

# UCPEA Annual Report 2017-2018





# President's Message

The first year of any task or assignment presents itself with numerous opportunities to learn and grow as an individual. But this year has been about meeting our members and listening to what they have to say. What I have learned is that UCPEA members need to know they can trust our union and believe what we all stand for; and that not everyone is at that point. Our newly ratified contract has already been challenged in many ways. This past year we have been in Hartford together fighting for UConn and its budget, we have stood on the steps of Wilbur Cross together to bring attention to personal leave time, and we have been to the Brown building to present cases with all those affected by winter weather in Residential Life. We cannot be pulled apart in small sections; what is done to one is done to all of us.

The upcoming year will test our patience as members in many areas such as the job inventory project, SAG award, and State budget. Our office staff started an outreach process to connect with each area represented by UCPEA. If you have not attended one of your area meetings please do; the information we present and receive will only makes us a better informed group. We have created a joint labor committee with all of the UConn unions and have found many of our concerns are not unique to UCPEA.

Being President of UCPEA is an honor and one I have still not fully realized....by no means is this an easy assignment. The balance between my UConn position, UCPEA, and my family is a daily hurdle. I am thankful our organization has a dedicated staff and our union representatives take their roles seriously. We will never be a perfect organization, but we will never stop trying. I am just as you are....a member, a UConn employee, and just one voice, but when 1,800 voices come together....well that is UCPEA.

## First Vice President

The First Vice President served on several committees including the Finance Committee contributing to discussions of appropriate fiscal policy. Participation on the Sick Leave Bank Committee involved discussing and voting on awards of banked sick time to members who submitted requests. Information also was gathered to better prepare members to participate in labor activities at the State Capitol and Legislative Office Building, including the purchase of a portable audio system. Regular meetings are being established with the Executive Director and Field Representatives to discuss any current bargaining issues and cases being handled by the reps.

## Professional Issues

Following approval of the UCPEA contract by the Legislature, professional development funds increased to \$400,000 per contract year. Maximum award amounts were increased to \$1,000 per member to be used for job-related membership fees, a variety of professional development opportunities including online training, in service workshops, and annual conferences. A total of 408 awards were distributed to 338 members. Contractually, 10 percent of the pool "may be utilized for University sponsored programs open to and accessible by all UCPEA members." The committee is considering a variety of programs to benefit the membership and anticipates the start of a new program in the next fiscal year.

The annual Healthy Eating Luncheon on August 16, 2017 that focused on "small plate" dining was attended by 106 members at the Gelfenbein Commons on the Storrs campus. Rob Landolphi, assistant director of Dining Services was the guest speaker.

The popular "Win It in a Minute" fast-paced competition game took place on January 9, 2018 on the Storrs campus.



## 2017-18 Executive Board

Michael White, *President*  
Ian Hollis, *1st VP for Collective Bargaining*  
Angela Rola, *VP Professional Issues*  
Peter Morenus, *VP Political Action*  
Veronica Cook, *VP Member Services*  
Vlad Fatu, *VP Communications*  
Michael Long, *Recording Secretary*  
Joshua LaPorte, *Treasurer*  
Ashley Robinson *Chief Union Rep*

## UCPEA Office Staff

Elizabeth Sullivan, *Executive Director*  
Chuck Morrell, *Field Representative*  
Lindsay Jenkelunas, *Field Representative*  
Patti Williams, *Field Representative*  
Roslyn Swift, *Administrative Coordinator*  
Katie Parent, *Financial Assistant*

## Political Action

The Vice President for Political Affairs has been actively involved with the AFT Connecticut Legislative and Political Action Committee in monitoring state legislation. As a member of the committee he has been interviewing candidates for statewide elective offices including those for attorney general and governor. He has served as the UCPEA representative to the UConn Transportation Advisory Committee, as well attending CT AFL-CIO legislative issues conference meetings. This next election cycle will be important for UCPEA members. Please continue to contact your elected officials and urge them to support working families.

## Chief Union Representative

The Chief Union Representative focused on trying to build power and engagement within the membership, completing several projects and initiatives:

- Communicated with Area Reps and led Area Rep Meetings, implementing improvements.
- Collaborated with office staff to fill Area Rep vacancies.
- Led the implementation of the first UCPEA Engaged Leaders Cohort with AFT Connecticut.
- Developed educational materials for Area Reps about the Janus case and membership cards.
- Collaborated in the planning of the PL Day Grievance Rally and emceed the rally.
- Participated in a Mobilization Blitz training and week of organizing with AFT.
- Nominated deserving UCPEA members for recognition.
- Collaborated with Field Rep Lindsay Jenkelunas to present a workshop entitled "Discovering Women's Collective Power as Union Members" at the UConn Women's Advance Conference (May 11, 2018).
- Participated as an active member of the new Social Justice Committee, chairing the sub-committee on Research and Assessment and developing a draft member workplace climate survey.
- Developed marketing materials and began recruiting for the UCPEA Engaged Leaders Program with AFT CT. Recruited several reps to participate in the Engaged Leaders Program.
- Spoke on behalf of UCPEA at the UConn Labor Coalition rally for Janus v. AFSCME oral arguments on February 26.
- Created Outlook calendar invitations to encourage members to keep track of meeting dates and times, resulting in the highest-attended Reps Meeting of the semester, with 42 reps present.
- Participated in the AFT Mobilization Blitz in Anchorage, Alaska from April 7-14.

## 2015-2017 Union Representatives

### Area 1

Tina Burnham  
Mary Margaret Cole

### Area 2

Melanie Hepburn

### Area 3

Michael Roberson

### Area 4

Kathryn D'Antonio  
Thomas Fearney

### Area 5

Gisele Russo

### Area 6

Kathy Gontarz  
Gregory Gunn  
Michael Long  
Robert Morrell  
Michael Oatley  
Sandhya Pai  
Penelope Portuguese  
Ricky Portuguese

### Area 7

Alice Fairfield  
Lisa Pane

### Area 8

James Reiman

### Area 9

Theresa Hallenbeck  
Kyle Kravchuk  
Thomas Weston

### Area 10

Hernan Cortez  
Suzanne Hanlon  
Donna Hardaway  
Ben Murphy

### Area 11

Coryn Clark  
Sheila Patchen  
Torona Smith

### Area 12

Chris Dahl  
Rosemary Marcellino  
Stephanie Marks

### Area 13

Micah Heumann  
Susan Rosman

### Area 14

Jessica Muirhead

### Area 16

Michael Martel

### Area 17

Sheila Kucko  
Jennifer Morenus

### Area 18

Peter Morenus

### Area 19

Lindsey Danburg

### Area 20

Joshual LaPorte

### Area 21

Marvyann Duncan  
Nancy Urcinas

### Area 22

Dennis Arbige

### Area 23

Ian Hollis

### Area 24

Fiona de Merell  
Eileen Lemay

### Area 25

Mary Ann Phaneuf

### Area 26

Hugh Smolin

### Area 27

Ryan Baldassario

### Area 28

Velda Alfred-Abney  
Sharon McDermott

### Area 29

Kaye Johnson  
MiChelle Pereira Lopes  
Jillian Lopez

### Area 30

Kimberly Lachut  
David Paquette

### Area 31

Paula Pierce

### Area 32

Emilie Hogrebe

### Area 33

Alisa Geller  
Ashley Robinson  
Martin Sagendorf

### Area 34

Kimberly Howlett

### Area 35

Lisa Muller

### Area 36

Anthony Paguni  
Steve Sharkis

### Area 37

Marita Decozio-Wiley

### Area 38

Laurie Lanka  
Jeremiah Macht  
Lisa Mieszkowicz

### Area 39

Eva Gorbants  
Stacy Webb

### Area 40

Jason Escalera

### Area 41

Daniel Stolzenberg

### Area 42

Erin Blanchette

- Worked with fellow AFT members and staff from across the nation to engage the membership of Supervisor's Union Local 4900. Completed worksite visits, house calls, and helped plan a rally and social media engagement during contract negotiations for this sister local.

### **Communications**

2017-2108 brought the membership a new format to the Union Wire. The newsletter is now produced solely in an electronic online newsletter format for better viewing on mobile devices. Increasing the detail and subject matter of content covered in the Union Wire has also been a focus. Early 2018 brought the soft launch of our new website. Staff and leadership are working with AFT and AFT-CT on fine tuning the new site and expect the project to be completed by July.

### **Membership Services**

New Member Luncheons were held in July and November 2017. Holiday parties at all regions were well attended with over 300 members attending the Storrs Campus event in December 2017. The annual Swing into Spring event was attended by 115 members in April 2018. The UCPEA Fair will be combined again with the Annual Meeting, in May 2018, with at least 20 vendors expected to participate. The Childcare Reimbursement Committee allocated assistance to 244 members.

### **Treasurer**

The Treasurer's activities focused on three primary areas: proficiency in all fiscal procedures and controls of the union, drafting banking and investment procedures, and completing all responsibilities of the office of Treasurer in a timely and accurate manner. The following actions were completed:

- Updated signatories for all UCPEA accounts, held at numerous banking institutions.
- Continued consolidation of UCPEA banking and established an investment account. Closed accounts with maintenance fees.
- Updated the draft UCPEA investment policy working with the Board, the Finance Committee, and our outside accounting firm to insure it maximizes security of member funds while also increasing income.
- Worked with the UCPEA office staff to establish procedure to insure review of all account reconciliation reports with their full documentation.
- Corresponded with UConn Payroll to adjust the collection of pass-through dues.
- Drafted a budget in close collaboration with the Finance Committee and the Executive Board.

- Insured all constitutionally-required meetings of the Finance Committee were held, and that minutes were taken of meetings.

- Completed all required filings to the State Elections Enforcement Commission on behalf of the UCPEA PAC. Worked with SEEC staff to transition this responsibility.

### **Office**

In addition to the normal grievance and member issue activity, the UCPEA office had four main priorities this year: development and implementation of a pilot Area Meeting Plan, implementation of new language in the approved July 2017 UCPEA contract, a recommitment campaign and participation in the newly formed UConn Labor Coalition.

The newly formed Area Meeting Plan is about half way through its pilot year; feedback has been positive and helpful. The main goal of this program is to increase communication between the office and our membership providing educational engagement opportunities. This plan also compliments nicely the new case assignment system for our Field Staff. Each of our three Field Representatives are responsible for specific areas of the membership to help our members get to know their Field Representatives and vice versa. Our Field Representatives have also worked hard guiding members to a new and exciting level of involvement in grievance hearings and various actions that support the mission of UCPEA.

July 2017 brought the Legislature's approval of the new UCPEA contract. While much of the contract stayed the same, there are new segments that needed to be implemented. This is an ongoing focus as the contract is still in its infancy.

A major focus over the last six months has been educating the membership on threats to organized labor and ways in which we can build the power of the union. The office is actively participating in and supporting the organization's recommitment campaign. This will remain a priority.

The office has also supported UCPEA's participation in the newly formed UConn Labor Coalition. The ULC meets monthly, sometimes more frequently, and the excitement about getting to know and work with our fellow union members throughout the University of Connecticut and UConn Health is profound.

Through the hard work of our administrative and financial team members, the office also has supported the organization's committees and event planning. This includes the Membership Services and Professional Issues committees in addition to the September 2017 "Support UConn" rally in Hartford, the February 26 Janus event organized by the UConn Labor Coalition and the April 5th PL Day Rally.