

UNION WIRE

NEWSLETTER OF THE UNIVERSITY OF CONNECTICUT PROFESSIONAL EMPLOYEES ASSOCIATION

OCTOBER

2019

Classification Update: HR Begins to Detail Career Paths for Members

Members of the UCPEA Leadership and the Classification team met with representatives from the University on three occasions in September and were provided with more information about how the Job Inventory Worksheets will map into job templates. The information from these sessions allowed UCPEA to ask more meaningful questions and advocate on behalf of the membership.

Human Resources held information sessions at the Student Union late in September to provide a high level overview of the new classification system that they now call Career Paths. Aliza Wilder, executive director of HR Operations presented for the University. Wilder briefly discussed terminology being used in the new system and how the number of job classification levels would be reduced. Other topics touched upon included brief summaries of the leveling criteria that will be used to map positions to their updated classification and proposed salary schedules.

The University has committed to visiting all regional campuses on the following dates:

Waterbury: Thursday, Oct. 3, 10 – 11 a.m., Rectory Building, Room 302

Hartford: Thursday, Oct. 3, 2 – 3 p.m., GBLC, 2nd floor Observation Deck

Stamford: Monday, Oct. 7, 11 – 12 p.m., DWTN 133

Avery Point: Thursday, Oct. 17, 3 – 4 p.m., Marine Sciences Building, Seminar Room 103

It is our understanding that members who do not work at the Storrs Campus or a regional campus have been invited to attend one of the above regionally scheduled meetings. Employees do not have to use their own time to attend a session.

Many aspects of the new system are still under discussion, such as timelines, the precise number of classification levels, the “reconsideration process,” salary bands and the proposed use of the term manager for an employee in the bargaining unit.

Members of the UCPEA leadership and classification team are scheduled to meet again with the University on Friday, Oct. 4.



CAMPUS TREE TOUR: Horticulturalist Greg Tormey in Plant Science and Landscape Architecture leads Union Representatives/Stewards on a tour of campus trees on Sept. 25.

Collective Action: Inclusion for Diverse Gender Identities in Residential Life

Simply put, UCPEA's power lies in our members and their courage to come together to improve their workplace. Over the last year, the Social Justice Committee has led an effort with the UCPEA membership and leadership strategizing about ways to advocate for members who are experiencing discrimination.

Important focus has been placed on improving contract language and while contract language will be an important conversation over the next two years, UCPEA members are already using their power and unified voice to affect re change in their departments.

Members in Residential Life joined in solidarity to improve the workplace for a colleague who was repeatedly marginalized. This colleague uses they/them/their pronouns and experienced frequent misgendering, excuses masquerading as apologies, and pressure to fix the problem themselves.

Former UCPEA member Suzannah Hufford spoke directly and frankly with management and pulled known allies together to be a part of the solution. This early advocacy evolved into a trans inclusive task force aimed at addressing the problem and making changes to the department so that it is more inclusive for employees and students with diverse gender identities and expressions.

The initial group comprised primarily of Residence Hall directors committed to a collective resolution. The task force expanded to include a range of UCPEA positions and established specific goals. During lunch meetings they developed a multilayered plan that included the option to add pronouns on name tags and business cards; a revamping of the department's mission statement; strategies for inclusive hiring practices; and education and accountability to ensure an appropriate response for future misgenderings. The group invited the executive director, Pam Schipani, to discuss the problem and proposals for resolution. Both parties engaged in substantive discussion with Schipani and members of her leadership team.

The fear that many members experience when attempting to address a discriminatory work environment is that management will try to explain why their experience is not discrimination. This did not happen in the Residential Life discussions. Instead impact was acknowledged, and plans were made to move forward with all proposed resolutions. Management went a step further and adopted the task force into their organization. Now the trans inclusive task force meets during work time.



HARDAWAY TAKES OATH OF OFFICE AS FIRST SOCIAL JUSTICE VP: President Michael White swears in Donna Hardaway as UCPEA's first vice president for Social Justice at the UCPEA Office.

This is an acknowledgment that the work being done by task force members is of mutual importance.

Residential Life also released a statement during their staff training further committing to transgender and gender non-conforming individuals and to providing passive educational opportunities. For example, there will be reading materials stored on a shared drive so employees can educate themselves about these issues. Work has already begun on a training about receiving and giving feedback on issues of diversity and inclusion.

The success of the task force highlights that the UCPEA is strong because of people not process. Task force members are available and willing to discuss their progress with fellow UCPEA members so that similar growth can happen across campus. Jacob Nathaniel from the Task Force is available to discuss the experiences of transgender and gender non-conforming employees, and to strategize about addressing any type of marginalization that happens at the University. You can reach them at: Jacob.nathaniel@uconn.edu. You can also reach out to UCPEA Field Representative, Lindsay Jenkelunas (ljenkelunas@ucpea.org) for more information.

SAVE THE DATES

OCT. 16 OPEN HOUSE

18 Dog Lane; Storrs, Connecticut
11 a.m. – 1 p.m.

OCT. 22 MEMBERSHIP MEETING

Student Union Theatre
Noon

DEC. 12 UCPEA HOLIDAY PARTY

Discretionary Compensation Information

The University responded to UCPEA's Request for Information and provided a list of all the UCPEA members eligible for discretionary compensation, along with the compensation that they received at the beginning of the fiscal year.

In addition to a 3.5% General Wage Increase, and an additional 1% of Performance Based Compensation; UCPEA members were eligible for two types of Discretionary Compensation. A total of 430 UCPEA Members were awarded One-Time Performance Awards (OTPA). The awards ranged from \$500 to \$5,000, and were provided as a lump sum payment.

There were 506 UCPEA members awarded a Performance Based Compensation Award (PBC). This form of discretionary compensation was added to base salary except for nine PBC awards that were converted to lump sums because the member's base salary exceeded the maximum for that UCP level. The awards ranged from \$220 to \$7,500. 164 UCPEA members were awarded both a OTPA and a PBC.

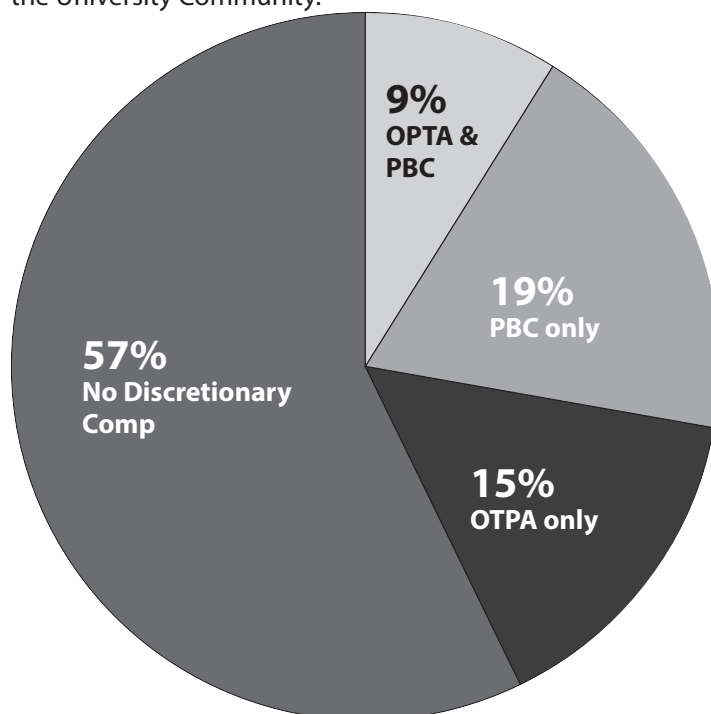
In addition to the contractual pools of funds created for OTPAs and PBCs, 66 UCPEA members received a discretionary lump sum award that was funded through their department. These awards ranged from \$106.08 to \$4,000.

Dues paying UCPEA members fared better than their non-dues paying counterparts:

- 29% of non-dues paying UCPEA employees were awarded a PBC compared to 33% of the overall UCPEA population.
- 20% of non-dues paying UCPEA employees received a OTPA compared to 24% of the overall UCPEA population. All of the largest awards went full dues paying members.

The complete list of all discretionary compensation along with the employees and departments associated with the awards is housed at the UCPEA office. UCPEA members can view the list at the UCPEA office during regular business hours.

We have heard from members who are disappointed in how discretionary compensation was awarded in their unit. We encourage these members to think forward to the next round of contract negotiations, and to work with their Union to craft language that will ensure that UCPEA members are fairly and equitably compensated for their important contributions to the University Community.



know your CONTRACT

Earned Time

As we near the annual holiday season, it is important to remember the time off you are entitled to under the UCPEA contract.

The descriptions below are the guidelines for taking your earned time off. If you have specific questions about your leaves, please contact your Union Representative/Steward or the UCPEA office.

VACATION

Contract Article: 6

How Received: 1.75 days per month, plus additional day in January, total 22 days.

Expiration: No more than a total of 60 days of vacation time can be accrued without express written permission. If you are approaching the maximum or are over the maximum, you may be asked to use your time to move under the limit.

Special Provisions: Employees can take up to two vacation days each year without requesting them in advance.

HOLIDAY

Contract Article: 8

How Received: If an employee works a legal holiday, they are entitled to compensatory time.

Expiration: The compensatory time accrued must be used by the end of the succeeding calendar year.

Special Provisions: Accrued holidays can be donated to the UCPEA Sick Leave Bank.

PERSONAL LEAVE

Contract Article: 9

How Received: Employees are allotted 2 personal leave days per contract year for emergencies and personal matters.

Expiration: Personal days do not accrue and expire June 30 of each year.

Special Provisions: If you chose to use a Personal Day, an employee should notify their supervisor as soon as possible.

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Dates, Deadlines, and Things To Do

Oct. 2, Wed., Union Rep Meeting, SU104

Oct. 10, Thurs., Executive Board Meeting, Room 410

Oct. 14, Mon., Office Closed, Columbus/Indigenous Peoples' Day

Oct. 16, Wed., Open House, 11 a.m. – 1 p.m.

Oct. 22, Tues., Membership Meeting, SU Theatre

Oct. 24, Thurs., Executive Board Meeting, Room 410

Nov. 6, Wed., Union Rep meeting, SU304B

Nov., 7 Thurs., Executive Board meeting, SU410

All events and meetings are at noon, unless otherwise noted

- **Membership Discounts**
- **Professional Development applications are reviewed at the beginning of each month**
- **Childcare Deadlines Jan. – April (Due May 15); May – Aug. (Due Sept. 15); Sept. – Dec. (Due Jan. 15)**

Dependent Tuition Waivers

The benefit applies to Fall & Spring semesters only

Deadlines: Fall Semester – June 1; Spring Semester – Nov. 15

Employee Tuition Waivers

The waiver applies to the Fall and Spring semesters only.

Deadlines: Fall Semester – Oct. 15th; Spring Semester – Feb. 28th

Tuition Reimbursement

Reimbursements apply to summer, fall and spring course work

Summer: Sept. 15; Fall Semester: Jan. 15; Spring Semester: June 1