

All I want for Xmas is respect

But respect is nowhere to be found at the bargaining table!

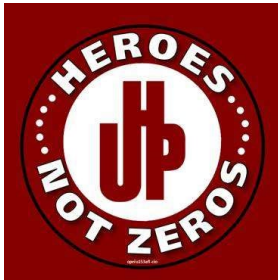
First, it took management **TWO MONTHS** to respond to our latest counterproposal (despite multiple requests for a response).

Then, when we finally did hear back last week, the offer was **NO RAISE for Year 1, 1.5% in Year 2, and 2% in Year 3, with NO STEP INCREASES** (and no lump sum for top step). It includes a \$2k payment at the end of June '22, as if to distract us from the fact that UConn Health believes 3.5% worth of raises over three years with no steps is what we deserve.



We kept the institution running during this once-in-a-century pandemic (which is still going on). Many have risked their own health and their families' health in the process. When it comes to praising our heroes, UConn Health leaders have been generous with their words... but not with their actions.

And while they're offering us 3.5% for the next three years, it might interest you to know that **Karen Buffkin** (karen.buffkin@uconn.edu, 860-486-5684), the labor relations lawyer who is negotiating for them, has enjoyed **wage increases of nearly 25%** over the last three years (according to publicly available records).



Meantime, the state is flush with cash. Tax receipts have been way above projections, the rainy day fund is full, and there's still unspent federal COVID relief. **If now's not the time to recognize our public health care heroes, when is?**

Additionally, they **refuse to negotiate a common-sense telework agreement**. We've had to file with the Connecticut State Board of Labor Relations just to compel them to even discuss it. We have a hearing on that set for Jan. 21.

*We are not ready to give up yet. We're preparing a counter this week. **But if UConn Health doesn't come back with a more reasonable proposal, we'll have no choice other than to declare impasse and go to arbitration.***

If you are (rightfully) outraged by how we're being treated, watch for additional information on what we, the membership, can do collectively to **put pressure** on UConn Health leaders — Dr. Andy, the board of directors, our elected officials — **to do the right thing and settle this contract fairly.**

Please make sure your coworkers are aware of this update so we can harness the power of our collective voice. **Thank you for the work you do every day, and please enjoy a safe and healthy holiday season!**

In solidarity,

The UHP Negotiating team