



Leadership Change Brings Special Election



Effective July 1, **Peter Zarabozo** takes office as our first vice president for collective bargaining as **Shawn Brown** transitions from that role to president. This leaves a vacancy for vice president for Tier II (hourly) employees, which Peter has held since 2021.

Our elections committee will convene this summer to set up a special election for VP Tier II, which will begin with a call for nominations. Any hourly employee who is a member in good standing is eligible for this office. Watch for more information in the near future.

The Scoop on Sick Leave

Thank goodness we all have great jobs and impressive benefits. I know everyone is buzzing about the long-awaited raises and back pay, and some are disappointed about the high amount of taxes that are being deducted. Please understand that neither our union nor management is in control of your taxes or tax liability. The amount of tax liability you have is solely controlled by you and the federal and state government.



Jean Morningstar,
Chief Steward

Let's talk about something you have total control over. Let's discuss sick leave. Sick leave can take many forms. Your sick leave is accrued every pay period that you do not have more than three days of unpaid leave. If you are unpaid more than three days in a pay period you will not acquire sick leave. Please remember that sick time is a privilege and is not a substitution for vacation or personal time. Use your sick time responsibly.

PRESIDENT'S CORNER

Closing With a Contract

Happy June to all.

Let's start this by answering the question I've gotten most this month: "When will we be getting written contracts?"



Shawn, Jean, Michelle Proper and I spent time this month going over every page proofreading with Diane Ferguson and Tatiana Holmes in labor relations. We did finish. The whole contract will need to get to the printers. I am hoping we will see printed contracts as soon as September. I am also hoping we will have it up on our website before then. The salary page for July 11, 2025, is currently there, and we expect to get the July 2026 pay page up as soon as we get to July.

With that being said, I must say thank you to the UHP and UConn Health. These past 10 years, I have had the privilege of serving as president of UHP. While I would never say my tenure was perfect, I would say I did my best, and I am proud of what I leave behind.

I encourage everyone to get educated and get involved. We are only as strong as our weakest link. I will still be here, but not in a leadership role in UHP. I wish for my successors all the good in the world.

One last time,

—In solidarity, Bill Garrity

Sick time is used for your own time when you are sick, for medical appointments, and for bereavement. It can also be used in a limited defined fashion for unexpected, emergent family members' medical issues, and for caregiver leave under FMLA. FMLA is something you are entitled to receive but you MUST do the required paperwork in a timely fashion. This is not a suggestion. If you need FMLA for a procedure, a surgery, a regimen of recovery, etc., that will be a block of time in the future, do the paperwork in advance. Connect with the HR leave team and get the paperwork done. If

— (Continued on back) —



Bill and I walking a picket in support of Starbucks baristas October 2025



Always representing UHP — here, a rally for Alex Pretti at the state Capitol in January

Editor's Note: Thank you, Bill

A point of personal privilege to share a story and express some gratitude:

It's more than 10 years now since Bill started to build a team to challenge for the UHP leadership in our 2016 officer elections. He recruited me to run with him as vice president for communication. By then I was several years into my involvement as a union rep and a very new steward. At that time my colleagues and I (in what once was the UConn Health Center Office of Communications) were still reeling from surviving a takeover by Storrs that included an attempt to dismantle our department and eliminate most of our positions. (Note, we survived thanks to our union, which fought the layoffs and won a settlement before our case would have gone to arbitration!)

Our jobs were saved, but some of us were stripped of the work we were hired to do, and I felt my being at UConn Health no longer had purpose. Bill's invitation to run with him gave me a new purpose, one that changed my professional trajectory. No matter what professional indignities I would face as a UConn Health employee in the years that would follow, the privilege and responsibility of defending our contract and strengthening our members' collective voice carried me.

So thank you, Bill, for having faith in me, for trusting me, for teaching me, and more importantly, thank you for your tireless work on behalf our members, the greater labor movement, and all working people, for the last 10 years — our team has done some great work together!

—In solidarity, Chris DeFrancesco, VP for communication



Bill presented me with the UHP President's Award in 2018.

Sick Leave Guidance From Jean

— Continued from front —

you need it in an emergent situation, you will be given a grace period to get the paperwork done. When your leave is more than five days YOU MUST have a medical certificate releasing you to come back to work and explaining your illness.

If you have a medical or caregiver situation that is intermittent you also need paperwork. It is incumbent on you, the employee, to get this paperwork done. You must make every reasonable attempt to get your doctor and the doctor's office to fill it out. There will be deadlines. Do not ignore the deadlines. Ignoring the need for the paperwork and deadlines may cost you your job. This is serious and needs to be taken seriously.

Finally, when using your FMLA it is imperative that you call out with the procedure your department has outlined so that your time is coded appropriately. Please know that UHP would be very happy to help you navigate this, as we know being sick, medically compromised or caregiving can all be debilitating.

Here's to a fantastic and healthy summer.

—In solidarity, Jean Morningstar, Chief Steward

ON THE CALENDAR

CT AFL-CIO Convention

June 25-26, Omni New Haven
bit.ly/2605aflcio-omni

Union Rep Assembly

July 9, 12p, Onyiuke

Executive Committee

July 14, 5:30p, UHP office

AFT Biennial Convention

July 16-19, Washington, DC
bit.ly/2605aft-dc

Steward Committee

July 28, 5:30p, UHP office
(Note: No June meeting)

UHP calendar: bit.ly/uhpca