitrator. After listening to evidence and arguments from both sides, the arbitrator will decide which position will be in the final contract. The arbitrator's decision is final and binding.

Besides being very costly to have a multi-day hearing, proceeding to interest arbitration has very high stakes, as we would put our contract, which has been crafted over the last 40-plus years, in the hands of a third party.

Join us in calling on UConn Health management to come to the table with reasonable and respectful proposals for the heroes who work here!

—The UHP Negotiating Team



PRESIDENT'S CORNER

Contract Talks Stalling

Contract talks continue, slowly. It is disheartening when we hear our numbers of patients are up, our ED visits are up, we are hiring multiple new providers, but there is no talk of pay increases.

There is now talk of SEBAC getting involved with the state to come up with a package deal to be presented through coalition bargaining. UHP is right in the front row there, as I have the position of Divisional Vice President for State Employees at AFT Connecticut. Additionally, this month, I was named the newest member of the Program and Policy Council for Public Employees Division at AFT National.

Meantime our local fights continue. We are dealing with what we call backfilling, where a staff member is floated off his/her unit and another person is floated in — be it another UHP member on USA/ESV or an MA/CNA (as reported on DOC 5), or a per diem (Oncology 6).

One thing I am encouraged by is seeing some newer faces getting more involved. We sent 11 delegates to the CT AFL-CIO convention last month, a few weeks earlier, four members joined me at the AFT Professional Issues Conference (PIC) in New York City. (Their report, page 2)

—In solidarity, Bill Garrity



Report From AFT PIC

Four members joined President Bill Garrity at the 2021 Professional Issues Conference in New York City. Here's what they took back from it:

Ana Sifuentes, APA2, Imaging Services Administration:

It was uplifting and an eye opener on how valuable a union is, and how union members working together can make a difference. There were incredible stories of heroism through the pandemic and how changes were made only through a unified voice for fair working conditions and safety through the pandemic, many of which were common fears we all had with COVID. The message I took away is "a union is only as strong as its members," and if we want change we need to engage, listen, and speak up together.

Summer Lambert, ophthalmology technician, UMG Surgery-Ophthalmology:

It motivated and excited me to do better and realize the possibilities to change our current work environment. It was very noticeable how passionate people are about their jobs, and that was one of the things that is getting me more involved.

Kimberly Marie (Bryant) Ericson, MA, Internal Medicine, Simsbury:

I feel so honored to have been one of the ones chosen to attend. I learned a tremendous amount on what we can do as a whole to improve our union at UConn Health. One of the biggest things I have learned is that we are not alone fighting for a fair contract. Many other unions are going through the same things that we are struggling with. The big picture that I have taken away from this is that we cannot fight this battle alone, we must rise together and attempt to get our members more involved. I look forward to taking what I learned and implementing it into the way our union operates.



Kimberly Marie (Bryant) Ericson with AFT President Randi Weingarten at PIC 2021



Bill Garrity, Robert Gottlieb, Ana Sifuentes, Kimberly Marie (Bryant) Ericson, and Summer Lambert at the AFT Professional Issues Conference in New York City October 2021

Robert Gottlieb, chemical safety officer, Environmental Health and Safety:

My takeaway was simple. We are not alone. I was moved emotionally by stories from people just like us, so familiar to those we are surrounded by at UConn, our communities and most importantly our families. I, like the other attendees, feel a sense of urgency through these struggles to make it right, to make it better for the collective us. We all need to pitch in and contribute even when it is uncomfortable, exposing or detracts from personal time, if we are to see real changes made.

ON THE SCHEDULE

Nov. 17, 5:30p, Zoom

Elections Committee

RSVP: ldidden@uhp3837.com

Nov. 23, 5:30p, Zoom

Steward Committee

Dec. 6, 5:30p, UHP office

Executive Committee

Dec. 14, 5:30p, Zoom

Union Rep Assembly

UHP online calendar:

bit.ly/uhpca

