



UNIVERSITY HEALTH PROFESSIONALS
LOCAL 3837

UHP Newsline

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September 2025

**LOW LEARNING
CENTER**
UConn HEALTH
**MAIN BUILDING
GROUND FLOOR**

**UConn Labor Coalition
Town Hall with
CT Attorney General
William Tong**

**September 18, 2025
THURSDAY
Noon-1:00 p.m.**



All members are invited! Seating is limited – register and learn more at bit.ly/2509tongtownhall or click the image.



Labor Day '25
Four of our officers, Randi Schiavi, Michelle Proper, Bill Garrity, and Shawn Brown, with AFT CT's Rosemary Rich at the 2025 CT AFL-CIO Labor Day Breakfast at the IUOE Local 478 hall in Hamden Aug. 29. Below: Shawn and Michelle with U.S. Sen. Richard Blumenthal, U.S. Rep. Jahana Hayes (5th), and labor sibling Kirby Boyce.



PRESIDENT'S CORNER

Member From Day 1



Pumpkin season is back (personally, I prefer warm apples and cinnamon) — but enough of the pleasantries. This is a notification for all members, new and seasoned: From the moment you start a position at UConn Health, **you are covered by our union contract.**

I have been told there are managers and even senior UHP members who are saying something different. The UHP contract protects *all* members. While you are under your working test period, they (management) can terminate your employment for any *legal* reason. We (UHP) can not grieve that; we can however help you set up a Sperl hearing with HR, where you at least can have your side heard.

But that is only one thing. *Our contract covers all UHP members from Day 1* until the day they leave. Just because you are in your working test period does not mean you have no rights. The contract spells out your rights. If you are being told something that goes against what is in there, you need to reach out to us right away.

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UHP member Elise Kabel-Cormier and her family take in the Hartford Yard Goats game Aug. 30, which was Organized Labor Night at Dunkin' Park.

How Did We Get Here?

Do you know how UHP (University Health Professionals) came about? UHP is your union. We are a local (sort of like a subset) of AFT CT (the state federation of the American Federation of Teachers).



So let's do the math: We are 3,400+ members of the 30,000+ members of AFT CT, and of the 1,000,000+ members of the AFT. How did that happen?

In 1975 the state legislature passed a law letting state employees collectively bargain. That was a great victory! It came with the caveat that state employees would not be able to strike. This is your first lesson in the harsh reality of bargaining. Bargaining usually means both sides gain and both sides lose. The goal is to gain without massive losses (the American dream).

In 1978 a group of professional employees at UConn Health met and decided to try and form a union at our health center. When you form a union, most groups decide which large union they want to be affiliated with. AFT, AFSCME, and SEIU (1199) all were interested in being the union here at UConn Health. After a long and bitter battle, AFT and AFSCME got the most votes, over 1199 and no union. Hence, a runoff election was held and AFT narrowly prevailed. This resulted in UHP becoming the very first health care union in AFT!

Nothing has been given to us as a union. **Everything you read in our contract we fought for and we have struggled to maintain.** That is why we need you all to step up and keep fighting.

—In Solidarity, Jean Morningstar, Chief Steward

PRESIDENT'S CORNER

(continued)

The **UConn Labor Coalition** has invited Attorney General William Tong for a town hall at the Low Learning Center this month as we continue to engage with President Maric regarding our need to **stand up** with other institutions **against attacks on research, higher education, and health care.** Please click or scan **the QR code** for more information and to register to join us in solidarity at this event.



There is not a lot of space at Low, so please register soon to get a seat.

We are **starting our negotiations back up** this month, as there were many people on vacation through the summer. I have no news on that front right now. I'm hoping for more information to provide next month.

—In solidarity, Bill Garrity

ON THE CALENDAR

Town Hall With A.G. Tong

Sept. 18, 12p, Low Learning Center
bit.ly/2509tongtownhall

Steward Committee

Sept. 23, 5:30p, UHP office

Communications Committee

Sept. 30, 5:30p, UHP office
bit.ly/2509comms

Union Rep Assembly

Oct. 9, 12p, Keller Auditorium

Executive Committee,

Oct. 14, 5:30p, UHP office

UHP Paint Night Matinee

Oct. 25, 2p, AFT CT, Rocky Hill
bit.ly/2510uhppaint

CT AFL-CIO Convention

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

UHP calendar: bit.ly/uhpcal