



'25 Business Convention April 25 at Aqua Turf

All members invited; RSVP by April 21

We're calling all members to our annual business convention, **Friday, April 25**, at the Aqua Turf Club in Plantsville.

In addition to a brief business agenda that includes a state of our union, awards presentations, scholarships, and a vote on constitutional amendments, we'll have hors d'oeuvres, a cash bar, dinner and music. It's a great way to enjoy an evening of fellowship with our union siblings and celebrate our accomplishments.



Be sure to RSVP by April 21 to vpmembershipactivities@uhp3837.com. Use the QR code for more details, including the proposed constitutional amendments.



Sara Olson, research associate in genetics and genome sciences, advocates for higher education funding during a public hearing before the legislature's appropriations committee Feb. 19. Watch and listen using the QR code.



Where Are We With Our Contract?

It's still very early in the process. As of this writing, we are still working on the last of our proposals to bring to the table. It's important to understand that both sides have agreed to keep details of the ongoing negotiations in the bargaining room. We will share general updates periodically to your home email, or you can speak with any member of our negotiating team.

PRESIDENT'S CORNER

March Madness

While not everyone is a basketball fan, UConn gets crazy during this month. So much going on. We are at the table with management negotiating our next collective bargaining agreement. SEBAC has started talks with the state. There will be a lot more information to come. Pay attention to our usual channels of communication.



The legislative session is in full swing. We have our AFT-CT Legislative Meetings scheduled, Saturday afternoons through the spring. These are great opportunities to speak to legislators close to your home. The legislators represent you and want to hear what you have to say, because they want YOUR vote. This is your chance to say how important what you do at UConn Health is, how important it is for funding be made and investments be spent keeping UConn Health "a public hospital for the public good."

(continued on reverse)

Some Things to Remember

I offer some strategy and hard facts that might improve your work life and make you even more successful here at UConn Health and as members of UHP.

SICK TIME: Sick time is a benefit that you are privileged to have as a state employee working under a contract. It is a benefit that is a privilege and negotiated on your behalf. Sick time is meant to only be used when you are sick, and we highly, *highly* encourage you not to abuse this benefit. Every time you call out sick when you are really not sick puts an added burden on your coworkers and jeopardizes our continuing benefit. Furthermore, it puts you at risk for being suspected of abuse. Please call out when you are sick but come to work when you are not.

SCHEDULE: You all have a schedule and you need to know what yours is and come to work on time. Your start and end times are not suggestions, they are schedules. In case you have not figured it out, management does not really care why you are late. Excuses don't matter. LATE IS LATE and will be treated as such. Whether it is one minute, 10 minutes or two hours, you are late and will be marked as such. The most frustrating thing we do as your representatives and defenders is to be in a meeting with someone who is late 70-80% of the time. This is not about the quality of your work but is about your dependability. People can be and have been terminated for simply being consistently late. Please don't be that person. There is no such thing as a seven-minute grace period. Late is late.

QUESTIONS: If you are being told something by your coworkers or managers that does not quite sound right, please call the UHP office and ask us about it. Most managers were not at the bargaining table and like to "put their own spin" on some of the contract language. Do not take their word for the interpretation just because they say it. Take the time and find out the real answer.

As always, we are here to try and help you be even more successful. Remember **UConn HEALTH WORKS BECAUSE WE DO**. Thank you for all that you do every day. —JM



**Jean Morningstar,
Chief Steward**

ON THE SCHEDULE

Bargaining Session

March 18, 5:30p, Munson Road training room

Advanced Steward Training Webinar

March 19, 5 p.m., Zoom bit.ly/2503aftsteward

Steward Committee

March 25, 5:30p, UHP office

Central CT Regional Legislative Mtg

April 5, 12p-2:30p, Gobi, Southington
aftct.org/event/grtr_hftd_reg_leg_mtg_25/

Middletown Regional Legislative Mtg

April 5, 12p-2:30p, Gobi, Southington
aftct.org/event/middletown_reg_leg_mtg_25/

Executive Committee

April 8, 5:30p, UHP office

Union Rep Assembly

April 10, 12p, Onyiuke Dining Room

UHP Business Convention

April 25, 5p, Aqua Turf Club, bit.ly/25aquaturf

UHP calendar: bit.ly/uhpca

PRESIDENT'S CORNER (cont'd)

Make the point that UConn Health is where groundbreaking life-saving research happens every day, and where the next generation of health care providers and researchers are produced. We helped to put some of these legislators in office. They say they are our allies; we need to hold them to it. They hear it from me every week. I have one voice, but TOGETHER, WE ARE A LEGION!

If you are not following Randi Weingarten, our AFT national president, I would encourage you to do so. She is fighting at the national level for all of us. I'd also like to mention Connecticut Attorney General William Tong as he has been working hard to protect Connecticut citizens.

We are in some unprecedented times right now. I ask everyone to take a deep breath and be kind. You do not know what someone else is going through. Remember how you would like to be treated. We are professionals. We are UHP!

—In solidarity, **Bill Garrity**