

Good Morning and thank you for the opportunity to speak with you today.

My name is Ivonne Hamm and I've been an employee since 1986. (I was 16 when I started) I've held a few positions in these 33 years, prior to my current position of University Health Professional 1st V.P. Of Collective Bargaining, I was a Staff Nurse in the ECT Suite. I am a proud advocate for my members, their patients and UCH. I'm standing before you because I am concerned about the future of UCH, concerned about the relationship between Supervisors and their employees, the relationship between Administration and UHP Leaders.

I've survived through many changes, some good some not so good.

The one change that disturbs me the most is the disconnect between employee's and Administration. There was a time when employee's were comfortable bringing concerns or issues to their Manager or to their Union Representatives without fear of retaliation or discipline. When Supervisors were supportive and attentive to staffs concerns. A time when Manager's made you aware of an issue, and provided you an opportunity to improve vs. going directly to discipline (do not pass go, do not collect \$200). I share this with you because in my current position I have had the opportunity to interact with Managers, Directors, Vice Presidents and many other levels of Supervisors and at every level more times than not I walk away feeling that no matter how little or how big the issue to labor it never seems to be a priority. In meeting, after meeting UHP Leaders have brought an issue, a concern or a potential contract violation to the table before it turns into a crisis or a grievance because we want to put the flame out before it turns into an inferno.

Discipline should not be used as a punitive measure, it should be a corrective measure. Managers have been described as bully's, uncaring, mean, evil, vindictive just to name a few adjectives used by our members. There was a time when Supervisors used situations as a teaching opportunity to help employee's be more successful in their positions. That's no longer the case in most situations. UHP has had to file more grievances and arbitration's in the past 3 1/2 years than we filed the previous 10+ years. We've seen either a disregard for or lack of knowledge related to our CBA. There has been a lot of turnover in UCH Leadership, in HR and new hires in supervisory positions. They may or may not be familiar with Labor Unions. One thing for sure they don't know OUR CBA, they were not part of the negotiations and either they lack knowledge of the mandatory subjects of bargaining or they think it doesn't apply to them. Oh lets not forget that past practice only applies if it benefits Management.

There is a definite disconnect between Management/Employee's, between Management/UHP and between HR/UHP. I believe we have more in common than we have differences. We want a place patient's get quality care and a public option, where employee's want to work and feel valued, where concerns and issues can be discussed without fear. Too many members have stated they fear coming forward "and putting a target on my back". A place that practices and promotes respect, that educates future Doctor's and Dentist, where innovative Research takes place.

UHP Leadership wants a place where we are treated as equals across the table, where our issues are addressed in a timely fashion. Where are members can reach out to us without fear or intimidation.

That's the UConn I once was a part of and hope to be a part of again, thank you and I'm happy to answer any questions.

Ivonne