



UHP *Newsline*



STANDING WITH SEBAC: FAIR CONTRACTS
 Nurse Theresa Aisevbonaye is among the UHP members who turned out at the state Capitol July 13 for a rally to demand fair contracts for all state employees. More photos: bit.ly/2107SEBACrally

What's the Deal With Telework?

It's hard to sort out all that seems to be going on with state employees and telecommuting. Here are some things to know:

1. SEBAC filed a lawsuit against the state over telecommuting. UHP was not a party to that (we have our own fight, which we'll get to in #4).
2. SEBAC withdrew the lawsuit after Gov. Lamont agreed to expand telecommuting until December for those employees (again, does not include us — the rules in question do not cover higher education).

(continued on reverse)

PRESIDENT'S CORNER

Catching up on Contract, Telecommuting, and Vaccine

We've had a whole lot going on this past month, so let me address some of the questions we've been getting.

Contract Negotiations

It may feel like they've stalled, but we in fact still are negotiating with management. You hear us say "Heroes not zeros" because the bosses continue to insist on keeping wages flat for the next two years, with a 1.5% raise in year 3, and no step increases. But salary is only one of our issues. They also want to limit the use of personal days, freeze longevity pay, reconfigure overtime calculations, and gut our family and medical leave benefits.

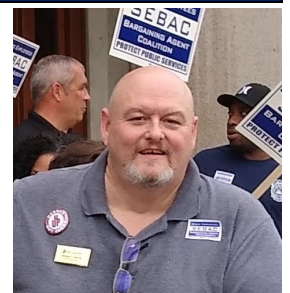
In the past, when management did not have money to give for raises, we would work together to find other ways to make up for that in the contract. This time around, we are dealing with a management team that says not only, "We have no money for raises," but also, "We're going to attack working conditions." This essentially would be a pay cut — if they're taking away benefits and not paying us any more, that's a net loss. And even if/when raises come in the future, the contract is weakened.

We cannot accept that. We have no interest in bringing that kind of contract to the membership for a vote. I think we deserve better. Do you?

Telecommuting

The situation over telecommuting is a complicated one. We further explain it in this newsletter, so here I'll just say, the whole world has proven telecommuting can work. Many UHP members have been doing it for more than a year. It is time to make this part of our everyday life.

(continued on reverse)



Telecommuting Update *(continued)*

3. In the meantime, SEBAC and the Office of Labor Relations (OLR) continue to work on a permanent solution.
4. Separately, UHP filed a SEBAC grievance to be included with the OLR units for the purpose of telecommuting, related to the 2017 SEBAC agreement. We had our first meeting with the state undersecretary of labor on this matter and as of this writing are waiting to hear back.
5. At the same time, we have our own telecommuting proposal on the table as we continue our contract negotiations with UConn Health management. Management's position is this is not a mandatory subject of bargaining, which brings us back to #4.

As you can see, there's a lot happening with telecommuting for state employees. Some of it does not apply to us, at least not at the moment. However, how some of those things play out could end up impacting us in the long run.

ON THE SCHEDULE

Aug. 17, 10a-1p, TBD

Contract Negotiations

Tuesday, Aug. 17, 5:30p Zoom (new date)

Union Rep Assembly

Aug. 22, 1p, Dunkin' Donuts Park

Hartford Yard Goats Outing

bit.ly/2107YardGoatsUHP

Aug. 24, 11a-2p, TBD

Contract Negotiations

Aug. 24, 5:30p, Zoom

Steward Committee

Aug. 30, 5:30p, Zoom

Officer Compensation Subcommittee

Sept. 13, 5:30p, TBD

Executive Committee

UHP online calendar: bit.ly/uhpca1



WEDNESDAY TABLE RETURNS: We are back with our information table on Wednesdays. Look for us in the cafeteria between 11:30 a.m. and 1:30 p.m.

PRESIDENT'S CORNER *(continued)*

COVID Vaccine

As for the talk of making it mandatory, you may recall the July 26 statement from AFT President Randi Weingarten. That morning I was on a call with AFT Health Care leaders from across the nation, working together on a united message. Two hours later we see Randi's message, and it was as if she was in the room with us. Our national federation staff took everything we said right up the chain. (**Editor's note:** See uhp3837.com for the AFT resolution on workplace vaccine policies released Aug. 12.)

With that as the backdrop, we are negotiating a COVID vaccine policy with management as I write this. I can't get into details yet, but just like our flu vaccine agreement, as soon as we have a deal with signatures on it, we'll share it on the UHP website and our other channels.

Thank You

I can't say it enough — thank you for all you do. I know we never hear it as often as we should, but what you do is important, and we care about you. I want to welcome all our new members, including the class of new nursing grads who just started.

We are here for you. We are all here for each other. Unions draw power from their collective voice. We are as strong as we are united.

—In solidarity, Bill Garrity