



UNIVERSITY HEALTH PROFESSIONALS LOCAL 3837 AFT/AFT-CT
AFL-CIO

The Exchange, Suite 109, 270 Farmington Ave., Farmington, CT 06032
Telephone (860) 676-8444 Fax (860) 674-0525 Email ContactUHP@uhp3837.com

William P. Garrity
UHP President

2023 UHP Proposed Constitutional Amendments



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Current Language

ARTICLE XVII. DELEGATES

Delegate elections shall take place between February 15 and April 30 in a manner consistent with the process of officer elections as outlined in Article IV, Section 4

Proposed Language

ARTICLE XVII. DELEGATES

Delegate elections shall take place between February 15 and April 30 in a manner consistent with the process of officer elections as outlined in Article IV, Section 4. **All Executive Committee members who are in office as of July 1 each year shall be automatic delegates to the AFT Convention, AFT-CT Convention, and the Connecticut State AFL-CIO Convention.**



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Proposed Language

ARTICLE XVIII. ORDER OF BUSINESS

The order of business at all meetings of the membership shall be as follows:

- Call to Order
- Minutes of the Previous Meeting
- Open Comment of Membership**
- President's Report
- Treasurer's Report
- Committee Reports
- Old Business
- New Business
- Good & Welfare
- Adjournment

**UHP Executive Board Recommends Concurrence



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Current Language

ARTICLE IX. MEETINGS

Section 1. The Executive Committee shall meet regularly at a designated time and place. Meetings are open for observation purposes to the members-at-large; and may, upon initiation, address the Committee.

Minutes, including attendance records of all meetings, shall be available to any member upon request.

Proposed Language

ARTICLE IX. MEETINGS

Section 1. The Executive Committee shall meet regularly at a designated time and place. Meetings are open for observation purposes to the members-at-large; ~~and may, upon initiation, address the Committee.~~ **Members shall have the right to address the Executive Committee at any meeting of the Executive Committee.**

Minutes, including attendance records of all meetings, shall be available to any member upon request.



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Current Language

ARTICLE V. DUTIES OF OFFICERS

Section 3. Recording Secretary: The Recording Secretary shall attend to all correspondence incident to the workings of the Local, shall conduct such correspondence as may be necessary, including return of ballots, electronic or paper, or petitions. The Recording Secretary also shall keep an accurate record of all meetings; shall keep on file a list of all members of the Local; shall keep a file of all correspondence and records pertinent to the Local; shall keep all ballots, electronic or paper, from elections of officers and delegates on file for one year.

The Recording Secretary shall certify Delegate credentials and submitted resolutions, and shall chair the Elections Committee.

Proposed Language

ARTICLE V. DUTIES OF OFFICERS

Section 3. Recording Secretary: The Recording Secretary ~~shall attend to all correspondence incident to the workings of the Local,~~ shall conduct such correspondence as may be necessary, including return of ballots, electronic or paper, or petitions. The Recording Secretary ~~also shall keep an accurate record of all meetings;~~ shall keep on file a list of all members of the Local; shall keep ~~a file of all correspondence and~~ records pertinent to the Local; shall keep all ballots, electronic or paper, from elections of officers and delegates on file for one year.

The Recording Secretary shall certify Delegate credentials and submitted resolutions, and shall chair the Elections Committee.



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Current Language (Competing Proposals)

ARTICLE XVI. DUES

1. The regular annual dues of UHP Local 3837 shall be 1% of a member's base salary, plus any increase in individual per capita tax to affiliated organizations after July 1, 1983.
2. The minimum yearly dues shall not be less than the affiliation dues. Part-time employees shall pay in proportion to their percent employed, based on their employment authorization.
3. The maximum yearly dues shall be set at the 1988-89 base salary of \$39,000 and shall be indexed annually according to bargaining unit increases.
4. The dues year shall be from July 1 through June 30.

Proposed Language

ARTICLE XVI. DUES

1. The regular annual dues of UHP Local 3837 shall be ~~1%~~ 0.9% of a member's base salary, plus any increase in individual per capita tax to affiliated organizations after July 1, 1983.
2. The minimum yearly dues shall not be less than the affiliation dues. Part-time employees shall pay in proportion to their percent employed, based on their employment authorization.
- ~~3. The maximum yearly dues shall be set at the 1988-89 base salary of \$39,000 and shall be indexed annually according to bargaining unit increases.~~
4. The dues year shall be from July 1 through June 30.



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4. The dues year shall be from July 1 through June 30.

Proposed Language

ARTICLE XVI. DUES

- ~~1. The regular annual dues of UHP Local 3837 shall be 1% of a member's base salary, plus any increase in individual per capita tax to affiliated organizations after July 1, 1983.~~
UHP Local 3837 biweekly dues shall be calculated as follows: 1.01% of the member's base biweekly salary plus a \$1.75 pass-through.
 - a. The per-pay period dues calculation formula shall be phased in over the course of the next five contract years that include a general wage increase (GWI), starting July 2023, according to the progression outlined in Provision 6 below.
 - b. When a contract year does not have a GWI, there is no scheduled change to dues calculation.
 - c. In the event of an increase in individual per-capita tax to affiliated organizations after July 2025, the executive committee shall have the discretion to add that increase to the pass-through. The executive committee shall make a good-faith effort to minimize the impact of any additional per-capita increase to the extent it is financially prudent.
2. The minimum yearly dues shall not be less than the affiliation dues. Part-time employees shall pay in proportion to their percent employed, based on their employment authorization.
3. The maximum yearly dues shall be set **at salary group 12 step 5 (2023-24 base salary of \$105,934)** ~~the 1988-89 base salary of \$39,000~~ and shall be indexed annually according to bargaining unit increases.
4. The dues year shall be from July 1 through June 30.

**UHP Executive Board Recommends Concurrence



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- 5. Once the revised dues structure outlined in provision 1 is achieved, the finance committee shall convene to make a recommendation on further evolution of the dues calculation.
- 6. Progression of per-pay-period dues calculation formula starting July 2023:

	Percent of salary	Pass-through	Dues cap tied to
July 2023	1.00%	\$4.25	Group 11, Step 4 (est. \$42.21)
1 st GWI after July '23	1.00%	\$3.75	Group 11, Step 5 (est. \$44.31)
2 nd GWI after July '23	1.01%	\$3.25	Group 11, Step 5 (est. \$45.31)
3 rd GWI after July '23	1.01%	\$2.50	Group 12, Step 4 (est. \$47.52)
4 th GWI after July '23	1.01%	\$1.75	Group 12, Step 5 (est. \$49.47)

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