

UCPEA EXECUTIVE BOARD MEETING

August 13, 2019

Student Union 310

Noon

MINUTES

Call to Order: 12:05pm

Attendees:

K. Best, P. Morenus, J. Morenus, R. Marcellino, A. Rola, J. Escalera, K. Fischer, M. Decozio-Wiley.

Guests:

E. Sullivan, L. Jenkelunas, P. Williams, Amelia Hinchcliffe

NEW BUSINESS:

a) Arbitration Request

A discussion was held regarding arbitration request case 19-0019. The motion to approve the arbitration was made by R. Marcellino and seconded by M. Decozio-Wiley.

b) White Supremacy & Gun Violence:

In light of recent acts of domestic terrorism, E. suggested that UCPEA release a statement against white supremacy and gun violence. K. Best discussed importance of the timings of these communications in relation to events. R. Marcellino suggested creating a response team to track instances like these. K. Fisher and M. White will draft a statement to be issued to membership for K. Best to review and approve, a date was not set for the communication. The board decided to table the conversation of a response team until a social justice Vice President for Social Justice is elected.

c) Board Communication:

A discussion was held on what communications need to be in place amongst executive board to ensure urgent matters, deadlines, and updates are done in a timely manner. Discussion was held on executive board meeting format, one or two hours. Conversation was tabled, communication overlap needs to be vetted.

d) Election Update:

Voting was extended and will close on August 19th at 4:30pm as some UCPEA employees did not receive voter notification emails the day ballots were addressed.

e) Strategic Plan:

AFT followed up with digital guides of AFT strategic plan. E. Sullivan needs a go from the board on the UCPEA's commitment to creating a strategic plan: the board agreed. E. Sullivan to report back to executive board on progress.

f) Humans of UCPEA:

A discussion was held on the addition of member feature articles to the wire. K. Best identified various steps involved: Project needs to be laid out and members identified, schedule needs to be created and project needs to be budgeted. P. Morenus suggested using a student photographer for the project. K. Fisher stated using and engaging UCPEA members who volunteer their time may be an effective method. K. Best indicated that diversity and presentation of the membership in these wires needs to be thought out and planned. K. Best to come up with a proposal for the project.

g) AFT Mobilization:

AFT CT is doing a mobilization September 14th - 20th and is looking for 2 members from our unit to participate in the mobilization effort, which entails door knocking: 8am – 8pm. There will be a training at AFT in Rocky Hill prior to the mobilization. Union release time will be used for the purposes of attending the training and door knocking. R. Marcellino suggested reaching out to stewards and union leaders for participation.

OLD BUSINESS:

a) Classification Project:

No substantive updates at this time. Next meeting is today at 3:00pm. K. Fisher, M. White, and E. Sullivan will raise several points regarding the lack of information and general frustration with progress on the project. UCPEA will file a charge with the State Labor Board for prohibited practice. A discussion was held concerning communication to the membership. K. Best suggested putting a "We Filed" communication out to the membership, to release a message at the next UCPEA stewards meeting, and a feature in the next union wire. E. Sullivan suggested dedicating a space on the UCPEA website for communication, allowing for immediate updates and transparency to the membership. E. Sullivan and P. Morenus both stressed an initial communication to come out immediately. E. Sullivan will draft a message for K. Best to review and approve.

b) Investment Policy:

M. Decozio-Wiley made several updates to the investment policy and will format the document so 'the' precedes UCPEA, written as 'the UCPEA'. The motion to approve the investment policy with 'the' added before UCPEA was motioned by R. Marcellino and seconded by K. Best.

c) Committee Appointments:

Finance Committee: Danielle Sullivan and Heather Ryan were put forward as potential finance committee members. M. Decozio-Wiley spoke with three potential members for the finance Committee: Danielle Sullivan, Heather Ryan, and Clarissa Girasoli and recommends that the President appoint Heather Ryan and Clarissa Girasoli. Committee members to be appointed by President at next executive board meeting.

Childcare Reimbursement Committee: Lisa Orcutt will continue as chair.

Professional Issues, Social Justice, and Work Life Oversight: All positions to be appointed after VP for Social Justice is elected.

Communications Committee: K. Best to put call out and gauge membership interest. K. Best to give update on communications committee progress at the September Executive Board meeting and bring potential members forward for a vote.

COPE Committee: All positions re-appointed, no changes.

d) September Wire Printing:

A discussion was held to print paper copies of the Union Wire for distribution by union stewards in effort to promote face-to-face connection with membership. K. Best inquired with E. Sullivan if there would be enough hands on deck to accomplish this task. K. Best indicated to take funding out of his budget to pay for printing of Sept. Union Wire. M. Decozio-Wiley inquired on the cost for printing an issue. UCPEA copier is contracted and cost can be assessed by these means.

OFFICERS REPORTS

- **K. Fischer:** No additional updates to classification project discussed earlier.
- **J. Morenus:** No updates.
- **A. Rola:** Healthy luncheon is scheduled for August 14, 12:00pm and is at full capacity. R. Marcellino suggested using the platform to talk to the membership. A. Rola indicated she could accommodate this request.
- **J. Escalera:** Aim will be to draft minutes and return to executive board for review within 48 hours of executive board meetings held.
- **K. Best:** Needs upcoming communication requests for upcoming Union Wire issue and outgoing messages discussed today at meeting. Discussion was held on whether to include investment policy in Union Wire. K. Best suggested we hold the communication and roll it out with AFT's strategic plan. A. Rola suggested to include the information in the annual report. M. Decozio-Wiley will make the final decision on how to put forth the investment policy. Investment policy

does not currently include language on what investments will not be used or touched. E. Sullivan indicated that originally a listing of non-approved investments were used. M. Decozio-Wiley indicated that there is a disclaimer within the document that indicates only investments within the plan can be used. J. Morenus indicated that in her experience serving on the finance committee, picking and choosing from a list of investors may limit ROI.

- **P. Morenus:** No updates
- **R. Marcellino:** A love letter to Alaska was shown at the last steward meeting. R. Marcellino to give union stewards updates on Chicago 3 initiative.
- **M. Decozio-Wiley:** The current budget does not include the invoice from the social justice committee and credit card charges. M. Decozio-Wiley expects that we will break even or be in the red. Expenses were cut because the problem was seen early, M. Decozio-Wiley will follow-up with the final closeout budget for fiscal 2019 when available. From July 1, 2019 through the current meeting – dues have increased, as well as, an increase in membership.
- **E. Sullivan:**
SEBAC Report: Discussion about implementation of background checks for employees who have access to federal tax information.

SEBAC requested a list of people who have stranded ARP time.

UCPEA is considering doing a presentation on the 2020 Census, aimed at taking away people's fear about the census.

Discussion on AFT mobilization efforts.

Pension re-amortization: Special session is likely to occur, date has not been given.

Janus Negotiations: More to come on progress to mitigate Janice decision on our end. Did not go through by statute. Currently trying through agreement.

- **L. Jenkelunas:**
Housing: Discussion regarding issues in Res Life.

Case Reports:

There is a grievance on a step 2 level.

There is a 2nd grievance on a step 2 Level.

Found 23 members who fell out of the contractual salary range and were underpaid and fell below the minimum, adjustments are being processed.

- **P. Williams:**
Area meetings have been set for fall 2019.

Case Reports:

Member is currently on administrative leave after accused on suspicion of drug use – no proof found. During investigation performance issues were raised. Attempting to resolve issue through department transfer.

There is a non-contractual grievance on equity review, on advance to mid-October.

5-6 UCPEA member cases are currently being handled, many lawsuits have been filed. There are UCPEA members on litigation hold who cannot delete any information, as ordered by the university. University is being sued by the individual.

Good & Welfare:

Roslyn is feeling better and working from her computer at home.

A one-hour tree walk for union stewards will take place on Thursday September 12 departing from the Benton Museum.

Adjournment: Motion made to adjourn the meeting at 1:53pm.

Next Meeting

Thursday, September 12, 2019

12:00pm - 2:00pm

Location – SU 320