



UNIVERSITY HEALTH PROFESSIONALS  
LOCAL 3837

# UHP Newsline

Issue #112.2

[uhp3837.com](http://uhp3837.com)

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## Arbitrator Sides With UHP in Holiday Pay Dispute

We're happy to report a huge win at arbitration for **Durand Tessier**, a 30-year member, a medical assistant on our hospital's orthopedic unit. Durand is a full-time employee who works 12-hour shifts. As such, he is covered by the language of the "12 Hour Shift Agreement" (p. 111 of our contract) that pertains to full-time 12-hour employees.

In his three decades at UConn, he was compensated for holidays according to the terms

of the agreement, which stipulates that holidays — "H days" — are paid based on *regular hours scheduled to work*.

Despite the contract language and decades of precedence Durand originally received an H day for Columbus Day, which was later changed to an "X day," and instead of getting paid 12 hours, he got

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## '25 CT AFL-CIO Convention



We sent 20 delegates to this year's CT AFL CIO convention, Nov. 6-7 at Foxwoods, where five unions represent more than one-third of the workforce. The theme this year was "Stand up, fight back!" We were among 268 delegates from 98 affiliates representing 24 unions! Our president, Bill Garrity, was re-elected as one of AFT CT's four representatives on the CT AFL-CIO's executive board. Use the [QR code](#) to see more about this year's convention. From left: Jean Morningstar, Robyn Roark, Rich Vance, Marsha Murray-Omega, Chris DeFrancesco, Elizabeth Barrientos, Randi Schiavi, Connie Simons, Jessie Carlson, Quamanic St. Pierre, Tonika Rhodes, Paul Banach, Liz Figueroa, Isolde Bates, Laura Didden, Shawn Brown, Michelle Proper (not pictured: Summer Lambert, Peter Zarabozo, and Bill Garrity).



### Winter Holidays



### Holiday Party Dec. 18

All signed members, join us from 3 to 7 p.m. in the academic rotunda!

## PRESIDENT'S CORNER

### When Are We Getting a Contract?

We are getting a version of this and similar questions almost every day: When are we getting raises? What is taking so long?



Our negotiating team and the Health Center management are nowhere close to an agreement. Some of their proposals are just not acceptable to us at all, I'm sure they feel the same way about some of our proposals.

We have many proposals that have a financial component to them, and the management team has not offered a wage proposal. We have been working on this for almost a year.

There is no state employee union that has a contract ready for the general assembly to vote on currently.

There are a few units that may be ready to go to arbitration. But again, like us at

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# Arbitration Win

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eight hours of comp time. Durand notified our union leadership, and we filed a grievance.

Unfortunately, in both our Step 1 and Step 2 hearings, management and labor relations disagreed with the assertion that Durand was entitled to 12 hours of pay. At this point, the only recourse we had left was to escalate to arbitration.

Arbitration is a lengthy, unpredictable and costly process. We should point out here that this dispute essentially was over four hours of pay. If you were to put a value on the time our employer had spent to this point trying to prove us wrong, it would far outweigh four hours of a medical assistant's wages. However, management made no effort to discuss a settlement that would have avoided arbitration (and the associated additional expenses, such as filing fees, the cost of the arbitrator and the hearing itself, and of course more hours of labor).

"The atmosphere [management] presented was a bit disturbing and rather disappointing," Durand says.

As often is the case in arbitration, it is the principle of the matter at stake. Contract language must be honored; violations against it start a slippery slope if they go unchecked.

We are proud to report that our arbitration yielded positive results; the arbitration was a full day of providing evidence and testimony to the fact that Durand is entitled to 12 hours of pay. In the end the arbitrator sided with UHP and Durand was granted his four hours of compensatory time. Big win!

"If there be any doubt or misleading information regarding our need to remain UNION STRONG, let me say clearly that every benefit we hold dear would be tested or even threatened if we did not have our union to back us up, to go the distance, not giving up or settling just because the other side presses," Durand says.

What we don't know yet is how much influence this will have on future disputes. But it certainly can't weaken our position on this argument and others like it, and most importantly, it sends a powerful message that we can and will fight to defend the principles in our contract.

—*In solidarity,*

**Randi Schiavi and Chris DeFrancesco**

Stewards, UHP Grievance 24-0025/24-21-CD/R



**Durand Tessier**

## PRESIDENT'S CORNER

(continued)

UHP, no higher education unit has received a wage proposal at the time of this writing. I was hoping we might have had a shot at a special session in November to get a contract to the general assembly. Sadly, that is not going to happen.

We are still meeting with management. We are hoping we can make some movement. Whenever we do end up with a contract, we'll still need our state lawmakers to approve it, and they're not back in regular session until February.

We are going to keep at this and I hope we have more to say next month.

One quick final note, **our holiday party is Thursday, Dec. 18**, in the academic rotunda. Please plan to join us. I look forward to seeing you there.

—*In solidarity, Bill Garrity*

## ON THE CALENDAR

### 'Defensive Charting' Webinar

Nov. 24, 6p, Zoom

[bit.ly/2511defensivecharting](https://bit.ly/2511defensivecharting)

### Steward Committee

Nov. 25, 5:30p, UHP office

### Social Committee

Dec. 2, 6p, Zoom

[vpmembershipactivities@uhp3837.com](mailto:vpmembershipactivities@uhp3837.com)

### Compensation Committee (tentative)

Dec. 3, 5:30p, UHP office

[mdproper@uhp3837.com](mailto:mdproper@uhp3837.com)

### Executive Committee

Dec. 9, 5:30p, UHP office

### Union Rep Assembly

Dec. 11, 12p, **C4/6 academic classrooms**

### UHP Holiday Party

Dec. 18, 3p-7p, academic rotunda

[bit.ly/25uhpholiday](https://bit.ly/25uhpholiday)

**UHP calendar:** [bit.ly/uhpcal](https://bit.ly/uhpcal)