



A PIC Perspective

Connie Simons on AFT's Professional Issues Conference in Baltimore

UHP sent 12 delegates to the 2024 AFT Professional Issues Conference for both health care and public employees, Nov. 16-19 in Baltimore.

Of note, our first VP **Shawn Brown** gave a presentation on how we've been working with management to address staffing concerns.

Connie Simons, a medical assistant in the Calhoun Cardiology Center, shares her observations:

"This was my second PIC and I learned a lot about what AFT members in other states are doing and changes that are being made, because AFT is sticking together to make a difference in health care as well as education.

Teachers are really struggling and staying encouraged is truly a task, but because they love children and want them to excel, they take initiative to be the key to their future. But some political leaders have a different agenda. We have to push back and truly fight for what is right for our children and our unions have to stay diligent, holding our elected officials accountable for what we want for the future of America. Vote out those whose agenda doesn't align with our agendas!

Thanks for the wonderful opportunity, UHP!"



Robin Washington Addison, Rich Vance, Christine Judd, Robyn Roark, Bill Garrity, Shaneé Reid, Connie Simons, Jesse Carlson, Peter Zarabozo, and Gina Yacovone-Barrett

PRESIDENT'S CORNER



'Tis the Season for Silliness

For this month, we are not in a good place. Jean, Shawn, and I are angry. Fights we have been having for far too long are just infuriating us.

Before we move any further, I want everyone to understand paper trails are your friends. If your manager makes a comment or statement that you feel is contrary to the contract, ask them in email form for clarification or confirmation.

For example, if your manager says, "If you take personal time, I'm going to fire you for patient abandonment." Write the email back to them stating, "If I understood you correctly, you have threatened to fire me if I use my contractually negotiated personal time. Am I correct in my understanding of your comments?"

Yes, this exchange has been reported as happening. Then the manager is denying this exchange has ever happened. Of course, HR is listening to the manager.

Patient abandonment is a serious charge, and this comment is made in that context as a threat.

We are still fighting through the pandemic pay process. HR has said they are getting close, and are about to send their list to the comptroller's office for payment. However, we are still fighting over the low-risk/high-risk justifications. We have an arbitration date of Jan. 24 with the SEBAC arbitrator.

HR has also begun to re-interpret personal time as we are having multiple issues with it. Again, they are saying they can deny it.

(Continued on reverse)



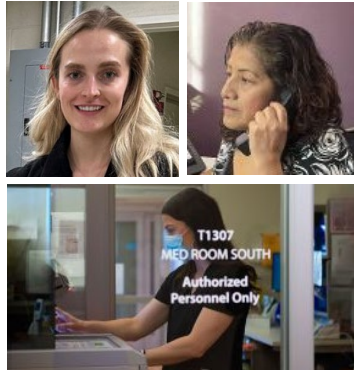
Member Celebrates U.S. Citizenship

Congratulations to **Natali Collins**, a medical assistant in the Simsbury office, who took the Oath of Allegiance at her naturalization ceremony Dec. 1!

"Becoming a citizen of this great nation means I am now part of a country that values freedom, opportunities and the ability to be the best citizen I can," says Natali, who moved to the U.S. from Brazil in 2001 and joined us earlier this year.

Overnight Spotlight

Some of our members were part of a recent *UConn Today* feature on those who work third shift to help keep UConn Health running around the clock. Find it at bit.ly/2311thirdshift or use the QR code.



Aleks Bieniek, Margot Reyes, Kelly DeJoseph

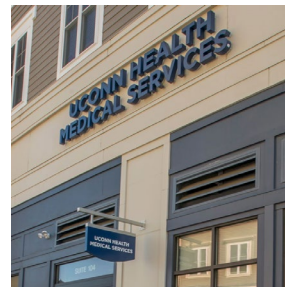
Community Outreach: Coat Drive in Southington

Bring your unwanted coats to the American Legion Kiltonic Post 72, 64 Main St., Southington, for the 14th Legion Family Coat Drive, through January. No one deserves to be cold!

—In Solidarity, Robin Washington Addison, VP Community Outreach

10 Years In Storrs

Shout-out to our members in Storrs Center, where this month marks 10 years since we started serving the Mansfield-Storrs community! Today, in addition to several medical specialties, we also offer urgent care and dental services.



PRESIDENT'S CORNER (continued)

We have had fights over holiday scheduling where managers are saying members must work their full FTE when not working a holiday. So, they are not getting a day off. HR says this is the way it's been for years.

And in a worst-case scenario, we had one manager state the member who works 32 hours gets paid for 32 hours — meaning no compensation for the holiday not worked.

If all of this were enough, so be it. But no. I hope you have been paying attention. Gov. Lamont is pushing us again, and it looks like the privatization/public-private partnership talks are starting up again.

Currently we have very little information on this. We know they have hired a consulting firm. Again, I wonder how much this will cost the state? Please stay tuned and we will make sure we get information to everyone as soon as we have it.

I find it ridiculous we have these types of fights. But like I said at the beginning, a paper trail is your friend.

So is the contract. Start reading it. Understand it. If you have questions, reach out to a rep, steward, or officer to get them answered.

As we continue to fight, merry Christmas, happy Hanukkah, happy Kwanza, happy holidays — any way you choose to celebrate!

—In solidarity, Bill Garrity



ON THE SCHEDULE

Executive Committee

Jan. 8, 5:30p, UHP office

Union Rep Assembly

Jan. 11, 12p, Onyike Dining Rm

Finance Committee

Jan. 13, 9a, UHP office
New members welcome!

RSVP: mdproper@uhp3837.com

Steward Committee

Jan. 23, 5:30p, UHP office

UHP calendar: bit.ly/uhpca