



UNIVERSITY HEALTH PROFESSIONALS
LOCAL 3837

UHP Newsline

Issue #113.1

uhp3837.com

December 2025

Spread Some Cheer: Holiday Party Dec. 18

We invite you to join us for our annual UHP holiday party! Stop by the academic rotunda between 3 and 7 p.m. **Thursday, Dec. 18.**

This year, we are partnering with **Rebuilding Broken Foundations International**. We kindly ask that you bring **a new unwrapped toy** and/or **a nonperishable food item** to support their mission and the families they serve. Thank you for helping us make a meaningful impact this season.

Please see the back page for more from the Social Committee.



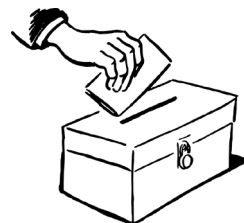
Get Involved in '26

The following offices are up for election in 2026:

- President
- 1st VP for collective bargaining
- Treasurer
- Recording secretary
- VP for communication
- VP for political activities
- VP for membership activities

Watch next month for the official call for nominations. Nominations for officer and delegate positions **will be due Feb. 2, 2026**, along with any proposed amendments to our constitution.

[Please use the QR code for more details.](#)



Here, on Time

I would like to wish of you peace and prosperity for the end of the year and into 2026. Social media and marketing campaigns would have us believe the holiday season is glitter, parties, fun, and family. I know, and so do you, that pressure of a job, a family, and friends can create major anxiety and stress that makes enjoyment difficult.

I will plead with you to stop and reflect in a quiet, calm environment for at least 10 minutes a day. Reflect on what is really important to you. Your answer is only germane to you. You don't need to justify it to anyone. Then think about how you are going to make that important thought happen. Then do the things that can move it to happen.

While this is important for your well-being and mental status, I feel the need to address some bad habits in the workplace. We work for UConn Health and ultimately the state of

(See 'Attendance and Tardiness' on back)



PRESIDENT'S CORNER

Our Last Charter Member

Happy Holidays to one and all! I would like to start with an acknowledgement of a UHP member I've watched for a long time. In 2003, when I was on the executive board at UHP as the VP for communication, I got to be involved with the UHP 25th anniversary events.

We put together our program for a dinner and in it we had a section with our charter members (those who were here and started with the union when it was founded in 1978.) In 2003 we had 21 charter members still working at the health center. For our 40th anniversary in 2018 we were down to three charter members. Now, our last charter member, **Kathleen Curley**, has retired. She did have a small stint away from UConn, but we still have her original card from 1978 in the office.

Thank you Kathy, I hope you get to enjoy a wonderful retirement.

(continued on back)



Kathy and I at our 2025 business convention

More From Social Committee

We are planning a bus trip, and we are also preparing for a **bake sale fundraiser**. To make this event a success, we are asking for **baked good donations** on the following dates: **Jan. 16, Jan. 30, Feb. 13, Feb. 27, and March 13**. Your contributions will help offset the cost.

Scholarship Committee will meet Tuesday, Jan. 6., more details and a Zoom link to come.

If you have any questions or would like to sign up to donate baked goods, please email

vpmembershipactivities@uhp3837.com.

—**Shaneé Reid, VP Membership Activities**

Attendance and Tardiness *(continued)*

Connecticut. I bring this up to remind everyone that UConn Health policies affect you regardless of manager, department, or school.

To that end, please make sure you read and understand the Emergency Closing Procedure published by Human Resources (sent via UConn Health Advisory email Dec. 4, 8:30 a.m.). It is very very important everyone understands that UConn Health has an exception to the other state agencies and the Storrs campus. Please put some plans in place right now to be able to get to work on time on bad weather days. Nobody has a "sometimes they don't expect me to work on my scheduled day" job. Have you ever heard the saying about how we had it really good until some people abused what we had?

As much as this pains me to say, here it is: Get to work and get here on time. Start time is not a suggestion. Management (and frankly your coworkers) do not care how many minutes you are late. Late is late. The same thing goes for sick time. Obviously, if you are sick please do not come to work. Sick is not vacationing in the Caribbean and publishing the photos on social media. Sick is not going to the Big E or shopping at the outlets or cooking a holiday meal. Sick time usage is a very big privilege and not an inalienable right. Members who think the use of sick time for a day off is appropriate are ruining the privilege for everyone and it needs to stop. Also, make sure your FMLA is truthful and you are using it in an honest manner.

Being disciplined for absenteeism and tardiness are two areas that are totally preventable. If you did not learn what your responsibilities to an employer entail then I expect you to learn two of them here: (1) You are expected to come to work ON TIME and every day. (2) You should only use sick time when you are sick.

Happy holidays!

—**In Solidarity, Jean Morningstar, Chief Steward**

PRESIDENT'S CORNER

(continued)

This is my 10th year as UHP president. I looked back at all my previous December articles. Very few spoke of warm holiday messages, so I want this to be different.

We are still having the same fights, but those we can discuss next month. I would like everyone to think about the past year and be thankful for this fact: You made it.

Be thankful for family at your side, and friends who will be there for you at a moment's notice.

We have jobs that matter. What we do matters. We matter. We train, educate, and care for the people of Connecticut.

Thank you for all you do.

And, a simple reminder this year to "BUY UNION."

Please take care of yourself. "You can't fill from an empty cup."

—**In solidarity, Bill Garrity**

ON THE CALENDAR

UHP Holiday Party

Dec. 18, 3p-7p, academic rotunda
bit.ly/25uhpholiday

Communications Committee

Jan. 5, 5:30p, UHP office
cdefrancesco@uhp3837.com

Scholarship Committee

Jan. 6, 6p, Zoom
vpmembershipactivities@uhp3837.com

Union Rep Assembly

Jan. 8, 12p, Onyiuke

Executive Committee

Jan 12, 5:30p, UHP office

Finance Committee

Jan. 17, 9a-3p, UHP office
mdproper@uhp3837.com

UHP calendar: bit.ly/uhpcal