

Good morning. My name is Jean Morningstar. I am currently the Chief Steward of UHP, University Health Professionals, the largest union at the University of CT. I have been a member of this union since 1986 and was the President from 1998 through 2013. I have been involved in negotiating all of the UHP contracts since 1986 except for the very last one.

Since I became the Chief Steward last July it has become sadly evident that the senior management of UCONN Health has lost its way. You have had 4 leaders in HR in 4 years and we currently have an interim VP that we share with Storrs. We have taken to referring to Human Resources internally as Inhuman Resources. The decisions coming from that Department are bizarre and frankly many of them are mean spirited. A small example is the recommendation to fire a nurse for taking packing materials from the trash. Yes, you heard me correctly.... You tried to fire a nurse for stealing trash. She was so offended she quit. By the way she was an OR nurse.

You should be aware that the OR is one of the areas that you are and have been completely mismanaging for several years. We scratch our heads trying to figure out your hiring and promoting decisions in that area. UHP has been warning you that you have major issues there for at least 2 years. Senior management here likes to use the narrative that the current staff is negative and unwelcoming. Guess what? The medical community in CT is very small and people know lots of other people. Your leadership in that area is horrendous, the senior leadership here does not take responsibility for it and now you are in a crisis mode that you can't fix quickly.

UHP would like to help you both internally and externally but in the current atmosphere it is not possible. We are treated disrespectfully and condescendingly. I would suggest that some or all of you would benefit in having a frank discussion with the leadership of UHP and we are always available. I am choosing not to give you a ton of specific examples at this time but I can and I will if change does not happen. I would like to add that individually and as people your senior mgmt team are wonderful people but seem to be removed from front line decisions. Their words and the actions of middle mgmt are disconnected. I can only surmise that they are not paying attention, they are being sold a lot of misinformation or they just don't take the time to hear us at a gut level. The fish rots from the head.

This University works because our members work. I am a proud UCONN supporter but in the end I will bleed blue for the UHP membership first and always. Please take this concern seriously. UHP has 2700 members and I would hate to have to bring you a vote of no confidence for your senior team. You need us to be successful and we want to work with you. Actions speak louder than words. We are watching and we are waiting but we are getting tired.

Thank you.