



UNIVERSITY HEALTH PROFESSIONALS
LOCAL 3837

UHP Newsline

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6 Bring Home Collective Bargaining Intel From DC



Treasurer Michelle Proper, UHP member and staffer Meg Bartos, 1st VP Shawn Brown, VP Community Outreach Randi Schiavi, AFT field rep and chief negotiator Emily Demicco, and VP Tier I (salaried) Employees Marsha Murray-Omega at the AFT 2025 Collective Bargaining Conference in Washington, D.C.

Six delegates from UHP, including our field rep, Emily Demicco, attended the AFT Collective Bargaining Conference in Washington D.C. July 22-24. The conference offered insight and training through workshops and panel discussions on topics like understanding and utilizing A.I. in bargaining, how to assemble an effective bargaining team, and bargaining strategies in the current state of our country.

I found the conference to be very beneficial for UHP, equipping us with additional tools to assist us in our own ongoing contract negotiations. Hopefully, as we continue talks with UConn Health, our negotiations team can explore some of the tips and information learned from the conference.

—In solidarity, Shawn Brown
1st VP for Collective Bargaining



Use the QR code to learn more via AFT's recap, "Collective bargaining: A worker's most critical tool."

PRESIDENT'S CORNER

Be Angry, Yes, but Direct It Into Action



This month we've stood with people at investigations, layoffs, arbitration prep sessions and an arbitration hearing. We have been there for members through new employee orientation, reprimands, terminations, retirements, emotional turmoil and medical diagnoses. Through this whole month, I've been yelled at and attacked. I'm used to it, from management, lobbyists and Republican legislators. Let's be honest, I'm normally in attack mode most of the time anyway. But this month I have felt the ire from UHP members more than any time in my nine years as president of our great union.

I know that Dr. Andy's town hall had an impact. I have been told Caryl Ryan has been hitting all the floors meeting and listening to concerns. I was also told she has said there is no need to call our union, talk to your manager or director or Caryl herself. Please understand, I will always encourage members to use the chain of command. I've said this to HR and in the past to Caryl. People are afraid of retaliation. Members come to us for many reasons, and one of them is because they lack trust in management.

We have brought up many things to HR, Dr Andy and Caryl over the years. Some of it seems to fall on deaf ears. Do you think it might be a problem if you can't keep staff? Would you think it is a problem if more than 50% of your staff is per diems, like our OR and the CRNA group? We asked HR to look into this. We were told those numbers are no different than any other unit.

What about when those per diems or (locums) are given choice shifts over UHP members? Does that make you angry?

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Last Call for Tickets: Organized Labor Night at the Yard Goats



Aug. 30 is Organized Labor Night at the Hartford Yard Goats. We still have a few tickets left. Deadline is Aug. 29 or while supplies last. First pitch is at 6:10 p.m. Get more information with **the QR code** or email **Shaneé Reid**, VP for Membership Activities: vpmembershipactivities@uhp3837.com



Primary Day Is Sept. 9!

Municipal primaries are taking place across Connecticut **Tuesday, Sept. 9**. Is there one in your town? We as union members can harness our collective power to support candidates who support working people. We can do this by voting for such candidates, or by volunteering to help their campaigns. AFT Connecticut's Legislative and Political Activities Committee (LPAC) has been vetting candidates. Use the QR code to learn about the labor-friendly candidates and find resources about voting



—*In solidarity,*

Dawn Thomas, VP for Political Activities

ON THE CALENDAR

Steward Committee

Aug. 26, 5:30p, UHP office

CT AFL-CIO Labor Day Breakfast

Aug. 29, 8a, IUOE Local 478, Hamden

Organized Labor Night at Yard Goats

Aug. 30, 6:10p 1st pitch, Dunkin Park, Hartford
bit.ly/2508yardgoats

LABOR DAY: Sept. 1

Municipal Primaries

Sept. 9, 6a-8p, throughout CT
bit.ly/2509primaries

Executive Committee,

Sept. 9, 5:30p, UHP office

Union Rep Assembly

Sept. 11, 12p, Onyike Dining Room

CT AFL-CIO Convention

Nov. 6-7, Foxwoods
bit.ly/2511ctaflcio

UHP calendar: bit.ly/uhpcal

PRESIDENT'S CORNER

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What about when a member who passed their evaluation with 3s and 4s starts asking questions, is labeled a problem, and now here come the counseling letters? Does that make you angry?

What about a crackdown on overtime? If you are being told to punch out and then finish up, that's illegal and we want to know about it! Would that make you angry?

What if you're told you can't have time off unless you find your own coverage? Would that make you angry?

What if I told you a fellow member was laid off, and her letter clearly states the only reason for the layoff is the federal cuts attacking HUSKY and SNAP benefits? Does that make you angry?

Contract negotiations are dragging. Management has not offered any wage package. We are having a hard time getting dates to meet. Does that make you angry?

Why do I give all these examples? There is so much going on. They (management) believe we can't or won't keep up. They want us to give up. They want you to give up and just take what they are doing. Will you let them?

We're not giving up. We are asking you to not give up. We're asking you to help us.

Instead of attacking UHP and saying we're not doing enough, join us in the fight. Get involved, as a union rep or steward, or join a committee. Help us plan how to fight back. A hundred nurses were able to fight and make a change. We have 3,400 members. Think of the things we can do together. Mid-term elections are coming. There will be a lot of opportunities to volunteer. As public employees we are all under attack.

The weapon against "divide and conquer" is solidarity. I am proud to be UHP.

—*In solidarity, Bill Garrity*