UNIVERSITY HEALTH PROFESSIONALS
LOCAL 3837

UHP Newsline

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Message From Our Next VP Tier II



Randi Schiavi

Thank you to everyone who took the time to vote. I appreciate the support I received throughout this special election. I'm excited to get started and look forward to collaborating with **Marsha Murray**, VP for Tier I, as we work to strengthen our rep network and presence across the health center. I am also committed to my promise to improve contract literacy, and member rights. I would also like to thank **Tasha Greenlaw**, who ran a fantastic campaign. I am excited to work with and learn from her. She has tremendous drive and spirit and is an asset to our union.

More special election details

—Randi Schiavi, VP-elect Tier II Employees

Mid-Term Wins for Labor



This November's historic election results sent a powerful message across Connecticut and throughout our nation, reminding us of what can happen when working people stand together, make their voices heard, and vote. For the labor movement, elections are an opportunity to continue fighting for fair wages, affordable healthcare, safe working conditions, strong contracts, collective bargaining rights, and respect for every worker.

As we continue our work on important legislative issues, I want to remind all UHP members that your voice is just as important as your vote! Our work doesn't end on Election Day. When important legislation and state budget proposals are being considered, I encourage every member to stay informed, contact your legislators, and make your voice heard. The decisions made at the state Capitol directly impact our members, our workplaces, and our future. Our strength is in our solidarity, and our voices matter every day!

—Dawn Thomas, VP for Political Activities

PRESIDENT'S CORNER

Contract: Book Soon, Digital Now



November: A clear reminder that the holiday season is upon us. The leaves have changed, the morning air is filled with frost and I've arrived at the all too familiar place of extreme angst because I'm a serial procrastinator, and as much as I know there's cooking, cleaning, hosting and shopping to do, I leave it all until the last minute and I do it with a smile, every single year.

Despite my many flaws, there is one good thing to report on, and that is the **UHP contract is now available electronically** on our website. The contract has been sent to the printer and there should be a turnaround time of a few weeks before we have them in hand. Until then, please access it online with *the black QR code*, and remember it is searchable. Once we have the physical copies in hand, we will arrange to distribute them to the membership.

These last few months have been very busy, especially because of the **mid-term elections**. I hope that everyone exercised their right to vote. The right to vote was fought for and earned by many groups who didn't always have the right to do so. Don't let that go to waste. If you don't use it, you can always lose it.

Another "right" I want to touch on are your **Weingarten rights**. Weingarten rights were established in 1975 by a U.S. Supreme

— (Continued on back) —

Bake Sale Success



VP Membership Activities Christine Judd reports her Halloween bake sale raised nearly $700 to support UHP activities — Thank you to all who baked and bought!

ON THE CALENDAR

Holiday bake sale, Dec. date and location TBD
Proceeds to Prudence Crandall Center

Union Rep Assembly, Dec. 10, 12p, Onyiuke

Executive Committee, Dec. 14, 5:30p, UHP office

UHP Holiday Party, bit.ly/2612holidayparty
Dec. 17, 3p-7p, academic rotunda

Steward Committee, Dec. 23, 5:30p, UHP office

UHP calendar: bit.ly/uhpcal

PRESIDENT'S CORNER *(continued from front)*

Court ruling *NLRB v J. Weingarten, Inc.* Your Weingarten rights afford you as an employee in a unionized workplace the right under the National Labor Relations Act to the presence of a union steward during any management inquiry that the employee reasonably believes may result in discipline or an investigatory interview. What that means is that when you are asked into a meeting by management, you have the right to ask if the meeting is disciplinary or if it can lead to discipline. If the answer is "no," proceed with the meeting. Management does have the right to meet with their employees to discuss work related topics. If the answer is "yes," you have the right to union representation under Weingarten. That is when you reach out to the union office and request representation for your meeting. Keep in mind that management does not have to offer you union representation. That is solely on the employee to request it when needed.

I wanted to touch on a few SEBAC-related concerns as well. As the **SEBAC negotiations** continue, please keep in mind that they are closed negotiations. Any updates regarding SEBAC that can be shared will be shared. But for now, all negotiations are being held close to the vest. There have been several rumors floating around that I'd like to dispel. One is that spouses are being removed from the retiree health insurance benefit. That is a rumor that makes its way around the state constantly and that is not currently a part of SEBAC discussions and not on the table. Anything that comes from the SEBAC negotiations must be voted on by the membership body. These are not unilateral decisions made by one person or solely by the state.

We just had a successful **bake sale**, thanks to our VP of Membership Activities, **Christine Judd**, and all her volunteers. Thank you to the members who donated their time to bake and contribute as well. Don't forget that our **holiday party** is coming up soon: **Thursday, Dec. 17**, from 3 to 7 p.m. in the academic rotunda. It's always a great time to fellowship with friends and coworkers for the evening. Please keep watch for details.

The word of the month is **thanks**. It almost feels like these days, it's become increasingly difficult to get out of bed and start your day. The feeling of monotonous work, stressful, never-ending days and an onslaught of people who you can't seem to make happy just doesn't stop. Keep in mind, it's not your job to make anyone happy. Your job is to make sure patients are heard; your work is complete and you're able to walk out of here every day knowing you did your best. So, if you haven't heard it yet, **thanks** for all you do every day to make sure the patients you treat, faculty and providers you assist and tough days you endure are not unnoticed. It may not always be broadcast, and you may not be recognized in a way that you would expect. Just know that you are seen and appreciated. In a world where nothing seems right… **Thanks**.

—In solidarity, Shawn Brown