

Close Call: Elizabeth Figueroa Takes Special Election by 3 Votes



Elizabeth Figueroa, 50.2%

In one of the closest races in UHP history, **Elizabeth Figueroa** edged out **Shaneé Reid** in the special election for the vacant Vice President for Membership Activities office.

Elizabeth, a medical assistant in the comprehensive spine clinic, received 384 votes (50.2%), compared to 381 votes (49.8%) for Shaneé, an administrative program coordinator in the Department of Medicine.



Shaneé Reid, 49.8%

"I came in as a delegate and now running for VP membership activities was an experience in itself," says Elizabeth, who attended her first AFT Convention this summer. "I was nervous but also excited too. As I transition into my position I anticipate challenges and embrace new beginnings. A special thank you for all of you who voted for me."

She will take office in the coming days.

"The run for VP Membership Activities was fun and exciting," says Shaneé, who's also a union rep. "It was a great experience for me and I was able to meet a lot of great people. I appreciate that the three-point difference lets me know that this was a really good run and we both worked very hard. I am very happy for Elizabeth and I'm sure she will do an amazing job."

A third nominee, **Christine Alvarado Judd**, withdrew from the race in October for personal reasons.

Congratulations to the candidates, and thank you to the UHP Elections Committee and to all the members who took the time to vote!

PRESIDENT'S CORNER

Market Adjustment: Radiology

By now most members affected by the market adjustment in Radiology should have seen the letter from Dr. Liang and myself. This came after multiple weeks of negotiations. We believe we got it right.

All Radiology job titles are being increased by one salary group. See the memorandum of agreement for details, posted on our website: bit.ly/2210Rad



This agreement **goes into effect Nov. 18, 2022**, so the pay increase will come two pay periods after that.

Also, Article 10.2 of our contract says new employees can not be brought in at a pay rate higher than an existing member with the same experience. The problem is when your starting pay rate is at a point that people will not accept it, an adjustment needs to be made. That is where our diagnostic tech job titles were. So the change happening will make it so they can hire new people giving them credit for their years of experience. This means a

(continued on reverse)



Left photo: AFT President Randi Weingarten (front left) joins a get-out-the-vote rally in Nov. 6 in Meriden, where AFT CT President Jan Hochadel (speaking) would be elected to the state Senate two days later! UHP President Bill Garrity (right) was there representing our local. **Right photo:** UHP's Rich Vance (left) and VP Comms Chris DeFrancesco with Congresswoman Jahana Hayes at a get-out-the-vote rally Oct. 28 in New Britain. With the labor movement mobilizing to support her, Hayes prevailed in a tough re-election bid and will serve a third term!

Where's Our Contract?

We still don't have a finalized document ready to share on our website. Our hope is to have the books printed and ready to distribute in December, and to make it available digitally before then. We appreciate your patience. Meantime, find the new salary grids at bit.ly/21-25grids.

ON THE SCHEDULE

AFT Health Care Professional Issues Conference

Nov. 11-13, Chicago

Executive Committee

Nov. 14, 5:30p, UHP office

Steward Committee

Nov. 22, 5:30p, TBD

Defensive Charting Webinar

Nov. 26, 6p, Zoom

bit.ly/2211DefChart

Executive Committee

Dec. 12, 5:30p, UHP office

Union Rep Assembly

Dec. 20, 5:30p, Zoom

UHP calendar: bit.ly/uhpca1

PRESIDENT'S CORNER (continued)

| Years of Exp | Step |
|--------------|------|
| 0 - < 1 | 1 |
| 1 - < 3 | 2 |
| 3 - < 4 | 3 |
| 4 - < 6 | 4 |
| 6 - < 9 | 5 |
| 9 | 6 |
| 10 - < 12 | 7 |
| 12 - < 13 | 8 |
| 13 - 20 | 9 |
| 20+ | 10 |

(Diagnostic techs only)

change also needs to happen for the existing members with the same experience. So some of our diagnostic technicians will have their steps increased to

make it easier to bring in new staff. See the grid for the breakdown; note this is only for diagnostic techs.

It's important to remember that the process of re-evaluating our job titles and getting marketing adjustments is one that requires time, patience, and collaboration with management. This, like the ones we've been able to get before, represents continued progress in that effort. The areas where staffing is most challenging are the areas our employer is most likely to be receptive to our ideas. In this regard we have common goals.

We hope this info helps everyone. Any questions please ask us.

—In solidarity, Bill Garrity

